

Minutes
Faculty Alliance
The Glacier View Room
University of Alaska Southeast
19-21 March 2022

Zoom link:

<https://alaska.zoom.us/j/87903562859?pwd=SFBaMVh1ZDE5RGpVMURJODdyMU4Zz09>

Meeting ID: 879 0356 2859

Passcode: 447555

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Members:

Julie A.K. Maier, Past-President, UAF Faculty Senate; Chair, Faculty Alliance
Gökhan Karahan, President, UAA Faculty Senate; Vice Chair, Faculty Alliance
Kelly Smith, Past-President, UAA Faculty Senate
Ian Hartman, 1st Vice President, UAA Faculty Senate
Sandra Wildfeuer, President, UAF Faculty Senate
Ataur Chowdhury, President-Elect, UAF Faculty Senate
David Noon, Past-President, UAS Faculty Senate
Andrea Dewees, President, UAS Faculty Senate
Jennifer Ward, President-Elect, UAS Faculty Senate

March 19, 2022

Possible Guests: **Dr. Sean Topkok**, **Dr. X'unei Twitchell**, **Dr. Maria Williams**, **Ronalda Cadiente Brown**, Dr. Pearl Brower, **Dr. Charlene Stern**, **Dr. Michelle Yatchmeneff**, **Joe Nelson**, Jennifer Booz, Juella Sparks

- I. Call to Order - Jak Maier 10:00 - 10:10 am
 1. Approve Agenda
Motion to approve. Ian approved. Jen seconds.
 2. Approve Meeting Minutes from [25 February 2022](#)
Motion to approve. None opposed.
- II. Alaska Native Success Initiative (ANSI) 10:10 am - 12:00 pm
 1. Debrief - ANSI team members

We've aligned ANSI with the 2025 Strategic Plan. We are reprioritizing Alaska native students, faculty and staff. The Facilities Inclusive Spaces Committee prioritizes Alaska Native artwork. We are working with HR in connecting to recruit Alaska Native Faculty and staff, instead of each campus trying to do recruitment. The ANSI action team met in February and is transitioning from goal setting to implementation. There is a goal of expanding indigenous and rural students serving in programs and places. The design of the Troth Yeddha' Indigenous Center has been stalled due to budget cuts. April 12 and 13th will be a fundraising event with a keynote speaker. We need comprehensive and culturally relevant advising for rural and indigenous students. We want to recruit and hire indigenous staff with a goal of employing a UAF workforce that reflects Alaska's population. We have set a priority of recruitment, retaining and promoting successful tenure and promotion of indigenous faculty that reflect the Alaska population. The next priority is launching a campaign to increase indigenous visual representation across UA campuses including signage and art.

2. Discussion with ANSI action team leaders on next steps, involvement of faculty and staff, and budget. ANSI, ANSC, & Alliance
A discussion on how to incorporate the time involved in mentoring students into the workload. Rural Student Services does an outstanding job but for a higher rate of student success, the support needs to come from all directions. Faculty Alliance is committed to working with Alaska Native students to mentor and facilitate their success. We have a goal of increasing the Alaska Native Faculty at UA from 5% to 20%. It would be beneficial to have an endowed professor at each of the Universities to attract talented faculty. A cluster hire idea of having two or three younger faculty members, starting their own PhDs and having the mentorship in place. There needs to be a better recruitment of faculty.
 - a. [ANSI Strategic Plan](#)
 - b. [ANSI Board presentation - Feb 25, 2022](#)
 - c. [UAA ANSI recommendations](#)
 - d. [UAA ANSI Strategic Plan 2022](#)

III. Alaska Native Studies Council (ANSC) 1:00 - 5:00 pm

1. Discussion of the work that ANSC has been doing
 - a. [ANSC minutes from 11-19-21](#)
 - b. [Decolonial vocabulary](#)
 - c. [Draft recommendations from three ANSC working groups](#)
 - d. [ANSC FIF Report](#)
2. Discussion of potential changes to the Promotion & Tenure process
 - a. Proposed modifications

A possible request of asking the board to dedicate 1% of the budget to these changes, which would be 8 million dollars.

b. Challenges

There is reluctance to really initiate structural change.

Alaska native struggles are not solely Alaska native responsibilities.

There was a big event in which one of our elders noted we didn't do this to ourselves. Where are the churches, where are the schools, where is the government's contribution?

What if all of our graduation rates just went up significantly because we're able to create more success for Alaska native people? That would be a big ripple effect that we can get a lot of positive support behind. Every university should be committing a certain dollar amount toward resolving this problem. It could be possible for a fairly small student fee that every student pays that goes towards this as well.

Jak suggests going into Executive Session. Ian, so moved.

Meeting was resumed.

A discussion of retention, promotion, and tenure. The history of Native Alaskans and how this creates an unfriendly atmosphere in promotion and tenure.

A motion to adjourn. Kelly seconds.

March 20, 2022

Possible Guests: President Pat Pitney, Dr. Sean Topkok, Dr. X'unei Twitchell, Dr. Maria Williams, Chad Hutchison, Sara Perman

IV. Budget and data 10:00 am - 12:00 pm

1. Budget 101 - President Pitney

a. [Budget 101 Presentation](#)

April 11th is a grant symposium in Anchorage that Senator Murkowski is bringing many people to attend. April 12 is a workforce conversation with different entities: Labor, University, Municipal, Native Corporations.

b. [Specific Faculty Alliance Questions](#)

c. [Legislative Advocacy 101](#) (from Sara Perman—State Relations Manager)

2. Debrief on data - Gökhan and Jak

a. [Staff data analysis](#)

The number of research administrators has not changed in years.

Is there any way to connect the decrease in enrollment to the loss of programs? People do not want to attend a university which cancels their program halfway through their degree process. The decline in tuition rates corresponds directly with program eliminations and the loss of the

accreditation. We need accurate data to do an accurate analysis.
Administrative costs are prohibitive.

V. Final word on ANSI 1:00 - 3:00 pm

1. P&T process development
 - a. [UAA CAS FEGs](#)
 - b. [DEI in P&T](#)
2. Barriers to Alaska Native student success - a case study from UAF
3. [Goals & Measures statement](#)

VI. Legislative Briefing - Sara Perman 3:00 - 4:00 pm

1. [Guidance UA emails - legislators](#)
2. [Q&A UA employee contact with legislators](#)

³/₄ majority veto anything the governor initiates. The House has a bipartisan majority of 20 plus one affiliate member, unaffiliated that frequently caucuses a 14 person majority and a 6 person minority, that 14 person majority is split on most things. We are not seeing a lot of collaboration there. For a regular vote you have to have 11 senators and representatives. We do not think there is any reality that we will ever get the votes across the board. They are looking at two pieces: What are we doing to build up our workforce and what are we doing for economic Development for the state. There are two phrase that we continue to reiterate: Please give us the Board of Regents requests and please give stability to higher Education Investment fund.

Meeting adjourned. Kelly seconds.

March 21, 2022

Visits with legislators.

9:00 am - Senator Myers (Fairbanks) Rm 510

10 am - Representative Wool's office (Fairbanks) Rm 501

10:30 - Representative Thompson (Fairbanks)

11:00 - Representative Schrage (Anchorage)

12:00 pm - Senator Bishop (Fairbanks) Rm 516

1:00 pm - Senator Kiehl (Juneau) Rm 419

2:00 pm - Representative Gronk (Fairbanks)

4:30 pm - Representative Claman (Anchorage)? Rm 118

5:00 pm - Senator Costello (Anchorage)