



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda

Faculty Alliance

Friday, March 24, 2017

Google Hangouts

2:30 p.m. – 4:30 p.m.

1. Call to Order

Voting Members:

Megan Buzby, President-Elect, UAS Faculty Senate

Sharon Chamard, 1st Vice President, UAA Faculty Senate

Chris Fallen, President-Elect, UAF Faculty Senate

David Fitzgerald, President, UAA Faculty Senate,

Maren Haavig, Past President, UAS Faculty Senate

Lisa Hoferkamp, President, UAS Faculty Senate

Orion Lawlor, President, UAF Faculty Senate

Debu Misra, Past President, UAF Faculty Senate

Tara Smith, Past President, UAA Faculty Senate; Chair, Faculty Alliance

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

President Johnsen at 3:45

2. Adoption of Agenda

3. Approval of March 10 Minutes

4. Public or Guest Comments

5. Report from Chair: March 14 meeting with President Johnsen; SAC will forward our calendar recommendations to the Summit Team with their support

6. Report from Faculty Senates (current Presidents): None or only important items; questions or comments to Faculty Alliance; report from David Fitzgerald on meeting with Chair O'Neill

7. Ongoing Business

7.1. Statewide Reductions

7.2. Public Opinion Piece

- 7.3. Protection of Minors Regulation draft
8. New Business
 - 8.1. Motion of support for Faculty Regents
 - 8.2. Faculty Alliance Chair Duties
9. Agenda Items for April 14 Meeting
 - 9.1. Revised Phase 2 Options, if available
10. Agenda Items for April 28 Meeting
11. Comments, concerns, and announcements
12. Adjourn

Upcoming Meetings & Events:

April

- 3-UAF Faculty Senate, 1p-3p
- 4- Chair meets with VPAAR, 2p, phone
- 7-UAA Faculty Senate, 2:30p-4:30p
- 7-UAS Faculty Senate, 3p-5p
- 13- Chair meets with President, 10a, Anchorage
- 14- Faculty Alliance Meeting, 2:30-4:30p via Google Hangouts
- 21-SAC, 3-5p, Audio
- 28- Faculty Alliance Meeting, 2:30-4:30p via Google Hangouts

May

- 1-Faculty Alliance report due to Statewide Governance
- 1-UAF Faculty Senate, 1p-3p
- 2- Chair meets with President, 1p, Anchorage
- 2- Chair meets with VPAAR, 2p, phone
- 5-UAA Faculty Senate, 2:30p-4:30p
- 5-UAS Faculty Senate, 3p-5p
- 12- Faculty Alliance Meeting & Transition to new members, 2:30-4:30p via Google Hangouts
- 19-SAC, 3-5p, Audio
- 22- BOR Public Testimony, 4p-6p, audio
- 25- BOR ASA Committee meeting, 8:30a-11:30a, video
- 25- BOR Facilities Committee meeting, 1p-5p, video
- 26- BOR Audit Committee meeting, 9a-11a, video

June

- 1-2, BOR meeting, Fairbanks
- 16: SAC, 3-5p, Audio



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Faculty Alliance

Friday, March 10, 2017

Google Hangouts

2:30 p.m. – 4:30 p.m.

1. Call to Order

Voting Members:

Megan Buzby, President-Elect, UAS Faculty Senate

Sharon Chamard, 1st Vice President, UAA Faculty Senate

Chris Fallen, President-Elect, UAF Faculty Senate *joined at 3:15 p.m.*

David Fitzgerald, President, UAA Faculty Senate *joined at 2:55 p.m.*

Maren Haavig, Past President, UAS Faculty Senate

Lisa Hoferkamp, President, UAS Faculty Senate

Orion Lawlor, President, UAF Faculty Senate

Debu Misra, Past President, UAF Faculty Senate

Tara Smith, Past President, UAA Faculty Senate; Chair, Faculty Alliance

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

James R. Johnsen, President, University of Alaska

Jeff Benowitz, Research Assistant Professor, UAF

2. Adoption of Agenda

The agenda was amended to include a discussion of a faculty regent under new business.

3. Approval of February Minutes

Sharon moved to approve the Feb. 10 minutes, seconded by Maren. There were none opposed.

Sharon moved to approve the Feb. 24 minutes, seconded by Orion. There were none opposed.

4. Public or Guest Comments

Jeff noted he keeps hearing SW has seen significant cuts in recent years but can't find documentation to support that. Debu noted positions had been reduced from 280 to 194, which includes some transfer of positions to UAF. Senior administration positions have

been combined rather than filled with new employees. Tara noted, however, that for FY13-15 funding the overall budget for SW remained the same.

President Johnsen joined at 3:45 p.m.

He noted he would like to provide updates on FY18 budget and Strategic Pathways issues.

FY18 Budget – The president report the amendment sponsored by Rep. Wool (which would have brought the House budget proposal for the University back up to the Regents’ original request of \$341M) was not allowed to be voted on, so \$325M went to the House Finance Committee. Rep. Guttenberg was persuaded to submit an amendment to bring funding back to the Regents’ request, which he rescinded during session; Rep. Wilson’s amendment for \$309M was rejected, and House closed out at \$325M. Senate Finance will likely close out next week at around \$309M. This is concerning because the University could then end somewhere between \$325M and \$309M. Also troubling that several the House representatives are new heading into the Conference Committee (Seaton and Foster, and maybe Pruitt), whereas the Senate side has more experience (Hoffman, MacKinnon, and maybe Olson). There has been no support for the capital request from the Regents (\$25M). One-time expenses, such as automation, are being discussed for inclusion. Also being discussed (but not yet analyzed) is a retirement incentive. Also considering paying down debt as part of the one-time expenditures. The president will meet with the Board in mid-April to discuss the budget and contingency planning. Tara asked about short-term cost cutting—getting out of leases, selling buildings? The president indicated both are options; UAF is looking at three buildings they could possibly sell, UAS has one on the market; SW is doing analysis on selling the Bragaw Office Buildings in Anchorage. They will also look at tuition, however, the president noted he was hesitant to request more than a five percent increase.

Strategic Pathways – Phase 1 is in implementation or implementation planning mode for the COE—which they are committed to not implementing until they have accreditation approval—expecting to begin implementation in Fall 2018. Engineering is working on implementation now as well. The president noted he is keeping an eye on Procurement and IT and how those decisions will be implemented; he noted a review of decisions in both areas is planned for next year. Phase 2 – The president thanked the Alliance for its initial thoughts on the options. He noted he is working on a summary for the Regents on his initial thoughts of the options. There is an RFI out for proposals to give analysis of the financial aspects of the options. The president noted he had seen increased collaboration as a positive outcome of the review teams, which helps to break down silos. He noted they are looking to find out what “backroom” functions can be automated so that there can be personalized/customized service in the service areas. Phase 2 options will be reviewed on April 11 by the Summit Team.

Tara asked about the timeline for the College of Education accreditation and if NWCCU had given administration an idea of how much time they will need to review the proposal. The president noted Rick Caulfield has met with the Commission and he is confident the objective can be met in the timeline given.

Jeff asked if there were any plans to do a cost-benefit analysis of the Phase 1 decisions. The president noted there definitely would be. For IT they have a charge for reduction by 20% and they will be held accountable to that. The same can be said for Procurement. There may also be decisions to invest more funding in some areas, like Health. Tara asked specifically about Athletics at UA. The president noted there will likely be a re-examination of Athletics.

Maren asked about the elimination of the School of Management at UAS and if there will be a cost-benefit analysis of that decision. The president noted he would be happy to talk to the chancellor regarding the SOM decision.

Tara asked if UA would pursue outsourcing programs, for example with Pearson. The president noted he wanted to explore a few programs for e-Learning. He noted he would like to experiment and talk through and see if UA has programs that could compete nationally and internationally (thinking mostly about small, niche programs). Tara noted that it is concerning when new options were added after the review had left the team. She also noted that (at least at UAA) there had been inappropriate pressures to use Pearson services and she had heard faculty were not excited about hearing about them as a vendor. Regarding outsourcing, Tara noted there are many (unintended) consequences and offered to consult on ways to avoid those pitfalls. Chris noted his experience with outsourcing is that as instructor he feels more like tech support; also noted he has found Pearson to be expensive. The president noted that Pearson wasn't the final option, and he was open to exploring other vendors, but feels that it is something to pursue in helping get UA programs out nationally or internationally.

Chris also noted that cutting academic programs is a multi-year process and doesn't meet cost-cutting requirements. The president agreed.

Silos that are holding us back? Where are they? The president noted there were silos holding UA back, starting with the different administrative and backroom processes at each university, which create barriers because each require their own customizations and are expensive/time consuming to change. And, in the end, they don't affect student experience and teaching effectiveness. The president noted he thought the Strategic Pathways process was helping breakdown those barriers and encouraging collaboration.

Debu asked if UA has a limit of 30,000 students and that the state doesn't have more students to offer. The president noted we have had more students before (there has been a decline of 16% from 2011) but that there were still issues with UA's education effectiveness. The president noted he did not think 30,000 was the limit for UA.

Orion asked if the president would provide a list of options that will not be considered. The president indicated he plans on preparing that and will share with the Alliance.

Tara asked if the president had any comments on the discussion on shared governance. The president noted he thought it was a useful discussion, the content and the fact that it was even held. He is still working on a plan to increase the Summit Team to include

governance representatives (among others). He said he looked forward to the continued discussion at the June Board meeting.

Members also discussed the merits of a faculty regent. The president noted it would take a constitutional amendment to create a seat for a faculty member on the Board. Alliance asked if it would be easier to have a non-voting member, however, they would not be an actual member.

5. Report from Chair

Tara noted she attended the March Board of Regents' meeting and participated in a discussion of shared governance, along with Lisa, Chris and the chair of the Staff Alliance (Nate Bauer) and the chair of the Coalition of Student Leaders (Colby Freel). President Johnsen and GC Mike Hostina gave a brief presentation on shared governance at UA, including policy and regulation and NWCCU accreditation standards.

Tara also noted her written governance report focused on the lack of response from administration regarding their formal actions and that a regent asked her about it. Following the Board meeting, there has been increased interest by UA administrators in responding to actions and recommendations.

Tara noted that in her report she also brought up the perspective that faculty are opposed to change, and she pointed out that all the things the teaching, research, and service entails are essentially about change.

The chair of the Board asked that, at future meetings, an hour be dedicated to the governance report in order to create a richer dialogue between the Board, the administration and governance groups. The chair also asked the governance groups to provide answers to the three questions included in the presentation: 1. What about UA governance is going well; 2. What can the administration do better? 3. What can the governance groups do better?

Tara reported that, all in all, it seemed to go well. Tara noted she hoped one of the outcomes of the meeting would be that the Board not see the faculty as adversaries.

Jeff noted he was disappointed about the lack of support on the Board for a Faculty Regent, and that during the Senate Finance Subcommittee meeting there still seemed to be an adversarial relationship between administration and faculty.

6. Report from Faculty Senates (current Presidents): Items under consideration/discussion; motions/actions taken; questions or comments to Faculty Alliance
- UAS – The UAS Faculty Senate discussed the morale survey and approaches to handling the results. There was also discussion on the Protection of Minors draft regulation—there is new interest in it from faculty and they have indicated they want the Senate to respond to this issue. The UAS Senate also resolved an issue with finals week scheduling and is working on spring elections.
- UAF – Orion reported the UAF Faculty Senate held a discussion of what is a program and what is a unit and how each should be reviewed, especially in light of CES research and

the decision regarding its elimination. CES Research had been on the BOR agenda for elimination but was removed from the consent agenda after Orion noted concern about the review process being followed. Debu noted the faculty need to focus on eliminating administrative positions before any faculty positions should be reduced. Sharon also reported UNAC has noted concern with units forming review committees and deciding to eliminate certain parts of the unit without Senate review, and that it would be particularly troubling if it became common practice.

UAA – Dave asked if the other campuses hold faculty convocation, and both UAF and UAS noted they did. Dave noted that it used to be just for faculty and would include recognition of promotion and tenure but that in recent years it has grown and moved further away from faculty; he noted at UAA the Senate is exploring ways to bring the convocation back more toward the faculty. Dave also reported that faculty discussed feedback reviews on the deans at UAA. The Senate also discussed deadlines for ordering textbooks and will conduct a review of federal guidelines for ordering textbooks.

7. Ongoing Business

7.1. Membership for CCC

Members discussed possible faculty members for the Common Calendar Committee; there was currently one willing faculty member from each university. Alliance members will continue to solicit for additional members to serve on the committee.

7.2. Statewide Reductions/Public Opinion Piece

Members discussed the proposed resolution on reduction recommendations for the university's statewide office. Members agreed to review at their next meeting. Members expressed general support for developing an opinion piece. Chris agreed to draft.

7.3. Enrollment Plan Response

Postponed to the next meeting.

8. New Business

8.1. Faculty Regent

Members agreed to research faculty regents at other institutions and discuss the topic further at their next meeting.

8.2. Protection of Minors Regulation draft

Tara asked members to share with the Senates for feedback on the new draft that splits classroom instruction from programs designed for minors.

8.3. Coordinated motion for Faculty Senates

Tara asked if there was any issue that would be worth coordinating a resolution between the Faculty Senates. One idea brought up was a resolution to support institutional autonomy. There was general support for developing a resolution on this issue.

9. Agenda Items for March 24 Meeting

9.1. Revised Phase 2 Options, if available

10. Agenda Items for April 14 Meeting

11. Comments, concerns, and announcements

12. Adjourn

Debu moved to adjourn, seconded by Orion. The meeting adjourned at 5:00 p.m.

DRAFT

Faculty Alliance

Resolution 2017-07 (DRAFT)

Whereas, recurring reductions in state funding for the University of Alaska System necessitate significant changes to the University's current mode of operation; and

Whereas, the Board of Regents and President Johnsen have publicly emphasized the need for change and stressed that we, as a system, can no longer simply conduct business as usual; and

Whereas, efforts towards that end are currently led by the Strategic Pathways initiative and actions resulting from that process so far have focused on the universities and satellite campuses that comprise the UA system with insufficient focus on the Statewide System Offices; and

Whereas, a recent publication¹ shows 199 Statewide administrative positions in 2017 that cumulatively consume more budget resources than all permanent and contingent faculty salaries and benefits combined; and

Whereas, the Faculty Alliance appreciates the hard work and demonstrated competence of UA Statewide administration and staff and is empathetic with regards to the personal impact of reductions, we also emphasize that the priority must be given to the viability of the universities and their capacity to provide higher education opportunities to Alaskans through high functioning academic programs; and

Whereas, reallocating resources toward units that directly fulfill the teaching, research and service mission of the university and away from central administrative offices would be a positive step toward the reestablishment of student and employee morale, which are essential components of a self-sustaining institution of higher education; and

¹ [A New Vision for the University of Alaska](#), Abel Bult Ito, 2017

Whereas, both the external reviews of the University of Alaska system (MacTaggart Report², Fisher Report³) independently came to the conclusion that UA Statewide is an administrative support service with a cost that is disproportionately large relative to the services it provides; and

Whereas, both external reviews cite reductions to the UA system central office as the most feasible and meaningful effort towards fiscal viability and emphasize the need for a change from the current command and control approach to the UA System; and

Whereas, the University of Alaska system is a state-funded, non-profit institution and therefore committed to providing the public with high-quality education under the most cost-effective conditions; and

Whereas the UA Faculty Alliance believes strongly that the UA system should focus as much support as possible to areas that directly maintain and improve its ability to serve its core mission through teaching, research and service; and

Whereas the budget allocated to UA Statewide Offices does not directly produce graduates or student credit hours, nor does it conduct academic research; and

Whereas, the value of a compact, efficient, central administrative office that provides analysis and recommendations to the Board of Regents and the Chancellors is duly recognized, the Faculty Alliance, through open discourse followed by consensus among stakeholders, seeks to identify a clear route to a revised central office that more closely fits that description; and

Whereas the Faculty Alliance supports the transfer of services regarding curricular decisions, student services, alumni activities, university relations (especially outreach), and most institutional research functions to the individual universities of the UA system; and

Whereas, significant cost reductions have been recognized by several state-funded universities that have redistributed relevant administrative functions to individual universities while maintaining a minimally-staffed central office or no central office; and

Whereas, a significant potential for savings lies within an examination of administrative services and associated positions currently listed on the UA Statewide organizational [chart](#) and

² [Planning the Future: Streamlining Statewide Services in the University of Alaska System](#), prepared for the Office of the UA President in 2008 by Dr. Terrence MacTaggart and Brian Rogers

³ [University of Alaska: Review](#), prepared for the UA President in 2011 by James L Fisher, Ltd.

subsequent reassignment of all services that can be successfully completed by existing university-based offices; and

Whereas, additional savings could be realized through more economical approaches to administrative leadership, planning and professional development events as well as reductions in the employ of external consulting firms for services in which an expertise already exists among UA faculty; and

Whereas, President Johnsen has already indicated that he opposes learning from the Oregon model specifically, and he has asserted that Statewide has already been cut sufficiently; and

Whereas, President Johnsen has promulgated financial data that masks the actual cost of Statewide to the universities and Alaska; and

Therefore Be It Resolved, that the Faculty Alliance urges the UA Board of Regents to take the following actions:

- Publicly endorse significant reductions to the Statewide System Offices and the priority of the central mission of each university in allocating revenue from all sources; and
- Appoint an independent, knowledgeable, and trusted individual or team to conduct an expedient analysis of other state system models which administer a greater number of institutions and students for far fewer resources, such as North Carolina, Oregon, South Dakota, Texas, and Virginia; and
- Through this study, produce options to reduce the services and functions of the UA Statewide System Offices to the minimum required for accreditation and for legislative and federal compliance; and
- Using this study, past reports from Fisher, MacTaggart, and the first Statewide Transformation Team report, produce options for the remaining functions to be eliminated or distributed to the universities, using shared services where they are beneficial and cost effective.

The Faculty Alliance comprises the Faculty Senate leadership of UAA, UAF, and UAS. We would like to clarify several points on the concerns of faculty expressed through the two resolutions of no confidence and the letter of concern regarding the leadership of President Johnsen.

The Cost of UA Statewide System Offices

Faculty at all three state universities in Alaska have raised concerns about the costs of the UA Statewide System Offices. It is important to understand that this organizational unit is not required for the universities to function, though some services currently located therein are. In a nutshell, Statewide has nearly 200 employees with no teaching or research duties, and many without providing any legally mandated services or functions.

The [UA in Review](#) financial tables track the budget of all entities within the UA system. Table 4.01 on page 129 lists the authorized unrestricted general fund for Statewide in FY16 as \$23,458,000. However, the authorized unrestricted general fund really only gives a limited picture of the costs of Statewide. Table 4.05 on page 133 gives the total actual expenditures of all units between FY11 and FY16, but unfortunately does not include FY16. In FY15, Statewide cost \$63,256,000, but only \$28,369,000 of that was GF. (The total approved budget for Statewide in FY16 was \$64,556,000.)

While some of the functions currently performed at University of Alaska Statewide are important to UAA, UAF, and UAS, the extra organizational layer that is "Statewide" is only one option for their delivery. UA Statewide is solely an administrative layer of services and authority, and one that does not exist at all or is much smaller in other states with more institutions, students, and programs. The existing version of UA Statewide is an expense that Alaska can ill afford. Beyond consuming state funding, it also siphons off resources from the universities through fees, charges, and a tax on external research funding called "indirect cost recovery." (We have been asking our colleagues who have been awarded external funding for research what support for their applications or research they have received from Statewide. We have heard of none yet, but we will keep asking.) We pay for Statewide from public funds (GF) and funds generated from students and faculty (tuition, fees, grant overhead).

A significant fraction of that public and university funding has been spent on a process titled "Strategic Pathways." For Phase 1 (June-August 2016), costs include consultant fees of \$228,000, travel expenses to Fairbanks, two days of catering, and two-weeks of full time salary plus benefits for all off-contract employees who participated. This does not include the time that on-contract employees dedicated to this effort, nor the in-kind donations of time from the student and community member participants. This kind of investment should only come with valuable returns for the universities and the communities they serve. Unfortunately, Phase 1 of Strategic

Pathways has yet to produce any cost savings at all but has, in fact, increased costs in FY16--the year in which the system had to absorb a 50 million dollar cut in state funding. Further, the Strategic Pathways process has produced serious and well-founded concerns among those most directly impacted by its consequences.

Strategic Pathways

Both votes of no confidence and the letter of concern centered on Strategic Pathways Phase 1 processes and decisions. Faculty are concerned that each university's established processes for decision-making and shared governance were and are being violated.

Let us examine the Phase 1 process in more detail. Eighty three total individuals participated on the Phase 1 teams (some on more than one team). Of those, 19 were faculty. The reviews occurred during the summer when most faculty were off contract, and team members were not only told that the options and reports were to remain confidential, but also given strict orders not to discuss them outside of the team. The team reports were given to a committee made up exclusively of administration, and some decisions that came out of that group bore little to no resemblance to the Phase 1 reports. We still do not know why Phase I proceeded in this fashion, but there was no established review process for the Phase 1 options or the changes made to those options by the Summit Team. Despite numerous requests from faculty governance to review Phase I decisions before they were put before the Board of Regents for a vote, President Johnsen moved forward in a fashion completely contrary to established academic review processes.

Faculty want good public process, as Mr. Dermot Cole argues for in his piece from [December 17](#) on the education decision. They also want the integrity of the universities that Alaskans spend millions of dollars to support to remain worthy of that public trust. Running the risk of formal warning, probation, or a show-cause order from the Northwest Commission on Colleges and Universities by foregoing the established process of shared governance undermines trust, diminishes faculty and student morale, decreases enrollments, and may ultimately make the budget cuts look like mere bumps or scrapes to our institutions. We are willing to work together to reduce costs; we are not willing to see Alaska's universities destroyed.

Mr. Cole correctly hints in his December piece that the consolidation of administration for all education programs into one college will be expensive. In fact, the consolidation itself will not only add costs upfront to accomplish this reorganization, it will draw resources away from academic programs, increase student and faculty uncertainty, and potentially jeopardize the regional accreditation of all three universities. How this will increase the production of highly-qualified teachers for Alaska remains an un-articulated mystery, and the assertion that it will flout in the face of reason. It is a high-risk, low-benefit proposal. Making such a decision,

and the in the manner in which it was made, makes it very difficult for many faculty to trust that President Johnsen is serving the best interests of the universities and their students.

The resolutions of no confidence and the letter of concern were specific to the leadership of President Johnsen. They are advisory to the Board of Regents on the health and best interests of the universities represented by the faculty senates. We respectfully disagree that the faculty senates should have folded in messages to the state legislature and the governor within those resolutions. We whole-heartedly agree that as citizens of Alaska, we should be thoroughly engaged with our state leaders. Rest assured, we are doing so.

UNIVERSITY REGULATION As of 8 Mar 2017
PART IX – STUDENT AFFAIRS
Chapter 09.12 – Protection of Minors

R09.12.010. General Statement: Protection of Minors

The University of Alaska system, as part of its mission, promotes and engages in many programs, events and activities that involve minors throughout its separately accredited institutions and campus locations. Protection and safety of minors is of the highest priority for the University of Alaska. To protect minors engaged in its programs, the University of Alaska has enacted the following regulations to provide protection for minors engaged in programs, events, and activities provided or endorsed by UA or any program conducted at its facilities.

R09.12.030 Definitions

A. Authorized Adults

Authorized Adults are individuals (whether full-time, part-time, temporary, paid, or unpaid), who in their official capacity have any direct and unsupervised contact with a minor. Authorized Adults include but are not limited to UA faculty, staff, other employees, volunteers, graduate and undergraduate students, interns, contractors, and consultants. Authorized Adult status does not apply to UA individuals at public events where there is a reasonable expectation of parental supervision.

B. Behavior of Concern

A behavior of concern is any behavior with minors that is suspicious and inappropriate, but may not rise to the level of abuse. Examples are provided in the Code of Behavior at R09.12.070.

C. Child Abuse or Neglect

Child abuse or neglect is the negligent treatment or maltreatment, injury, sexual abuse, or sexual exploitation of a minor by any person under circumstances which indicate that the child's health, welfare and safety is harmed or threatened. Child Abuse or neglect may be inflicted by any person and may include minor-to-minor abuse or Authorized Adult-to-minor abuse. For purposes of this policy, abuse may include, but is not limited to, the following types and descriptions:

1. Physical Abuse means hitting, spanking, shaking, slapping, unnecessary restraints;
2. Verbal Abuse means using degrading, or threatening language, including using foul language and cursing;
3. Sexual Abuse means any form of sexual conduct, engaging in inappropriate touching, exposing oneself, engaging in sex themed conversations;
4. Mental Abuse includes shaming, humiliation, and cruelty;

5. Neglect means unreasonable withholding of food, water, shelter, and reasonable medical attention.

D. Mandated Reporters

Mandated Reporters are persons that Alaska law legally requires to report child abuse and neglect. They are health practitioners or administrative officers of institutions; teachers and school administrators; child care providers; paid employees of domestic violence and sexual assault programs, crisis intervention and prevention programs, or organizations that provide counseling or treatment to individuals seeking to control their use of drugs or alcohol; peace officers or officers of the Department of Corrections; persons who process or produce visual or printed matter, either privately or commercially; members of a child fatality review team or the multidisciplinary child protection team

E. Minor

A minor is a person under the age of 18 years, unless the person is legally emancipated or legally married.

F. Non UA Sponsored Program

A non UA sponsored program is one where a third party contractor or third party individual hosts a program, event, or activity on UA property. Non UA sponsored programs do not have UA oversight or supervision.

G. Supervised Adults

Supervised Adults are individuals who work with minors under the direction of an Authorized Adult. Supervised Adults do not have unsupervised contact with a minor.

H. Title IX Coordinator

The Title IX Coordinator is responsible for overseeing, coordinating and monitoring the University's policy prohibiting discrimination, sexual assault, sexual harassment, dating and domestic violence, stalking, and retaliation ensuring compliance with federal and state discrimination and sexual harassment laws.

I. UA Approved Training

UA approved training is training submitted by university committees to the Chief Risk Officer and approved for use for Protection of Minor training.

J. UA Sponsored Program or UA Sponsored Activity

A UA Sponsored Program or UA Sponsored Activity is a program, event or activity staffed by at least one Authorized Adult and offered by various academic, departmental or administrative units

of UA, including student organizations, or in cooperation with outside entities on behalf of UA. This definition does not include activities occurring within the context of a numbered UA academic, non-credit, or continuing education course. research activities and UA academic programs that include minors if they involve residential, travel, or experiential components outside the classroom.

UA academic programs occurring exclusively in the classroom are not required to meet the minor protection requirements of UA Sponsored Programs or UA Sponsored Activities.

K-12 Schools and K-12 School Districts visiting UA outside of a UA Sponsored Program or UA Sponsored Activity are exempt from this policy, but must abide by their own supervisory requirements and certifications, including the ratio of authorized adult(s) to minors. The K-12 School or K-12 School District shall be responsible for the care of its minors at all times.

K. UA Course—Numbered class offerings occurring within UA academic, non-credit, or continuing education programs or units.

R09.12.040 Registration of UA Sponsored Programs

The Chief Risk Officer, in consultation with the Statewide administration, the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast, shall develop a system to register UA Sponsored Programs and Activities as well as Non UA Sponsored Programs occurring on all UA campuses. Registration information shall be provided to the UA Chief Risk Officer annually.

R09.12.050 Employee and Volunteer Screening and Selection

All UA Sponsored Programs or UA Sponsored Activities must adhere to the following employee and volunteer screening and selection criteria. These steps must be completed before an applicant is released to work with minors in a paid or unpaid position.

A. Authorized Adults

All UA Sponsored Programs shall be staffed by at least one Authorized Adult who supervises all other Supervised Adults. Screening and selection of a new Authorized Adult must be documented in an individual's file and include:

1. A standard application;
2. Signed UA Code of Behavior;
3. A borough/county criminal background check in all boroughs/counties where the applicant has lived the last 7 years; a multi-state criminal background check with Social Security Number Trace and Alias Search; and a national sex offender registry check; and
4. Have an interview.

5. A minimum of three reference checks that include professional and personal references.

Individuals currently classified as Authorized Adults should comply with at least the first three items listed above in order to maintain their positions.

UA Sponsored Programs and UA Sponsored Activities shall repeat items (A) 2 annually and item (A) 3 every three years.

B. Supervised Adults

Screening and selection of all other UA individuals working with minors in a program who may not be an Authorized Adult must include:

1. A standard application;
2. Signed UA Code of Behavior; and
3. A national sex offender registry check.

UA programs shall repeat items (B) 2 annually and item (B) 3 every three years.

R09.12.055 Minimum Required Supervision Ratios

An Authorized Adult must provide every minor with reasonable and appropriate supervision while that minor is on campus. Unless otherwise approved, every program at which minors are present must have a minimum Authorized Adult to minor ratio of the following:

Type	Ratio
Daycare Facilities	State of Alaska Administrative Code: 7 AAC 57.510 ¹
UAF Sponsored Events-Activities with caregiver responsibilities	State of Alaska Administrative Code: 7 AAC 57.510 ³
UAF Sponsored Events-Activities without caregiver responsibilities	No required ratio, based on event
UAF Hosted Activities	State of Alaska Administrative Code: 7 AAC 57.510 ³
K-12 School Partnerships	See R09.12.030.J of this regulation

The ratio for 13-17 year old minors is established at a minimum of one Authorized Adult to 18 Minors, additional Authorized Adults should be added at the discretion of the program or

¹ The ratio can be found by accessing the Alaska Administrative Code at [http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.jnu01.legis.state.ak.us/cgi-bin/folioisa.dll/aac/query=\[JUMP:'Title7Chap57!2C+a!2E+5'\]/doc/{@1}?firsthit](http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.jnu01.legis.state.ak.us/cgi-bin/folioisa.dll/aac/query=[JUMP:'Title7Chap57!2C+a!2E+5']/doc/{@1}?firsthit)

EHSRM.

R09.12.060 Training

All Authorized Adults and Supervised Adults must annually complete UA-Approved Protection of Minor and mandated reporter training courses, and must complete those courses prior to having contact with or access to minors. Additional program-specific training may be required.

R09.12.070 Code of Behavior

University of Alaska Sponsored Programs and Activities programs serving minors are required to include a signed Code of Behavior in their registration materials that includes the following minimum statement:

“Our program provides the highest quality services available to minors. Our commitment is to create an environment for minors that is safe, nurturing, empowering, and that promotes growth and success for the minors who participate in our program. Any type of abuse will not be tolerated and will result in immediate dismissal from the program and/or University of Alaska (UA). UA will fully cooperate with authorities if allegations of abuse are made and investigated.

To accomplish this mission together, employees, volunteers, and other adults participating in programs, events, research and activities involving minors:

1. Shall treat minors with respect at all times.
2. Shall treat minors fairly regardless of race, color, religion, national origin, age, sex, sexual orientation, gender identity, physical or mental disability, genetic information or pregnancy or parenthood status.
3. Shall adhere to uniform standards of affection as outlined in any applicable university or program specific procedures, and shall not engage in private displays of affection.
4. Shall not use or be under the influence of alcohol or drugs in the presence of minors or during activities or events involving minors.
5. Shall not discuss sexual encounters with or around minors, unless required academically.
6. Shall not date or become romantically involved with minors in the program.
7. Shall not make pornography in any form available to minors or assist them in any way in gaining access to pornography.
8. Shall not have secrets with minors or ask minors to keep secrets.
9. Shall not swear or tell sexual, discriminatory, degrading or otherwise offensive jokes.
10. Shall not stare at or comment on the minors’ bodies.

11. Shall not engage in inappropriate electronic communication, such as “friending” or “following” minors, or allowing minors to “friend” or “follow” them, as may be further defined by specific program policies.
12. Shall avoid outside-of-program contact or interaction with minors, which may be further defined by specific program procedures.
13. Shall not be naked, shower, bathe, “skinny-dip” or undress with or in the presence of minors.
14. Shall not take any photographs or videos of minors or post photographs or videos on a digital, electronic, hosted media, web-based service or any other medium without first obtaining a release from the minor’s parent or legal guardian.
15. Shall not abuse minors in anyway including the following:
 - Physical abuse:* hitting, corporal punishment, spanking, shaking, slapping, unnecessary restraints
 - Verbal abuse:* degrade, threaten, cursing
 - Sexual abuse:* inappropriate touch, exposing oneself, sexually oriented conversations
 - Mental abuse:* shaming, humiliation, cruelty
 - Neglect:* withholding food, water, shelter
16. Shall not allow minors to engage in hazing, bullying, derogatory name-calling, games of “Truth or Dare,” ridicule, or humiliation.
17. Shall report concerns or complaints about other adults or minors in accordance with all reporting policies, which include the anonymous **UA Confidential Hotline at toll free (855) 251-5719.**”

R09.12.080 Reporting and Response

If at any time any individual has reason to reasonably believe that a minor is in imminent physical danger, they shall contact law enforcement immediately. UA expects all employees, Authorized Adults, and Supervised Adults who become aware of abuse and neglect of a minor to interrupt the behavior immediately, document it and report the incident, or circumstances causing suspicion of abuse to a supervisor, Dean, Director, Department Head, or Campus Risk Manager. Additional reporting responsibilities follow.

A. Reporting Abuse and Neglect

1. Individual Reporting of Abuse and Neglect

- a. All UA employees, Authorized Adults, and Supervised Adults who suspect or become aware of any child abuse or neglect must report their suspicion, observation or knowledge to their supervisor within 24 hours.
- b. All UA employees, Authorized Adults, and Supervised Adults who become aware of discrimination against a child based on gender or sexual identity or sexual harassment of a

child, which includes sexual assault, sexual misconduct, or any other behavior of a sexual nature, must also report that conduct to his or her campus Title IX coordinator or Title IX contact within 24 hours.

2. Mandated Reporters

Some employees may be a Mandated Reporter under Alaska law. It is an employee's responsibility to determine their Mandated Reporter status. Mandated Reporters must submit a report to the Office of Children's Services within 24 hours of reasonable cause to suspect that a child has suffered harm as a result of abuse or neglect. The mandated reporter has no responsibility to complete any type of investigation or determine if their suspicions are correct, but only must have a reasonable amount of information to say that they believe abuse or neglect may have occurred. Alaska Statute defines "reasonable cause to suspect" as "cause, based on all the facts and circumstances known to the person that would lead a reasonable person to believe that something might be the case." Alaska law grants immunity from civil or criminal liability to persons who make reports in good faith and in a timely manner.

Mandatory reporters who become aware of abuse or neglect that involves discrimination against a child based on gender or sexual identity or sexual harassment of a child, which includes sexual assault, sexual misconduct, or any other behavior of a sexual nature, must also report that conduct to his or her campus Title IX coordinator or Title IX contact within 24 hours.

If an employee is a Mandated Reporter, UA expects him or her to adhere to the requirements of that law in addition to the requirements described in this section. If an individual has questions about mandated reporting, consult a supervisor, Campus Risk Management for guidance.

3. Employees Subject to the Alaska Professional Teaching Practices Act

All faculty ~~Some employees, particularly faculty, may be~~ are subject to the responsibilities established by the Alaska Professional Teaching Practices Act. ~~It is an employee's responsibility to determine whether they are subject to the Alaska Professional Teaching Practices Act. If an e~~In addition to the other duties established by that Act, employees ~~is~~ is subject to ~~it-it, UA expects him or her to adhere to that Act and its code of ethics in addition to the requirements described in this section.~~ may not engage in physical abuse of a student or sexual conduct with a student and shall report to the Professional Teaching Practices Commission knowledge of such an act by an educator.

4. Supervisor or Administrator Response to a Report of Abuse or Neglect

The University expects supervisors or administrators who receive a report of abuse or neglect to act on that report. Supervisors and administrators should immediately forward reports of abuse or neglect to their supervisor, as well as campus police, the Title IX office, or external agencies as appropriate. Supervisors and administrators should consult and follow Campus protocols regarding reporting. The University of Alaska Campus protocols for response and reporting are on file with the Campus Risk Management, Campus Protection of Minor Committees, Chief Risk Officer, and the Office of General Counsel. Contact one of these offices for additional assistance.

5. Reporting Minor-to-Minor Sexual Contact, Sexualized Behaviors, Suspicious or Inappropriate Behavior, including Behaviors of Concern

While the behaviors described in this section may fall outside of illegal activity, their prevention is important to providing a safe learning environment free of harassment for minors. As a result, UA expects all employees, Authorized Adults, and Supervised Adults who suspect, are told of, or observe minor-to-minor abuse or sexualized behaviors to immediately report their observations to their supervisor. Examples of conduct between minors to report include, but are not limited to sexual contact, hazing, bullying, derogatory name-calling, taunting, roughhousing, games of “Truth or Dare,” singling out minor for disparate or negative treatment, ridicule or humiliation, or behaviors listed as Behaviors of Concern.

In addition to reporting the behavior described in this section, employees, Authorized Adults, and Supervised Adults are expected to immediately interrupt the behavior and separate the minors, ensure the safety of the minors, refrain from conducting any investigation, document observations, allegations and suspicions, and report the incident to a supervisor.

R09.12.085 Minor Protection in UA Courses

Regulations will be promulgated to addressing minor students participating in UA Courses.

R09.12.090 Contractors, Facilities Use Agreements, and Non-UA Events

Contractual agreements concerning personnel or facilities related to programs, activities, research and events including minors must comply with this policy. Contractors shall be held to the same standard as employees and volunteers of UA and shall be provided a copy of this policy.

The following shall be included as a term of the contract where a third party contract involves interaction with minors or as part of UA sponsored programs.

If the terms of the contract anticipate contact with minors, require work where minors reside, or work where minors swim or change clothing, the following provisions shall be in effect:

A. Contractor shall defend, indemnify and hold harmless the University, its Board of Regents, officers and employees, from and against any and all claims, causes of action, losses liabilities, damage or judgments directly or indirectly related to any mental or physical injury or death arising out of its contact or its conduct or the contact or conduct of its directors, employees, subcontractors, agents or volunteers with minors including sexual abuse of minors as defined by Alaska statute.

B. Contractor shall purchase an insurance rider, endorsement, or secondary policy that names the University as an additional insured and covers and protects the University from claims and losses for the abuse defined in A. above and provide the University with a copy of that rider prior to the commencement of work under this contract. The Campus Risk Manager will have the authority to waive this requirement with written approval from the Chief Risk Officer and the UA General Counsel’s Office.

- C. Contractor shall present the University with certification prior to the commencement of work under this contract that all employees, directors, subcontractors, agents or volunteers that may have Contact with minors shall:
1. Be trained and certified in the identification, prevention and reporting of the sexual abuse of minors;
 2. Undergo a local, state, and nationwide criminal background check and national sex offender registry check;
 3. Be prohibited from working under this contract involving minors if they:
 - i. have been convicted of a crime of violence, neglect, or abuse against a minor,
 - ii. are a registered sex offender,
 - iii. have been convicted of an assault, reckless endangerment, neglect, or
 - iv. have been convicted of possession of child pornography.
 4. Adhere to the contractor's written policies related to the supervision of minors. At a minimum the contractors supervision procedures should include:
 - i. Minimum adult to minor ratios;
 - ii. How to supervise minors during overnight activities;
 - iii. How to supervise minors during activities that are associated with water use, including, but not limited to, pools, showers, bathing areas, swimming, etc.;
 - iv. How to supervise minors during transition times, including drop-off and pick-up.
- D. Failure to satisfy A, B, C above may result, at the University's sole discretion, with immediate termination of this contract for cause, without regard to any other termination provision.

RESOLUTION

of Support for a Faculty Board of Regents Member

WHEREAS, State of Alaska Statute AS 14.40.120 in combination with AS 14.40.130 codifies the composition of the University of Alaska Board of Regents to include a student Regent, but currently does not include any faculty Regents; and

WHEREAS, The outcome of a survey [reported](#)¹ by the American Association of University Professors (AAUP) reveals that many universities have included faculty members in their governing boards; and

WHEREAS, the current faculty of the University of Alaska have a wealth of institutional knowledge and serve a vital role in promoting the health and well being of our State's University; now

THEREFORE BE IT RESOLVED, the UAF Faculty Senate goes on record to support the modification of the State of Alaska Statute, as needed, to legislate the addition of, at least, a faculty member to serve on the University of Alaska Board of Regents.

RESOLUTION—TS Edits

of Support for Proposed Faculty Board of Regents Members

WHEREAS, State of Alaska Statute AS 14.40.120 in combination with AS 14.40.130 codifies the composition of the University of Alaska Board of Regents to include a student Regent, but currently does not include any faculty Regents; and

WHEREAS, The outcome of a survey [reported](#)¹ by the American Association of University Professors (AAUP) reveals that many universities have included faculty members in their governing boards; and

WHEREAS, the current faculty of the University of Alaska have a wealth of institutional knowledge and serve a vital role in promoting the health and well-being of our state's universities; now

THEREFORE BE IT RESOLVED, the UA_ Faculty Senate goes on record to support the modification of the State of Alaska Statute, as needed, to

¹<https://www.aaup.org/article/faculty-members-boards-trustees#.WMsxfKm9dw>

legislate the addition of, at least, one faculty member to serve on the University of Alaska Board of Regents.

¹<https://www.aaup.org/article/faculty-members-boards-trustees#.WMSnxfKm9dw>

DRAFT 3/22/17 Faculty Alliance Chair: Schedule & Duties

6 release credits per semester; 12 total for the year

Summer assignment needed for committee work and fall retreat planning.

Meeting, Event, Report	Frequency	Day & Time/duration
Faculty Alliance meetings	Bi-weekly	Second & Fourth Fridays, 2 hours
Faculty Alliance Retreats	Twice (fall & spring)	2 days
Faculty Alliance committees and/or task forces coordination	Monthly or as needed	TBD
Faculty Senate Meetings (home university)	Monthly (except January) & Special meetings or Events as scheduled	First Friday, 2:30-4:30p (UAA) First Monday, 3-5p (UAF) First Friday, 3-5p (UAS)
Reports to Faculty Senate	Monthly (except for January)	Due the Monday before the meetings.
President	Monthly	TBD—1 hour
VP of Academic Affairs & Research	Monthly	TBD—1 hour
Statewide Academic Council	Monthly	TBD, 2 hours
IT Council	Monthly	TBD, 2 hours
Statewide committees, task forces, projects	Varies	TBD
Chancellor	Monthly	TBD
Provost	Monthly	TBD
System Governance Council	4x per year	TBD
BOR Public Testimony	Week before regular BOR meetings	2 hours, audio
BOR Academic & Student Affairs committee meetings—report requirements vary	Week before regular BOR meetings	2-3 hours
BOR Finance & Land committee meetings—as necessary	Week before regular BOR meetings	2-3 hours
BOR Audit committee meetings—as necessary	Week before regular BOR meetings	2-3 hours
BOR meetings—written reports	June, September, November & March	Due 4-6 weeks in advance
BOR meetings--regular	June, September, November & March	2 days Oral report/discussion on day 1
BOR Special/Emergency meetings	Varies	TBD
BOR & Alaska State Board of Education & Early Development Subcommittee meetings	Varies (2-3 times a year)	TBD
Coalition of Student Leaders Chair	Varies	TBD

Chair is responsible for agendas for all FA meetings and retreats, FA reports to Senates and the BOR, and orchestration of FA initiatives, task forces, committees, projects, etc.