



UNIVERSITY
of ALASKA
Many Traditions One Alaska

DRAFT Minutes

Faculty Alliance Retreat

January 13 – 14, 2018

Gorsuch Commons Conference Rm

UAA, Anchorage, AK

Call-in: 1-866-832-7806; Guest PIN 2151251

Guests:

Paul Layer, UA VPASA
Dan Kline, GER CTF Chair
Common Calendar Committee Chair (Megan Buzby)
Representative Justin Parish (via teleconference)
Sine Anahita (Title IX)
Jeff Benowitz (faculty regent) (via teleconference)

Saturday 1/13/18

The meeting came to order at 10:05 a.m.

1. FA Chair report: 10:00 AM – 10:20 AM
Lisa reviewed her report and the retreat agenda with Alliance members.
<https://docs.google.com/document/d/1YyNQQR55qhuVHGbGr3OMVgTS5AaRvUtKigdQH7gjBGQ/edit?usp=sharing>
2. FA approval of Common Calendar Committee by-laws: 10:20 AM – 10:30 AM
Megan gave a review of the draft bylaws and asked for Alliance feedback (change campus to university was the biggest change). Members agreed the bylaws should be available publically on the System Governance website.

MOTION: Sharon moved to approve with suggested changes, Donie seconded. All were in favor, none opposed.

https://drive.google.com/file/d/1igdNzRushSdOa96UZLxJjFKA_RhfMK8m/view?usp=sharing
3. Representative Justin Parish, faculty regent: 10:30 AM - 11:00 AM (call-in)
Rep. Parish called in and spoke with Alliance members regarding additions to Board membership. Parish discussed with members their opinion on a staff regent (in addition to a faculty regent), the increasing number of board members (regarding efficiency), getting better representation of university employees, conflicts of interest from an employee perspective, regional representation, legal obstacles, etc. Parish noted he wanted to talk about this with the

chair of the education committee before introducing the bill. He noted it would be up to Legislative Legal to give a final form of the bill and estimated it would be in two to three weeks before it is introduced to the legislature. Parish asked if the Alliance had discussed any of this with current Board members. Parish also asked for any supporting resolutions from UA governance.

Send to Parish:

- resolutions (Morgan)
- memo from Lisa (Morgan)
- other universities who have a faculty regent (Benowitz)
- feel out current regents (Lisa)

4. GER Alignment: 11:00 AM – 12:00 PM
 - Retreat goals with Dan Kline
 - Tentative schedule for completing GER Alignment guidelines to ensure a productive meeting

Proposed FA recommendations:

- monthly meetings
- one electronic meeting prior to the retreat
- better define lines of communication
- consider eliminating unnecessary reporting layers (flattening the hierarchy)
- possible re-assignment of the chair duties -- looking at someone from the sciences area because those areas require the most work to completion

Discussion: UAF wants to expand course offerings, however, UAA wants to offer fewer courses. Dan notes that the high level learning outcomes have been agreed upon, but the course mapping to those outcomes are where the hold up appears. The hard work is going from each university's system to the GELO. Shared outcomes are essential to fitting multiple course offerings. And it is not the courses that remain static--but the GELOs. However, there was some differing of opinions about intermediate learning outcomes that map to courses and how aligned the universities need to be with each other.

ACTION: Determine if funding is available for Lisa and other FA reps to attend the GER retreat (Morgan)

ACTION: Dan will deliver a one-page doc with goals and plan forward

5. Working Lunch: 12:00 PM – 1:00 PM
 - Members continued their discussion of GER alignment. Dan will provide a one-page document with key tasks that need to be completed. Dan also noted Alliance members were welcome to attend the GER retreat, and thought it would be useful to have a representative from each university to assist with communication.
6. UA VPASA Paul Layer: 1:00 PM – 2:30 PM
 - Intro - started at interim full-time on Jan. 21.; has been with UAF for over 20 years; chair of Geology and Geophysics--had to work to reconcile those two departments; became dean

CNSM in Jan 2009; initially didn't apply for the VPASA position; initially said no when JRJ asked him to fill-in as interim but reconsidered and accepted so that a dean/faculty member would be at SW to help guide their actions.

- What services does the VPASA position bring to the three universities and does that justify the cost? -- Academic side: works with provosts and Alliance to take a look at how academics are coordinated, as a facilitator to promote discussion between and within campuses; to bring systemic issues to the forefront so they can be addressed. Over the years, the position has had different functions -- i.e. Julius was into international interaction; Dorman was focused on research. Layer wants to bring the academic side to the president and inform his conversations. Does it justify the cost? Hard to tell but thinks it is important to have someone with an academic background in that position. When Dan White moved back to UAF, there was a hole created and the president was not hearing the same perspective as before. Currently tasked with coordinating the Alaska College of Education organization. Can you say 'no' to or disagree with the president? Haven't yet had to but is willing if the time comes.

- How do you see the role of Faculty Alliance in system-wide governance? Do you consider it 1) a facilitating body that supports faculty governance at each university and promotes cross-university dialog to tackle system-wide challenges, 2) a rubber stamp /reconciliation governance body that approves motions from each university for presentation to the President, or 3) an independent governance body that has its own initiative that leads the governance bodies at each university? How does this compare and contrast to statewide administrative leadership as it relates to university leadership? -- Paul noted that each of these options has its place in governing and leading the faculty - -- How will Paul find out more about UAA and UAS? -- He is meeting with their leadership and trying to find out more about their programs, goals, and challenges -- more than happy to meet with the Faculty Senates from each campus -- and would like to visit all of the rural sites. Strongly wants to re-engage the dialogue between the president and faculty, especially in light of the votes of no confidence. -- Uselessness of councils -- Paul would like to create useful committees/councils that address issues, and would like to find clear paths for students between the universities so that they aren't left hanging and can have a relatively seamless experience

- Why does statewide hire so many consultants before (and usually entirely without) having faculty take a meaningful look at the issues, particularly the academic ones? -- This is the president's favored method for problem solving, however, Paul noted he didn't feel the same way. There are times that engaging a consultant can be useful but it isn't the tool for every job. He also noted, that for some projects, he would like to look internally before seeking out a consultant. Accountability of consultants or internal faculty work? Paul noted there should be but doesn't know the exact mechanism--for external consultants there is reputational damage. For internal, not yet sure how that plays out. -- What about the reports on SW and their recommendations to reduce its size? Paul noted there has been some reduction of staffing levels at SW. There was an internal report from a few years ago and those recommendations were necessarily followed either.

-- Faculty Regent -- the regents supervise the faculty so there seems to be some issue there; also not sure it would accomplish what they think it will accomplish; if this happens, he would be more than happy to work with them; personally, Paul is not too crazy about it
-- What were some issues the FA worked on when Paul was on it? -- Grading policies; mostly normal academic issues -- core and GER differences;
-- Board was more hands off when Paul was on the Alliance -- what can we (Alliance and faculty) do to move them back in that direction? Hamilton was a strong personality and chose chancellors who aligned with his style; Gamble was a weaker president (in Paul's opinion) and the Board filled that power vacuum; and now Johnsen has inherited this Board that is used to wielding a certain level of power -- not sure if the current Board trusts the deans and provosts to carry out their wishes and meet the goals they set. Have a history of non-academic presidents, and even Johnsen has an Ed.D. but hasn't served fully as a member of the faculty. How to rebuild that trust? Paul is working with the president to ensure the universities are making the right decisions for their students and the system

- The President has set some rather audacious challenges for the system, with the responsibility for meeting those challenges resting with each university (presumably the faculty). What is the President's responsibility? -- What will happen if we don't hit those marks? Why did no one ask how those goals were developed and if they are actually attainable? Paul noted he has similar thoughts and there are discussions being held at the chancellor and provost levels. There is growth potential at each university and need to determine the ceiling for each area--that will be the measure the programs are held to--if they are meeting potential capacity/growth or if they are languishing. Not sure how the targets were developed. Also need to determine realistic costs on increasing capacity--and then determine if the benefit is worth the expense.
-- Enrollments are down. What does the president see as his role in changing that? The president is focusing on online programs and increasing capacity and enrollment there. However, the president needs more ideas.
-- Faculty morale is low -- how will that be addressed? Paul notes it is a campus-level program and should be addressed by chancellors and provosts. There will always be attrition and a turnover rate of 5% isn't so bad. But UA will need to look at compensation to remain competitive.

Marijuana and Alcohol Policy - Paul will look at it further and get back to the Alliance

7. Title IX: 1/13/17, 2:30 PM – 3:30 PM

Guidelines for meaningful faculty involvement in revised UA Title IX Policy that respects academic freedom, shared governance and student rights.

UA wide council with faculty representation

Sine Anahita will join via teleconference

Original Title IX was about addressing sexual discrimination/inequality at schools. Sine believes there has been up to this point a risk management approach being taken at UA (and other schools).

There is an idea that undoing mandatory reporting will reinvigorate shared governance. At other schools, they have a student-driven model where the student chooses the level of support they receive.

At UAF, they have formed a Faculty Committee on Title IX Policy; they have met with Margo Griffith, the UAF Title IX Officer. Not a faculty support group but a Senate committee involved in developing new policy. At UAA, they are taking issue with mandatory reporting as well as the Haven training (the pre- and post-survey questions--they violate human subject research guidelines and standards). They are hoping to develop their own training that will be more specific to Alaska and UA, and will better serve our students. There have been questions about how secure the data collected will be, and was determined by UA IT to not be up to higher education standards. Following that, the survey portion was eliminated from the Title IX training.

What is the plan of action moving forward?

Sine: the more the three universities are united, the better chance they have in succeeding; Mike O'Brien is a strong supporter of all employees as mandatory reporters and could prove to be the biggest roadblock to removing mandatory reporting. The VRA does not mandate that all employees are responsible reporters; this is a misinterpretation of the 2011 Dear Colleagues letter. Sine noted she thinks the Alliance might be the best place to start.

SC: Not sure if the Alliance is the first step, but rather have each university take one part of the problem and address that--i.e. UAA takes over training to develop a better training module for all of UA. One major hurdle to this option is workload compensation, which would require some sort of administrative buy-in.

LH: Where do we start? Asking faculty for interested parties? Letting administration know of their plans (but not asking for permission).

- Identify process the more effectively fulfill the requirements of the VRA.
- Reassess mandatory reporting requirements.
- Develop in-house training specific to the Alaskan community, that didn't trigger students, and provided effective options for responding to incidents of sexual discrimination.
- meeting between university Title IX task forces and student health/counseling/care services
- create a website repository for all of the resources, articles, etc. (Google sites?)

UAA has video of Resa Lebovitz that is available for others to view

Lisa will start a letter to key stakeholders to express the intention to begin this project and to ask for interested volunteers (RIGHT?)

see

<https://drive.google.com/file/d/1W2sVV43clDPXSBsWm9ZUYkD9yFajugXW/view?usp=sharing>

and <https://drive.google.com/file/d/1C6GgA8NLRJHLIfE-WxeFaLtq2Rq28o4/view?usp=sharing>

8. Faculty Senate updates: 3:30 PM - 4:15 PM

UAF - passed motion to amend pre-major policy, resolution of appreciate for Joy Morrison; discussion on 50-min course blocks--will continue discussion after departments have given feedback; motion to drop courses online; incomplete grade policy clarification; modify boilerplate used on syllabi; no response from the IT committee

UAA - created ad hoc committee on education abroad; moving faculty handbook entirely online (also updating it); approved the curriculum handbook; movement of tier I courses from college of arts and sciences to the community technical college; new position -- vice provost for student success (Claudia Lampman) -- a three-year interim appointment; chancellor search -- delay in getting executive search firm in place; CITO Kowalski will attend the February meeting

UAS - significant curriculum issues -- two proposals were submitted -- minor in teaching and minor in power marine transportation -- but faculty input was not sought via the proper avenues so neither were approved by the Senate; will be updating the faculty handbook to say only a member of the faculty can submit a curriculum proposal; discussing accreditation and assessment (UAS' review is coming this fall); strategic enrollment task force (seems unsuccessful)--received a new set of priorities at their last meeting; new director for recruitment and admissions; losing emergency manager; working on AK Native GER course requirements

9. Adjourn for evening: 4:15 PM

6:30 PM: Dinner at Kinley's

Sunday 1/14/18

The meeting came to order at 9:20 a.m.

1. Letters: 9:00 AM – 10:30 AM

BoR criteria for awarding Presidential contract renewal

Measurable outcomes from Strategic Pathways, employee satisfaction
FY17 Presidential Performance Compensation Quantitative and Qualitative
Metric Outcomes documents

see

<https://drive.google.com/file/d/1oYIKeraAMrzYathZaHmshd1AUy1yDrMO/view?usp=sharing>

and

https://drive.google.com/file/d/1Pb4_jOVrPnZasT3fZ0jnPy0GBSVwu4sc/view?usp=sharing

Response to President Johnsen's assignment to Research Council - DECIDED TO HOLD OFF ON THIS LETTER; Sharon will solicit UAA faculty to serve on the RC; SC said Gingerich will deal with any fallout with SW re: Cheryl's appointment; Do we need to define what faculty is for representative purposes (i.e. to be faculty, you must be represented by a union)

Contract status of faculty representatives on SW councils

FA does not accept PJ action as precedent for future appointments of faculty to shared governance groups - see

https://drive.google.com/file/d/1R6fEcngBaWk9muZNCrFltH_f38BL9/view?usp=sharing

3 universities vs 1 University

Justify existence as three universities? Encourage students to enroll in the university that is right for them? Encourage businesses to engage with the universities? Make the case for stable state support of the system?

See McDowell Ph2 report. Confirmation of SP impacts forecast by FA

<https://drive.google.com/file/d/1QPkseIaDQrr1r911CMicWvHQhvwk-W2-/view?usp=sharing>

2. Faculty Regent – Letter addressing legality: 10:30 AM – 11:00 AM

See PJ/SW response to FA support of faculty regent

https://drive.google.com/file/d/1d_S4nej6WcH5g6NYm8tS7L5VTGqo8oo6/view?usp=sharing

Jeff Benowitz will join via teleconference

The Alliance plans to draft a letter to the president in response to the university's stance on establishing a faculty regent.

Jeff provided a list of universities that currently have a faculty regent, as well as a list of senators who may be supportive of having a faculty regent.

Lisa noted it would be good to have examples of when a faculty regent was beneficial--a school that is struggling and adding a faculty regent helped the situation.

ACTION: Lisa - Contact a faculty regent at one of the universities that has one

ACTION: draft a letter/article address the four issues outlined in the president's memo

Creating Board Constituencies/Special Interests - highlight that there will always be special interests, and that the faculty will not be able to use money or other influence to sway the board--only their experience as educators that can guide decision-making; consider including guidance on faculty selection--i.e., rotate between the three universities, can't come from the same region more than two years in a row; faculty are no more a special interest group than the students or the president ; governor appointment has historically addressed regional concerns

Conflicts of Interest - BOR bylaws include guidance on recusing due to conflicts of interest -- public employee, regent whose husband is a faculty member, student regent--already dealing with these conflicts of interest through established mechanisms

Constitutional Issues -

Current governance structure is robust -

Letter to the Editor - pre-prepared and sent either directly before or after Parish introduces the bill and use it to answer any questions the community might have.

Benefits of faculty guidance and the improved communication outweigh any conflicts of interest

ACTION: Alliance will draft a letter to the editor and will distribute to Alaska's major newspaper/media, and will coordinate with Rep. Parish on the timing.

3. Course blocks and course sharing: 11:00 AM – 12:00 PM

Alternatives, accreditation implications, change in senate policy (definition of credit hour), ability of faculty to respond to student needs

Synchronous online courses is only valid argument for common course blocks

Clearly no faculty consensus.

see

https://docs.google.com/document/d/1C5B6qwS3gx3SJ1Stf6ayvmugUOmQFOew_wW40kcwLR4/edit#heading=h.vvg489w5qn8c

CF: at this time, there isn't widespread incentive to move to a course sharing model and aligning course blocks across universities

DBH: there will likely be a good deal of opposition to moving to 50 minute blocks at UAF

MB: moving to 50 minute would eliminate 10 minutes of student questions

ACTION: Keep reminding administration that this is a faculty issue and the faculty need to be integral to a solution--Lisa will bring up at the next AC meeting--will submit as an agenda item on the AC meeting--faculty recognize that for particular departments (e.g. computer science and engineering) course sharing would alleviate a shortage of faculty and encourage recognition on how to address these issues, but that simply mandating course sharing and aligning course blocks would greatly affect all faculty across the system and could create additional issues, and that this issue is still the purview of the faculty; argue that course block length is part of instruction and changing it would have pedagogical and accreditation implications; encourage admin to support efforts of departments who pursue course sharing

4. Lunch: 12:00 PM - 1:00 PM

5. FIF RFP Revisions: 1:00 PM to 1:30 PM

Members reviewed the proposal RFP and made changes and reviewed suggested changes from VP Layer. Lisa will send the new draft to VP Layer for review/approval.

15.10: Faculty Initiative Fund

The University will allocate \$1 million between FY18 and FY20 for the Faculty Initiative Fund. In each year of the Agreement, UNAC members may apply to the Statewide Academic Committee (SAC) for funds to support initiatives including innovative research, creative activity or performance, or other scholarly endeavors. Faculty Initiative Funds may also be used as seed money toward the procurement of external grants and contracts. Decisions by the SAC are at the sole discretion of the University and not subject to the dispute resolution process under Article 7. United

Academics will be notified by the University of award recipients and the amounts awarded to each.

See

<https://docs.google.com/document/d/1SSbzivPi9u87KZF8sifoGIm1lhsSfvGS9Go7R5qdkws/edit>

6. Student (Medical) Leave Policy: 1:30 PM to 2:00 PM
Lisa noted they are splitting voluntary (e.g. death in the family) and involuntary (e.g. removing students with mental health/aggression issues) medical leave. Admin is working on voluntary policy first, then will move on to an involuntary leave policy.

Members reviewed the draft but felt it needed more work before they could make meaningful comments or suggestions. They also would like to review the involuntary leave policy to better understand the issue.

See

<https://docs.google.com/document/d/1wEI8sA5NSI7ek4AGLuRQ6JiO1mAG90EvxWOj47Hj0oY/edit>

FA feedback regarding redesign of policy esp. wrt involuntary student leave

7. UA Rally on 2/2/18: 2:00 PM - 2:30 PM
8. ACE-NASH Leadership Conference: 2:30 PM - 2:45 PM
President Johnsen agreed to fund a team to attend the ACE-NASH conference - Alliance members reviewed the team project and provided feedback to Lisa.
see
<https://docs.google.com/document/d/1fHhH0fjk4ArD9UJmEttJ1aBWKXRYsz6y5upgNW3SNWk/edit>
9. Faculty Morale Survey
Sharon reported the survey is moving and anticipates a February rollout.
10. Double-counting courses for degree requirements
Faculty Senate presidents will take this issue to their registrar for input.

https://docs.google.com/document/d/1RR3USN73O9zDrg73at09Tyqs_0oQ8QEsYkMB3Bkqa8M/edit
11. UA Enrollment Challenge - postponed - Need a prize budget - Thinking of using the FIF to help fund the prizes
12. Adjourn: 4:00 PM