



Lisa Hoferkamp to the
Faculty Alliance
Report
May 21, 2017 – August 19, 2017

At the **June 2017 BoR** meeting, upon receiving news of the activities of the GER Coordinating Committee, Regents Anderson and Heckman requested a commitment from the FA to complete the establishment of common GERs across the UA within one year. As FA chairperson, I assured Regents Anderson and Heckman that faculty were proceeding in a fashion that would produce the highest quality results in the shortest amount of time possible. Their response was to insist that completion of the common GER be a FA priority and a major component of the FA Retreat scheduled for August 20-21, 2017. Submission of a 6 month update to the BoR was also requested which imposes a deadline coincident with the November 2017 BoR meeting. In addition, the BoR encouraged the involvement of each university's provost in moving the process along. Subsequent to the FA Retreat, the FA chair has been asked to communicate via the Academic Council, the current situation in terms of barriers and tasks awaiting completion.

The June 2017 BoR meeting precipitated a request from Regent John Davies for a summary of faculty concerns regarding the Strategic Pathways (SP) Phase I decision regarding the UA schools of education. The FA response is described below.

In order to ensure communication of faculty concerns regarding SP Phase III prior to administrative decisions the FA has created an online tool for collection of faculty comments and concerns around each of the SP Phase III options. That feedback will be correlated and submitted to the acting VPASA on or before August 25th, 2017.

It was reported to the BoR that the FA will discuss the BoR response to Resolution 2017-07 regarding statewide system offices of the University of Alaska at the Aug. 20-21, 2017 FA Retreat. This discussion will consider actions from the June 1-2, 2017 BoR meeting and the FA will compile and submit a response shortly thereafter. Of significant concern to the FA is the disconnect between the FA resolution and the BoR response which suggests that data sharing and other forms of transparency would greatly facilitate efforts at shared governance. Retreat discussions will also explore collaborative projects between the universities and Statewide aimed at maximizing efficiency across the UA system, enrollment issues and letters to the editors of the State's newspapers that accentuate the diverse nature of the programs offered across the three distinctive universities.

The FA report to the BoR was followed with a presentation by Aims McGuiness, Senior Fellow with the National Center for Higher Education Management Systems

(NCHEMS). In that presentation Dr. McGuiness noted that changes in a system as unique as Alaska must be done carefully and that change should not come in leaps & bounds but incrementally. More to the point, Dr. McGuiness pointed out that systems need to focus on “what” and engage multiple stakeholders, especially the faculty, in working out the “how” goals. He went on to explain that change takes place through multiple small steps over time (often at the level of the individual faculty member, department or college) within the framework of clear university-wide goals and that change rarely takes place through big, one-time actions. Persistent and consistent actions over time are key.

Since the May 12, 2017 meeting of the FA, the **Statewide Academic Committee** has met three times. Thank you to Chris Fallen and Maria Williams for participating in those meetings despite their off-contract status.

The BoR *regulation* associated with the Protection of Minors on Campus has been a major topic of discussion and is of great interest to UA faculty. As FA Chair I told SAC members that the language regarding numbered UA courses (J.2.a) is supported by UA faculty but that the FA would like clarification on R09.12.085. The regulation specifies minors that are concurrently enrolled. Minors participating in numbered courses that do not have concurrent status must be addressed somewhere in the regulation. In an email (7/24/17) Tim Edwards provided the following response, “I think the minors not enrolled (Non-Concurrent) would be all the minors in camps and other activities, at which they would be considered incidental contact by faculty or any other staff on campus. All Univ employees will get an awareness training via Computer Based training to cover that situation”. The FA continues to support policy and regulation that imposes the same requirements and rules and grants the same benefits to minors enrolled in numbered courses identical to those of any matriculated college student. The 7/24 email from Tim Edwards also contained an assurance that this language is agreed upon and will be in the forthcoming draft regulation on concurrent enrollment.

The contract between EAB and UA for the Student Success Collaborative (SSC) as described on July 5, 2017 by Saich Oba has been shared with the FA. Terms of that contract, including a reduction in both the one time implementation fee and the annual fee paid for each campus, opt-out provisions starting in year-one of a five-year contract if a university decides the SSC is not meeting their needs and an implementation process beginning July 2017 are acceptable to the FA. The FA would like to thank John Hebard and Saichi Oba for their work on the non-standard contract.

Required training to meet Title IX VRA is available online and faculty must complete this training by 10/1/17 while students must complete training modules by 10/31/17 or an account hold will be implemented. The VRA also requires that all UA Publications include the title, office address, e-mail, telephone number of the university’s Title IX coordinator. It is recommended but not required that course syllabi include the Title IX microstatement (<http://www.alaska.edu/titleIXcompliance/nondiscrimination/>).

The **Statewide IT Council** has met three times and the focus of most of those meetings have been statewide actions that would lower IT expenditures across the three universities. The list of potential actions has been shared with the FA and the resulting comments and concerns communicated to the IT Council. At the June meeting it was decided that further analysis was needed to ensure implementation will not detrimentally reduce existing functionality and/or result in higher costs in related areas and the FA expressed their support for such action. At the July meeting a shortlist of initiatives was generated (see shared drive itcostsavingsinitiatives shortlist.pdf). In a July 17, 2017 phone conversation, Karl Kowalski stated that any changes to course management systems and office software would be thoroughly vetted with faculty prior to any significant action. At this point it is unclear how faculty will be consistently represented on the recently revised System-wide IT Council although it appears K. Kowalski expects the FA Chair to continue to represent faculty at these meetings.

The **Student Services Council** met three times over the summer and in the absence of an appointed FA representative, I attended those meetings. An issue that seemed especially relevant to faculty was the SSC's charge to revise policy regarding student medical leave. A working group was formed and has been meeting over the summer to formulate the revisions. That group consists of Ben Morton, UAA Dean of Students, Lora Volden, UAA Interim AVC, Lael Oldmixon from SW, Margie Thompson, UAS Disability and Counseling Services and (presumably) a representative from UAA. Both the chair of the SSC (Saichi Oba) and I noted the need for faculty representation on this working group. I solicited FA members for a volunteer to serve but received no positive response. Debu Misra had served on the SSC for AY 17 and had expressed a desire to continue in that position barring interest from another Alliance member thus I extended to him the invitation and he graciously accepted. Debu Misra will represent faculty on the working group whose charge is to revise student medical leave policy.

The **Expanded Summit Team** met on Wednesday August 16, 2017. As FA Chair, I serve on that committee and with the three provosts, represent faculty interests. The morning included a discussion on efforts to improve enrollment and a presentation of a UA Revenue and Expenditure Model by NCHEMS. During that discussion I suggested a mutually agreed upon set of definitions when discussing the University of Alaska system and its constituent universities, satellite campuses and community colleges. The afternoon was the first official meeting with the following agenda items: Title IX, AY19 and AY20 tuition recommendations to the BoR, FY19 Budget, 6/17 UA Leadership Summit and the introduction of Jennifer Poulakidas, APLU Vice President for Congressional and Governmental Affairs. Ms. Poulakidas will support Miles Davis with DC-based networking efforts. The issue of tuition rates (see shared drive: draft sept 2017 BoR proposed tuition rates for AY 19 20.pdf) will be revisited at the 9/21/17 Summit Team meeting and I believe the FA should solicit input from all faculty, document and present to the Summit Team prior to that date.

In the monthly **shared governance meeting with President Johnsen** (August 17, 2017) the following was discussed:

- Rationalization for the decision regarding non-teaching days

- The Summit Team was concerned with public and especially legislative perception of non-performing days in addition to existing vacation days
- Information regarding salary increase limitations for all other UA employees analogous to those imposed agreed upon UnAc faculty
- In light of current budget climate, e.g. retention/enrollment, morale, increased workloads, President Johnsen would like all UA employees to know that he fully understands the importance of adequate compensation. He has initiated a faculty/staff salary survey in order to provide data base for nation-wide comparisons and asserts that executive and faculty salaries at UA are very close to national average while at the same time noting that faculty salary disparities will be investigated. Furthermore, he is very aware of political sensitivity and wants to address compensation without legislative retribution. BoR understands importance of compensation as well. PJ indicates “courage” will driving factor. By merging SPs, philanthropic giving, enrollment and strategic budgeting, his intent is to produce a stronger UA that will be competitive on a national (international) scale. He will present this strategy to the BoR in Sept and expects a decision in November (note SP decisions are done in November). The President stressed that the BoR is focused on metrics (i.e. performance standards – they’re published) and any bonus he receives (“which is given back to UA”) is based on how effectively he meets those goals. Retention was cited as an example; PJ is measured on effective communication, tools (EAB), initiatives (i.e. redefining developmental education as support within defined college courses, i.e. MATH107 – see Dana Center at Ohio State – he refers to this as concurrent enrollment), scholarships, and research opportunities (notes that \$1.8M provided in institutional support for graduate research this year – carry-over from last year). PJ is willing to discuss his compensation philosophy.
- Suspension of the search for a VPASA (academic and student affairs) PJ assures that if qualified person not found, search will be suspended.
- Considering a faculty liaison position (faculty w/out portfolio, i.e. service position) as alternative if qualified individual not identified within ? time frame.
- Clarification of the FA role in the new Summit Team
- To provide faculty perspective on academic & administrative initiatives
- Faculty positions on other SW Councils – System Wide Academic Council appears to be the only new council w/ faculty representation. President Johnsen clearly stated that these councils are not empowered to take votes. Individuals will make and be held responsible for decisions.
- What are your preferences regarding Faculty Alliance meeting attendance?
- Once per month – arrange with Diane & Morgan
- Why do you prefer tuition waivers as a mechanism for decreasing CC tuition rates?
- At UAS and UAA main campus CC and university is almost impossible to distinguish. Power of discount is equally valuable. Tuition waivers are a simple approach that maintain the existing structure.

• Provide clarification on a proposal by PWSC Dan O’Connor to create a statewide course catalogue given that the first of these proposals were opposed by faculty on the SP PhIII Art&Hum and the Nat&Soc Sci teams

PJ supports statewide advertising of course offerings – open, available and accessible. This will be an administrative issue, NO curriculum changes

Letters, Memos and Resolutions:

A letter requesting clarification on the Summit Team decision to implement one non-teaching day per semester as opposed to the two non-teaching days recommended by FA.

President Johnsen's response was prompt but provided limited information in support of the Summit Team's decision.

A letter of thanks has been sent to the United Academics Negotiating team for their efforts towards securing an equitable and fair collective bargaining agreement for all UA faculty.

At Regent John Davies' request, the FA summarized faculty and student concerns regarding the Strategic Pathways Phase I decision to consolidate three schools of education into one statewide college of education. That summary was provided to Regent Davies in the form of a letter.

No response has been received.

The FA submitted a letter to President Johnsen requesting that efforts to fill the VPASA position left vacant by Dan White be delayed for one year and that in that time, UA Provosts co-chair the SAC committee.

President Johnsen's response was prompt and indicated that he felt the VPASA position was essential and would be filled as soon as possible.

Issues for AY 18

President Johnsen's desire to redefine developmental education

This could significantly impact lower division courses

General Education Alignment

Admin wants this to move forward. I have been asked to provide report summarizing remaining barriers at next AC meeting.

Common Course Catalogue

Advantages/disadvantages

University vs Community Campus

Course & program offerings