

MINUTES

UAF FACULTY SENATE MEETING #65
 MONDAY, SEPTEMBER 23, 1996
 WOOD CENTER BALLROOM

I The meeting was called to order by President Lynch at 1:30 p.m.

A. ROLL CALL

MEMBERS PRESENT:

Bandopadhyay, S.
 Barnhardt, C.
 Beget, J.
 Barry, R.
 Cooper, B. (M. Jennings)
 Craven, J.
 Creed, J.
 Curda, L.
 Fast, P.
 Gavlak, R.
 Kelley, J.
 Lynch, D.
 Maginnis, T.
 McBeath, G.
 McLean-Nelson, D.
 Nance, K.
 Perkins, M.
 Pippenger, M.
 RaLonde, R
 Reynolds, J.
 Robinson, T.
 Ruess, D.
 Seifert, R. (D. Quarberg)
 Spell, D.
 Swazo, N. (B. Alexander)
 Wade, C. (D. Bye)
 Walworth, J
 Weber, J..

MEMBERS ABSENT:

Boone, R.
 Braddock, J.
 Finney, B.
 Gerlach, C.
 McFadden, T.
 Mortensen, B.
 Nielsen, H.
 Schatz, M.

OTHERS PRESENT

Campbell, B.
 Croskrey, W.
 Gabrielli, R.
 Gregory, G.
 Keating, J.
 Layral, S.
 Martin, W.
 Wadlow, J.

NON-VOTING MEMBERS PRESENT:

Wheeler, C. - President, ASUAF
 Sowell, P. - President-Elect, UAFSC
 Alexander, V. - Dean, SFOS
 Hedahl, G. - Dean, CLA
 Tremarello, A - University Registrar

NON-VOTING MEMBERS ABSENT:

1 graduate student

B. The minutes to Meeting #64 (May 13, 1996) were approved as distributed via e-mail.

C. The agenda was approved as distributed via e-mail.

II Status of Chancellor's Office Actions

A. Motions Approved:

1. Motion to change the approval process for credit overload applications
2. Motion to change the approval process for adding or dropping a course prior to the last day of fee payment.

B. Motions Pending: none

III Guest Speakers:

Eric Holland - candidate for House District 31. Eric indicated that we have a fundamental challenge to provide jobs for Alaskans and to build a post-pipeline economy. He believes in hands-on individual initiative type solutions. The state has a budget problem, some taxes will probably have to be imposed and some cuts made. That is a short term solution. We need to work together. There is opportunity to grow and build an economy in interior Alaska. He believes in small business, local hire and training. He would like to see more Alaskan agriculture. He strongly believes in public education and affordable tuition at the University. Eric also believes in prevention not prisons and that we need to work on what ails us as a society.

Pete Kelley - representative from House District 31. At one time professors were able to concentrate on intellectual pursuits. Unfortunately the budget of the University of Alaska is tied to the price of a barrel of oil. That price has been shrinking and along with it the budget that come into the State of Alaska. Everyone is in competition for scarcer and scarcer dollars. Your role in politics is not just the intellectual pursuits; we need your voice to be thrown into the debate on how these dollars are spent and more importantly where do we find these dollars. In Alaska that can mean only one thing--resource development. How the University responds to the question of safe, sound economic development is going to be very important in the future years. We need to be able to turn to you to help us develop resources in a way to protect our environment and our economy. Jobs come from resource development and companies that will create them. The secondary money comes from the state. The interior is finally finding out how to diversify our economy. Fort Knox is a good example. Satellite tracking and timber development are good potentials. We will not find ourselves in a boom or bust economy if we continue to diversify our economy and pursue economic development. Pete extended the invitation to the academic community to provide the solutions that will be valuable in developing our resources.

VI Comments from Chancellor Wadlow -

The Chancellor thanked Eric Holland and Pete Kelly for coming. She also thanked everyone who participated in the CollegeTown event. She was also pleased that a number of senators were able to join other faculty at the fall convocation where Ted Marchese talked about the current developments in the general area of educational assessment which we need to speed up here at UAF. A lot of faculty participated in the fall picnic which was a nice occasion for students to get a chance to see faculty in an informal setting as well as staff. This idea of a picnic came from the Staff Council and she was pleased to support it.

Enrollment at UAF-Ann Tremarello provided the recent figures regarding enrollment. We expect our enrollment to be about 1-2% down. Final figures are not in yet. Areas at UAF which have shown enrollment growth are TVC, SME, SOM, SFOS, and the School of Education. We don't have enrollment figures for the rural campus yet. We hope to do better for second semester and we think that the efforts of retention that are spearheaded now by Dana Thomas will be critical in that effort.

Over the summer and beginning officially October 1 progress has been made on establishing a new center at UAF. It is the Rural Educator Preparation Partnership Center (REPP). A citizens based task force has looked at ways the University can expand its preparation of teachers for rural Alaska. The group advocated the establishment of a REPP center which will be housed at UAF and reporting directly to the Chancellor. John Anttonen has been appointed as director. He has met with faculty across the University who are involved in teacher training. His primary mission is to establish official partnerships between UA and local school districts so that we have a joint administering/joint decisions/joint cost sharing

of programs so that we can involve ourselves with the communities in strengthening the teacher preparation programs. The goal of the REPP team and the center will be to encourage and support programs which are standards driven in parallel with the new state legislation which requires the standards in K-12 and the current movement by the DOE for standards driven teacher preparation programs. In addition on October 1 the presidents of Sheldon Jackson and APU will be joining the group. Edna MacLean of Ilisagvik College is already a member of the group.

Two major competitions will be launched in the near future. We will again have the MAPCO matching equipment competition as a result of UAF getting a check last week from MAPCO. We will provide additional UAF resources so that this year the total amount available will be more than last year. The Provost will be sending out guidelines very soon. The other competition is the Komisar reallocation competition. The President has taken a million dollars off the top of the allocation to UA this year and will reallocate funds to needs which surfaced during program assessment or new needs. This competition is statewide in nature whereas the MAPCO is for individuals at UAF. The statewide competition will be important. UAF should have highly competitive proposals, so that we can recoup as much as possible, the half million dollars taken from our budget in order to help launch the competition.

Comments from Provost, Jack Keating -

The Provost spoke on four issues. The first was on the impetus to measure quality in ways we have not typically measured it. The Provost Council has presented different ways to look at productivity and the quality of this institution. UAF is in competition not just nationally but among our own universities to show that we really merit the type of support that we are given by the state. To do this we can look traditionally at the credit hours generated. We can look at grants generated and our records there are very nice. But we do a lot of other things that we traditionally have not been able to capture in any kind of empirical way. We have challenged the deans and directors to give us ideas about what are indicators of quality, what are the indicators of productivity that traditionally we do not routinely measure. We will be working hard in the next three to five years to increase measures from certain benchmarks. The Provost encouraged faculty to enter into discussions with their own departments.

There was recently an article in the paper about the downturn in research dollars and devastating effect that would have to Alaska. The Provost recently had the opportunity to talk with the author of the report and he finds the report pessimistic. There is no question that the university makes contributions to the state and to the state's economy and its ability to train their high technology. We stand competitively with other universities in the world. We have also shown to the Board of Regents that while our faculty have shrunk each year our productivity via-a-via the number of or proposals have increased and our dollars have increased from the federal government. The assumption of the article that across the board cuts will be made in science are not true. As an example of the importance of our research, people look at various indicators. Our researchers are cited in the citation index more than 20 times by other authors in their articles. That means that UAF research is seminal, that it is needed by other researchers in the field in order to advance their thinking.

Last week about 20 Japanese scientists and government people were here negotiating with the International Research Center. The Japanese are very interested in the building on campus and they had a very productive five day discussion on science policy and lease arrangements. These will continue over the next two years.

Ted Marchese was brought in last week for the convocation on assessment. UAF is mandated by the Regents to come up with a total assessment plan in three years. We are mandated by the accreditation agency to have all the programs and students assessed in five years. We like to talk about educational outcome or educational effectiveness as opposed to assessment. What Marchese was talking about was not a lot of dollars or time spent, but interest of the faculty to make sure we are doing as good a job as we can. Moreover this should provide feedback to us so that we can improve our quality of instruction to our students and stimulate their learning in more effective ways. This will be a major theme. This year some departments and programs are involved in a pilot project and over the next two years other will be so engaged. We hope that the enthusiasm and motivation to continually improve our curriculum will drive the issue.

V Governance Reports

A. ASUAF - C. Wheeler, President

The ASUAF Senate passed a resolution that they will present to the Board of Regents concerning the 175 credits graduate tuition policy. They are in opposition to the policy. The students also support the proposed withdrawal policy proposed by Dana Thomas and the removal of the NB grade. Catherine is working on assigning students to the various Faculty Senate committees. ASUAF is working on the upcoming elections and will be holding voter registration drives.

Maynard Perkins, chair of the Curricular Affairs committee, indicated that his committee would be discussing the proposal from Dana Thomas at their next meeting September 27, at 10:30 in Wood Center Conference Room B and would appreciate hearing from ASUAF.

B. Staff Council - P. Sowell, President-Elect

Pam thanked the faculty for participating in the ³Back to School picnic.² It was very well received and a pleasant time. Staff Council held their meeting Wednesday, September 18. They passed a couple of items of interest to the faculty. They passed a resolution to rescind the Regents¹ Policy that requires anyone who has more than 175 credit hours to pay graduate fees for any additional courses. The second resolution reaffirmed their position on sexual orientation and stated that they would like the Regents to include a statement similar to the SUNY statement. Staff are going through the Job Evaluation Program which has been delayed a month. Staff Council proposed, without any comments or recommendations on the draft appeals process, to add a staff person on an appeals committee. Staff Council will meet Wednesday, October 16, at 9:00 a.m. in the Regents¹ Conference Room to address health benefits with Patty Kastelic and Mike Humphrey. If anyone would like to attend, it is an open meeting.

C. President's Report - D. Lynch

A statement was included in the agenda. Don apologized for holding the Senate meeting on Yom Kippur. The key element in our future as a Senate is to develop policies regarding faculty development. The average faculty member expends about 10% of his/her gross income on one's own development within our own disciplines. Our concern as faculty is primarily substance. What is coming down is not substance but is rather teaching methodology. Don is concerned with Distance Delivery, the cooperative programs, and teaching effectiveness. Don is looking at the Faculty Development and Scholarly Activities committees to develop faculty and improve instruction techniques, so that we have some policy

focus rather than being randomly scattered.

Don indicated that CollegeTown days was a big success. Tracey Gibbons of the Music Department and Kip Harmon of Athletics received the awards for faculty. Grace Schaible and Mike Kelliher received the awards for the town.

The Retirement Incentive Program is in response to a state law. The law requires that offering early retirement for people under TRS and PERS will assist the University financially. The law permits more than one enrollment period. It also allows the University to rehire retired people as consultants without benefits. Employees under federal grants and who receive a majority of their salaries from federal grants are not covered, as well as those who selected the ORP. The Regents will make a decision on this matter on Friday.

We should have copies of the proposed Constitution and bylaws for the union. Meetings will be held this week to discuss the constitution and bylaws. Comments should be in writing and be submitted to Norm Swazo by September 30.

The Faculty Alliance met on Friday, September 20th and discussed various issues, particularly the three minute presentation permitted to the President Phil Slattery of Sitka, to the Board of Regents on Friday, September 27th. The main focus seems to be faculty development as it related to distance education.

The Regents agenda contains a report on faculty raises this last year. The raises varied from unit to unit. The highest total of those receiving either equity or merit raises appears to be 77%.

Don asked for approval of the two motions passed by the Administrative Committee in August. Both received unanimous approval.

VI Public Comments/Questions - none

VII New Business

A. Motion to approved the Associate of Applied Sciences degree in Apprenticeship Technology, submitted by Curricular Affairs

Don indicated the motion came out of the last Regents meeting. The idea is that there are a great many trades out there learned through apprenticeships. Once you are certified under the apprenticeship program, then by completing the general degree requirements for the AAS degree at one of the three campuses you can get an associate of applied science degree. The reason for the degree is to cover all the various apprenticeship programs. The motion has been considered by Curricular Affairs and they approved it after making corrections to meet UAF degree requirements. There will be three different degrees, one at UAA, one at UAS, and one at UAF. John Creed spoke in favor of the motion. Maynard offered clarification on the degree program and how it fits in the UAF offerings. The motion passed with 4 nays.

MOTION PASSED

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The UAF Faculty Senate moves to approve the Associate of Applied Sciences degree in Apprenticeship Technology as amended by the Curricular Affairs Committee and with the Registrar's certification that the degree meets UAF requirements.

EFFECTIVE: Immediately

RATIONALE: See full program proposal on file in the
Governance Office, 312 Signers¹ Hall.

- B. Motion to affirm position on non-discrimination in the
workplace, submitted by Faculty Affairs

Dave Spell stated that in 1993 the Senate was addressing similar concerns and similar motions were before the Board of Regents. Faculty Affairs adopted a resolution with language from the SUNY statement. The resolution was approved by the Faculty Senate and passed on to the Board of Regents and to the new Faculty Alliance. Faculty Affairs reaffirmed its position from 1993 and moves the motion forward to the Senate. The request for a statement from each governance body came from the System Governance Council at the request of the UAA student group. Janice Reynolds spoke in favor of reaffirming the motion. While many think that the University never discriminates against anybody, there are significant numbers of people who feel it's good as a preventive policy if for no other reason than to have an official policy speaking to the idea that judgments in the university ought to be made on the basis of merit and not on a discriminatory basis. This statement does that and gives the Board an option of some language that would reaffirm that the University of Alaska is a meritocracy. Jack Keating indicated that the Senate motion does not speak specifically to the Board of Regents issues. The Anchorage proposal wants specifically to name the alternative life style as part of the protection categories already in the policy. The Board feels that adding this category is further than the federal regulations are at this time. The motion passed with one nay.

MOTION PASSED

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The UAF Faculty Senate reaffirms its position on non-discrimination in the workplace as originally passed by the UAF Faculty Senate at its Meeting #39 on February 8, 1993:

RESOLUTION PASSED

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WHEREAS, the University of Alaska Board of Regents is currently discussing University policy on nondiscrimination; and

WHEREAS, the issues of discrimination and harassment are being debated in universities nationwide; and

THEREFORE, The Faculty Senate of the University of Alaska Fairbanks affirms its expectation that no discrimination against or harassment of individuals will be condoned on any of the campuses or in the programs or activities of the University. Consistent with this expectation, the Faculty Senate urges that all professional judgments be based on qualifications, abilities and performance. Attitudes, practices, and preferences of individuals that are essentially private in nature and that are unrelated to performance should provide no basis for judgment.

VIII Committee Reports

A. Curricular Affairs - Maynard Perkins

A committee report was attached to the agenda. The committee will be discussing the NB grade at their next meeting and Maynard would like faculty to discuss it with their colleges and departments and provide feedback to the Curricular Affairs committee.

B. Faculty Affairs - Dave Spell

A committee report was attached to the agenda.

C. Graduate Curricular Affairs - Mark Tumeo

A committee report was attached to the agenda.

D. Scholarly Activities - Bruce Finney (Convener)

The committee has not met and there was no report available.

E. CNCSHDR - Rudy Krejci

No report available.

F. Developmental Studies - Ron Illingworth

The committee has not met and there was no report available

G. Faculty Appeals & Oversight - Diane Bischak

No report available.

H. Faculty Development, Assessment & Improvement -
Rich Seifert

The committee will be meeting with Dr. James Ratcliff on Evaluating Educational Effectiveness on Wednesday, October 2nd.

I. Graduate School Advisory Committee - Peggy Schumaker

No report available.

J. Legislative & Fiscal Affairs - Michael Jennings

A committee report was attached to the agenda. Mike thanked the two candidates for coming to the Senate meeting. He announced an audioconference at the School District offices where Ms. McConnell from the Governor's office will provide an overview of the state operating and capital budgets.

K. Service Committee - Kara Nance

A committee report was attached to the agenda. Kara provided the following handout. Comments on the proposal should be directed to Kara.

For Discussion - Provost's Council, September 11, 1996.

FORMALIZING UAF SERVICE

Situation:

Ambiguity continues to exist in not only the measurement of service productivity, but also the definition of "not for fee consulting" public service. The UAF Outreach Working Group is attempting to establish a procedure for not only articulating public service but of measuring productivity as well.

The University of Alaska Fairbanks is the most comprehensive of the three public universities. As such UAF has the opportunity and the responsibility to be the leader in outreach to the community and the state.

The University of Alaska Board of Regents is attempting to quantify productivity in teaching, research and service. There are many models for measuring the first two but few for service. Those measures for service are for the most part designed for Cooperative Extension units rather than public service in general. We at UAF have the opportunity to design a process that will enhance our commitment to public service and elevate this important function in BOR discussions.

Proposal:

The Outreach Working Group is proposing for consideration of the Provost's Council a formalized approach to public service which will lead to a method of measuring productivity of the University function. This approach addresses public service at the college and departmental level rather than the individual faculty member.

The proposed format for the public service activity plan is as follows:

College Mission

- A. Departmental mission
(Should include reference to public service)
 1. Objective
(Perhaps one of several--should be specific, i.e., 1) improve math competency of primary students; 2) enable contractors to construct highway bridges from locally grown lumber, etc.)
 - a. Clientele or audience (K-12, local contractors, homeowners, subsistence fishermen, etc.)
 - b. Methods (contests, workshops, demonstrations, fairs, etc.)
 - c. Partners (school teachers, homebuilders, labor unions, etc.)
 - d. Evaluation methods (tests, rates of technology adoption, individual case studies, etc.)
 2. Additional Objectives

After the activity plan has been completed, a brief report of impact should be submitted. If the evaluation portion of the activity plan is well established, the accomplishment report should be rather straightforward. From the evaluation results projections can be made of impacts such as improvement in net income, comprehension levels, health and safety, or general public understanding.

L. University-Wide Promotion/Tenure - John Keller

The committee has not met and there was no report available

IX Discussion Items

A. Retirement Incentive Program - D. Lynch

Don reported on the Retirement Incentive Program in his President's Report.

B. Relation between Faculty Senate and United Academics -
J. Craven

Michael Pippenger indicated that there was a bargaining union election last June. A bargaining unit was formed and it will be represented by United Academics. There will be a number of committees set up. There will not be a formal organization until after the constitution and bylaws are adopted and officers elected. Some committees are in place to look at various issues. A steering committee on this campus is chaired by Josh Greenberg. A contract committee is chaired by Barbara Alexander. The constitution and bylaws committee is chaired by Norm Swazo and Mike Jennings. A communications committee is chaired by Josh Greenberg and the membership committee is chaired by Roger Pearson. These committees will start to make connections with people involved in the Faculty Senate and start coordinating a flow of information and expertise. There are a number of public meetings which have been held in the past couple of weeks. A constitution and bylaws should be available for review soon. Comments can be directed in writing to Norm Swazo until September 30, 1996. It's very important for people to realize that in order to have substantial input on the constitution, nominate and vote for officers, and to participate on the committees and to be involved in collective bargaining one must be a member.

Jerry McBeath stated that the negotiated contract will determine the relationship between the union and the Faculty Senate because the contact between the University administration and the Regents and the faculty union will overweigh any policy we currently have. The Faculty Senate should probably focus beyond the constitution and bylaws and on the contract itself.

John Craven indicated that Faculty Affairs and Faculty Development, Assessment and Improvement have indicated their desire to pursue the issues of the relationship between governance and the union. Johns¹ recommendation is to form an ad hoc committee whose purpose is to ask the question, ³How has this been resolved at other universities?² There are many universities with bargaining units and well functioning governance units. John asked volunteers to contact Don Lynch if they are interested in serving

X Members' Comments/Questions - none

XI Adjournment

The meeting was adjourned at 3:30 p.m.

Tapes of this Faculty Senate meeting are in the Governance Office, 312 Signers' Hall if anyone wishes to listen to the complete tapes.

Submitted by Sheri Layral, Faculty Senate Secretary.

