

MINUTES
 UAF FACULTY SENATE MEETING #71
 MONDAY, APRIL 14, 1997
 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.
 Boone, R.
 Braddock, J.
 Cooper, B.
 Craven, J.
 Creed, J.
 Curda, L.
 Fast, P.
 Finney, B.
 Gavlak, R.
 Jennings, M.
 Lynch, D.
 Maginnis, T.
 McBeath, G.
 McFadden, T.
 Nance, K.
 Nielsen, H.
 Perkins, M.
 Pippenger, M. (K. Abramowicz)
 RaLonde, R (D. Kramer)
 Reynolds, J.
 Robinson, T.
 Ruess, D. (S. Griggs)
 Schatz, M.
 Schweitzer, P.
 Seifert, R.
 Spell, D. (M. Tumeo)
 Weber, J.

MEMBERS ABSENT:

Barnhardt, C.
 Barry, R.
 Beget, J.
 Kelley, J.
 McLean-Nelson, D.
 Mortensen, B.
 Wade, C.
 Walworth, J.

OTHERS PRESENT:

Brown, J.
 Gregory, G.
 Keating, J.
 Mosca, K.
 Obge, D.
 Wadlow, J.

NON-VOTING MEMBERS PRESENT:

Wheeler, C. (R. Busey) - ASUAF
 Pierce, R. - President, 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 #70 (March 10, 1997) 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 amend the Evaluation of Educational Effectiveness Policy.
2. Motion to amend Section 3 (Article V: Committees) of the Bylaws.
3. Motion to amend Section 3 (Article V: Committees) of the Bylaws.
4. Motion to include statement on Course Prerequisites in the class schedule and catalog.
5. Motion to approve the M.S. & Ph.D. in Environmental

Chemistry.

6. Motion to amend the UAF Regulations for the Evaluation of Faculty, Article IV.B.3.d.

B. Motions Pending:

1. Motion to amend the UAF Regulations for the Evaluation of Faculty, Article IV.B.2.

III A. Remarks by Chancellor J. Wadlow

Chancellor Wadlow indicated that her office was waiting for a response from the Labor Relations Office before she will act on the pending motion.

The Chancellor wished to second the statement in the letter from Carrie Dershin pertaining to faculty involvement in orientation programs and to thank faculty for their efforts in student retention.

Chancellor Wadlow indicated that the Board of Regents will meet on Wednesday, April 16 for a retreat. The retreat is on planning and one of the requests of the Chancellors is for an update or progress report on their own campus planning for 1997-89. Chancellor Wadlow will be describing the series of activities that have been taking place at UAF since January that enable us to maintain healthy programs. The Chancellor indicated another subject of the retreat will be to begin a strategy which will lead to more regular and more effective communication with legislators and the legislature after this session. The planning assumptions that have been proposed for the next FY99 budget request will be on the agenda. Assuming they will be approved, UAF will begin the process of developing the request for FY99. The Chancellor described this process at an earlier meeting. There will be a new and important role in that process for the Governance Coordinating Committee and the three governance units.

Faculty will be pleased to hear that in connection with some of our own approach to research and teaching at UAF and what is going on nationally, about a year ago the Kellogg Foundation funded a major study for the Land Grant Association. They have begun to make some reports and the first two publications have the theme "Returning to our roots: the student experience." The reports talk about the importance of the Land Grant mission serving the students. These institutions are better learning communities by being centered around students. Specifically, when the study comes up with seven action items, the seventh one reads: "Strengthen the link between discovery and learning by providing more opportunities for hands-on learning including undergraduate research." The Chancellor believes that UAF is a leader in that respect already and it is evidenced by looking at a recent publications distributed widely which talks about the experience beyond the classroom. In the publication, UAF indicates that students are the focus of learning. The theme of this year's publication is, "Beyond the Classroom." UAF is certainly remembering our roots, and it is something that we have been working on for a long time to tie together more tightly our teaching and research. This publication consists of capsules of undergraduate and graduate students working on research projects and their discovery of knowledge. The Chancellor indicated that it's nice to see that UAF is ahead of the curve.

B. Remarks by Provost J. Keating

Provost Keating announced that UAF has received its first Truman scholar, undergraduate Dante Foster. I wish to thank Professor Karen Erickson who shepherded her through a variety of

experience including many faculty who served as panelists to simulate the panel that she was going to face in the final competition. This shows that the quality of our undergraduate education is very good.

We are all watching and waiting to see this next BOR meeting and obviously the legislative action that is concurrent with it. We have all see the various cuts that are recommended in the legislature from \$2+ million in the House, up to a one time \$5 million in the Senate Finance Committee. Quite frankly, things are relatively ambiguous to us. Issues like funding of the agriculture program through ASTF and support for public television and radio. In this state it would mean support for AlaskaThree which is the satellite that we had intended to use in much of our distance delivery which is in jeopardy if the funding for public radio and television is drastically cut. The Provost is living in a state of ambiguity wondering what is going to happen in the Legislature, and trying to draft a variety of contingency plans for various scenarios. Every contingency from what to do for FY98 that we did have a plan for, provided that the cuts from the Legislature are not as drastic as they one time seemed.

Otherwise things are going well vis-a-vis the International Arctic Research Center. The Japanese were in town last week for some negotiations relative to the organization and beginning to really work through the science plan as are many of our faculty and administrators on campus. That seems to be going along nicely.

The search for the Library Directorship ended Friday with an unsatisfactory as far as the search committee were concerned, so they will be reinstitution it quickly and extending the search as soon as possible. This is a critical position. There were candidates that seemed to be able to serve in that position but as the search committee reviewed them they can to the conclusion that they would rather go back out and search some more.

Linda Curda expressed concern about the number of positions vacant at the Kuskokwim campus and asked about advertising for those positions. The Chancellor understands the importance of advertising as soon as possible for the vacant position of Director of the Kuskokwim campus. However, she will not authorize advertising until after the Board of Regents meeting, then it may be possible to do it, but she will not guarantee it. We need to maintain as much flexibility as possible at this time. She is not sure how the position would be advertised at this stage until decisions are made about the expectations of the director.

IV Governance Reports

A. ASUAF - C. Wheeler (R. Busey)

Robert Busey represented ASUAF for Catherine Wheeler. Two weeks ago the Senate took nomination and voted on the Faculty of the Year and this person is Dr. Walter Benesch. A new program instituting biweekly recognition of faculty and staff resulted in recognition of Marie Scholle and Dr. Jim Gladden. The Senate has been active in the community. Nine people went to the last city assembly meeting where they were considering a resolution to support the University. The assembly passed that resolution and sent it to the legislature. Twenty to thirty people--faculty, staff, and students--went to the Senate Finance Committee public testimony hearing two weeks ago. They were well received and were the majority of the people from Fairbanks in attendance. The Concert Board proposal before the Senate failed twice and will probably come up again in the fall in the form of a petition. They

have been busy sponsoring students from campus to go to different conferences to represent UAF. Valerie Kramer just returned from giving a communications paper down in Oklahoma. She also took part in a competition and took third place overall nationwide.

B. Staff Council - R. Pierce

Ron Pierce indicated that he was pleased to address the Faculty Senate with issues that are coming out of Staff Council. They have just completed the first iteration of the supervisory training program. It was a resounding success. There were a lot of positive comments. There was request of Ron to ask the faculty who supervise staff to please attend the sessions. They had a planning session for the next iteration of the program and there will be three offerings this summer--one in June, July, and August.

There is a staff recognition program. If you have a staff member who works for you that you think deserves recognition please fill out a nominations for the Chancellor's recognition award. Information and a nomination form will be available on the Governance Office web site. Nomination must be submitted no later than May 16th. The Chancellor will present the awards at the staff picnic on June 6th.

The third on-going issue is the Job Evaluation process. Right now it is in the process of appeals and that process should be done by the end of April.

For up-coming issues, there is a movement to combine annual leave and sick leave into a program called Paid Time Off. A committee in Staff Council is working on this issue. The issue has implications for the collective bargaining unit staff members, as well as all other staff. Another issues is a health benefits change. There is a health benefits committee that is meeting with statewide. It includes representatives from this campus, UAA, and UAS. They are looking at the higher costs of health benefits and what kind of benefits are offered to the staff at this time. On May 15th at 9:00 am there is a longevity recognition program for those members who have been here for 5, 10, 15, 20, 25, and even 30 years. It will be held in Schaible Auditorium. On June 6th is the Staff Council picnic to which everyone is invited. That will be the day we recognize the outstanding staff member with the Chancellor's award.

Madeline Schatz commended Staff Council on the supervisory training program. She attended most of the sessions and learned more than she wanted to know about the University.

Maynard Perkins assumed that the rural staff are also eligible for nomination for the Chancellor's staff recognition award. Ron indicated that they were. Ron also indicated that the rural staff now has a supervisory training program as well. He was present at the first one last week which was an audioconference presented by Charlie Dexter. There were eight rural sites participating.

Burns Cooper asked whether the changes proposed to the sick leave and health benefits were reductions. Ron indicated that the proposal from the administration was to reduce the number of days of leave by eight. Staff would receive the current number of annual leave days and the number of sick leave combined into the paid time off would be reduced by eight days. Staff Council has a counter proposal. Staff is covered by the PERS retirement system. Sick leave is not fully funded at the university for staff members, it is a self insured institution. With the new system it will be fully

funded. And, at the end of a staff member's employment with the University, they would be paid for those days remaining. In the TERS system any sick leave days are turned into retirement.

C. President's Report - D. Lynch

A report was attached to the agenda. Don indicated that one item that is outdated is the strike. Don deferred his time to John Craven who is the new spokesperson for the Faculty Alliance. The Alliance is a coordinating group of members from the UAF Faculty Senate, UAA Faculty Senate, and the UAS Faculty Council. Each campus is entitled to three representatives. It is a conduit for information from statewide to the three senates. It is also suppose to work the other way and once in a while they do pay attend to what the three senates tell them.

D. President-Elect's Comments - J. Craven

A report was attached to the agenda. The following was distributed as a handout at the Senate meeting.

Report by John Craven, President Elect and Chair of the Administrative Committee

1. Committee. A theme you will hear from me in my year as president of the Faculty Senate is that I consider the committee system to be the heart of the Senate and that it is the chairs of the committees who accept the responsibility for guiding the work of the committees. A lack of leadership by a committee chair reduces or ends the committee's effectiveness. The chair of a committee is meant to lead the committee and contribute to the Senate, not use the position of chair for other, more personal ends. I continue to be impressed by the hard work of many of our committees and the outstanding contributions they have made this year, and I personally thank them for their work. I strongly urge you to think about this and your obligations as we approach the end of this year's activities and begin putting together next year's committees.

2. Student Recruiting. After meeting with Saichi Oba, Director of Admissions, polling members of the administrative committee, and seeking information from others, I have send my observations on student recruiting to the Director of Admission. I fear I have sent my comments at the time of greatest activity in the Admissions Office, but do expect a reply in the near future. The most important of my observations is that there does not appear to be a mechanism in place to follow-up on applications that do not indicate a potential major area of concentration.

3. Faculty Alliance. The Faculty Alliance's proposal for a Faculty Development Institute is still being considered by Provost Keating for the SAC.

High points of last Friday's Alliance meeting.

Harassment Issue. A legal ruling by the UA General Council states that UA faculty are covered by the Alaska Professional Teaching Practices Code, which states in part that "an educator...(4) may not engage in physical abuse of a student or sexual conduct with a student and shall report to the commission knowledge of such an act by an educator;..." A copy of the council's letter will be placed in the Governance Office.

UA BANNER. We now have two requests for faculty

contributions to the BANNER work. First, Kara Nance has graciously agreed to be part of the UA Statewide Banner Web implementation team to evaluate, select and help implement web products from SCT Banner Corporation; specifically a student product and a faculty product. In addition, the team will evaluate a kiosk vendor and other web-based add-ons. Faculty could then input their own grades and look at their students' records over the web. (I presume we can check here for prerequisites.) The student product would allow students to register for classes, look up their billing data and they may even be able to pay for courses over the web. Dana Thomas and Ann Tremarello are on this Banner team as are faculty members from UAA and UAS. An even newer request will result in a member of our faculty joining the UA Statewide team concerned with faculty work load data. Don Lynch has attended several of their meetings to understand the objectives. Statewide has gotten the impression that the UA faculty are not happy with the lack of faculty participation, so they have asked for comments by the Alliance. UAA has a faculty member on the team and the UAS faculty is content with their non-faculty representatives. The Alliance moved to select a UAF member for that team. We are looking for an interested faculty member willing to participate over the summer. Don Lynch will make the selection. The head of UA Office of Institutional Research has announced that the UA Faculty Load Reports are now on line. You can see how UA views you in terms of FTE assignments to restricted and unrestricted budgets for instruction, research, etc. and find listings of what courses UA thinks you taught in the fall '96 semester. I encourage you to sample these files by looking at <http://info.alaska.edu/UA/OIR/Faculty/webexp.html> but be certain you have lots of computer memory. Call me if you have trouble with the address. You could start with the first part of the addresses (<http://info.alaska.edu>) and press on from there to Institutional Research. The description accompanying these materials (copied from the Web files) is given below. It is important to know, when reading the files, that an undergraduate FTE is defined as 15 hours and it is 12 hours for a graduate student. The on-line description of the files is as follows:

Attached for your review are two reports detailing information used to calculate the University of Alaska Regular Faculty Instructional Productivity. The information was gathered from the UA Human Resource Information System (November 1, 1996 extract) and the Student Information System (Fall 1996 Official Closing Extract, January 25, 1997).

The first report, Budgeted Faculty FTE by Department - Fall 1996, details the budgeted faculty full-time equivalent (FTE) by department, program category and funding source. The program categories are Instruction, Research, Public Service, and Other. The program category Other contains Institutional Support, Academic Support, Student Services, and Maintenance. Each of the program categories is broken down by funding source - restricted or unrestricted current funds.

The second report, Course Sections by Faculty and Department -Fall 1996, shows the faculty by their budgeted department with the course sections each taught during Fall 1996. The corresponding student FTE for the course section is also shown. If a faculty is budgeted in only one department all course sections apply to the instructional productivity for that faculty in that department regardless if the courses are controlled/offered by another department. Course sections taught outside of the faculty's school and paid for on an overload basis do not apply to the instructional productivity of the faculty in his/her regular department. If a faculty is budgeted in two departments and teaches courses in both departments the course sections apply to the instructional

productivity in the department controlling the course section. If a faculty is budgeted in two departments and teaching courses controlled/offered by a third department, the course sections apply to the instructional productivity of the faculty in departments he/she is budgeted, proportionally to the budgeted faculty FTE.

Don indicated that any questions and comments on the Banner system can be directed to Abe Baggan at Statewide. Jack Keating indicated that it was very important for faculty to be on this work team. Hans Nielsen agreed to be the UAF faculty member on the Banner Work Load team.

Jerry McBeath commented that there is an Advising Center in charge of the undeclared majors. It is headed by a full-time staff member and a stable of faculty members. They might be involved in positive recruiting efforts for undeclared majors. John indicated that we need to aggressively contact potential students and not passively wait for them to come to us.

V Public Comments/Questions - none

VI New Business

A. Election of the 1997-98 UAF Faculty Senate President-Elect

Don asked if there were any additional nominations. Nominations were closed. Ballots were passed out and collected during the break. Results were tallied and the following resolution was passed confirming Madeline Schatz as the new President-Elect.

B. Resolution to ratify election of 1997-98 UAF Faculty Senate President-Elect

RESOLUTION PASSED
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BE IT RESOLVED, That the UAF Faculty Senate ratifies the election of President-Elect on the basis of the following ballot.

BALLOT
PRESIDENT-ELECT

Please vote for ONE individual to serve as the President-Elect of the UAF Faculty Senate for 1997-98.

Maynard Perkins, Associate Professor
General Studies/Northwest Campus

*** Madeline Schatz, Professor
Music

***President-Elect

C. Motion to amend the Transfer of Credit policy, submitted by Curricular Affairs

No one spoke against the motion; it passed unanimously.

MOTION PASSED

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The UAF Faculty Senate moves to add the following to the list for Transfer of Credit on page 11 of the UAF catalog:

10. Any student who has completed a bachelor's degree from an accredited institution will be considered to have completed the equivalent of the baccalaureate core when officially accepted to an undergraduate degree program at UAF.

EFFECTIVE: Fall 1997

RATIONALE: This motion addresses baccalaureate CORE courses only. The motion accepts students' baccalaureate degrees as meeting the UAF baccalaureate core requirement. The student could be re-enrolling into the UAF system after having completed a baccalaureate degree at UAF in the past (when possibly the core requirement was different), or the student could be enrolling from another institution. Because of the core transfer policy there are actually few courses that students would need to take and this policy, in the majority of cases, would allow a core transfer without a course by course evaluation.

D. Motion on review of catalog listing of courses, submitted by Curricular Affairs

Maynard indicated that this motion was a result of the Provost's action on the deletion of courses from the catalog. The committee discussed this issue and they felt that it should also have a large part of faculty and departmental input. This motion says that the faculty will annually review those courses that have not been offered in five years. If they decide they should be eliminated that will be then be forwarded to the Provost for elimination from the catalog. This does not limit them or remove them from courses to be offered. They can be still offered or resurrected and put back in the catalog at a later time. The motion passed unanimously.

MOTION PASSED

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Departments and programs will annually review courses not offered in the previous five-year period and consider if they should be deleted from the printed catalog. A list of courses to be deleted will be forwarded to the Provost with the request to have the courses removed from the catalog.

EFFECTIVE: Immediately

RATIONALE: This motion responds to the actions of the provost in deleting courses from the University catalog. The motion reconfirms that changes to the catalog made by administration affecting any academic concerns should only be implemented after appropriate faculty deliberation.

E. Motion to approve walk through requirements for graduate students, submitted by Graduate Curricular Affairs

Mark Tumeo indicated that this motion passed through their committee unanimously. There have been several questions brought forward about students who have not completed the graduation requirements but want to walk through graduation as a ceremony. This has come out of a Wildlife and Biology graduate student group. Their concern is they tend to graduate in the summer or finish their degree requirements in the summer or fall and go get jobs and don't come back for graduation. They would like to go through the ceremony. Two years ago the Senate passed a motion making it very clear that the graduation ceremony is only for those who have essentially completed their requirements. It is clear for the undergraduates and there has been a lot of discussion about what essentially completed means for graduates. The committee discussed this for a while, and this is the complete definition they came up with. The motion passed unanimously.

MOTION PASSED

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The UAF Faculty Senate moves to clarify walk through requirements for graduate students as follows:

To meet the definition of having "essentially completed all degree requirements" (current policy) to "walk through" graduation ceremonies, a student must have meet the following requirements:

- a. successfully completed all required tests, course work and thesis/project defense; and
- b. submitted to the Graduate School by the date set for filing a thesis/dissertation in Spring Semester, a memorandum signed by the student and the major advisor certifying that the student is essentially completed the graduate degree, and that all required signatures will be obtained and the thesis, project or dissertation filed by the last day of instruction. If the student is a Ph.D. candidate, the major advisor or designated committee member must also agree to participate in the graduation ceremonies; and
- c. filed a copy of the required project/thesis/dissertation with the Graduate School with all required signatures, by the last day of instruction in Spring Semester; and
- d. for Ph.D. candidates, filed a 50 word abstract of the dissertation research along with the signed dissertation.

NOTE: Individuals who "walk through" graduation ceremonies will NOT be listed in the graduation program. These students names, and if Ph.D. recipients, descriptions of dissertation research, will appear in the program of the academic year in which the Degree is formally granted.

EFFECTIVE: Upon Chancellor's Approval

RATIONALE: Dana Thomas requested the Committee review the current policy and clarify the meaning of "essentially complete". The above definition ensures that the student has "essentially completed" the degree requirements and therefore should be allowed to "walk through" the ceremony.

F. Motion to approve minimum requirements for Master's Degrees, submitted by Graduate Curricular Affairs

Mark Tumeo indicated that this motion has been deliberated and developed by the Graduate Curricular Affairs committee since the very first meeting back in September. There have been several different drafts and it has been distributed widely across campus. After a lot of deliberated the committee feels they have consensus across the campus, including the serious concerns that were raised by Music, Northern Studies, and Electrical Engineering. Rather than trying to mince out differences between the degrees, they would make the requirement of 30 credits minimum for all masters degrees. To answer some of the concerns about project that get lost, they have required that projects also be archived in the library. The motion passed unanimously.

MOTION PASSED

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The UAF Faculty Senate moves to approve the minimum requirements for Master's Degrees shall be as follows:

For all Master's Degree Programs, the following must be met:

- a. Submit a Graduate Study Plan (GSP) and an Appointment of Committee Form to the Graduate School by the end of the second semester in attendance.
- b. Be registered for at least 6 credits per year (fall, spring, and summer combined), or have an approved leave of absence form on file.
- c. Submit an Advancement to Candidacy form to the Graduate School. Once submitted, this form supplants the GSP and serves to formally establish specific degree requirements.
- d. Submit an application for graduation and be registered for at least 3 graduate credits in the semester in which the degree is to be awarded; and
- e. Complete all degree requirements within the 7-year time limit allowed.

Furthermore, the following additional requirements are the minimum requirements for Master's Degrees:

For a Master's of Science or Master's of Arts Degree - with thesis

Successfully complete at least 30 credits of course work including at least 6 credits of thesis (699). (No more than 12 thesis/research (699/698) credits may be counted towards the minimum degree credits).

At least 24 credits must be at the 600 or above, except for a Master's of Arts in Music, which must have at least 21 credits at the 600 level or above.

Pass a written and/or oral comprehensive exam (may be combined with the thesis defense).

Publicly present and defend thesis.

Submit a completed and signed thesis defense form to the Graduate School.

Archive thesis in UAF Library.

Master's of Science or Master's of Arts Degree - with project

Successfully complete at least 30 credits of course work including at least 6 credits of project work (698). (No more than 6 research (698) credits may be counted towards the minimum degree credits.)

At least 24 credits must be at the 600 level or above, except for a Master's of Arts in Music, which must have at least 21 credits at the 600 level or above.

Pass a written and/or oral comprehensive exam (may be combined with the project defense.)

Publicly present and defend project.

Submit a completed and signed project defense form to the Graduate School.

Archive project in UAF Library.

For a Professional Master's Degree (i.e. Master's of Business Administration, Education, etc.)

Successfully complete at least 30 credits of course work (research or thesis credits NOT included.)

At least 24 credits must be at the 600 level or above. (Research or thesis credits NOT included.)

Successful completion of a comprehensive exam or capstone course that includes demonstration of the ability to synthesize information in the field at a level appropriate for a Master's degree.

Note on Implementation of Motion: It is the understanding of the Graduate Curricular Affairs Committee that changes to existing programs degree requirements or the name of the degree which may be necessitated by this policy, if implemented, will need final approval of the Graduate Curricular Affairs Committee, but does not constitute a new degree offering, and will not need approval by the Board of Regents.

No minimum presented herein prohibits programs from requiring additional work. The adjustments that have been made from existing programs include the requirement for the non-thesis project to be documented and in some manner archived in the Library (i.e. slides, recording, report.)

EFFECTIVE: Fall 1998

RATIONALE: Currently there is great disparity in the administration of Master's degrees using a thesis or non-thesis option. In addition, there is an increasing movement towards Professional Master's Degrees which

require only course work. To ensure the quality and workload for a degree is comparable for the thesis, project option, and professional (non-thesis and non-project) minimum must be set and applied across all degrees.

G. Resolution to endorse resolution "upon recommendation of the faculty", submitted by Administrative Committee

Don indicated that this resolution would be forwarded to the Board of Regents. Apparently last year the term "upon recommendation of the faculty" was not used at commencement. The motion also includes a provision that the diploma should include that statement and should specify the major campus-- Fairbanks, Anchorage, or Juneau. A substitute motion was moved to amend the resolution by adding another Whereas paragraph. Mark spoke against the amendment saying that we should view ourselves as faculty from one university and should not continue to foster this three-way split. The provost stated that we are three separately accredited institutions. Rich Seifert also spoke against the amendment. The amendment passed by a vote of 17 yeas and 7 nays. Mark Tumeo proposed an amendment to delete the final phase of the resolution. Jerry McBeath proposed a substitute motion to delete the word at in the fourth line. Janice Reynolds felt that this was splitting hairs because the diploma mentions the University of Alaska Fairbanks three times. The substitute motion passed with a vote of 15 yeas and 10 nays. The amended resolution passed with a vote of 16 yeas and 8 nays. John Craven clarified that this would go to the Faculty Alliance who would in turn sent it on to President Komisar.

MOTION PASSED AS AMENDED
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The UAF Faculty Senate moves to amend the resolution submitted by the Faculty Alliance regarding "upon recommendation of the faculty" to include the following:

WHEREAS, The University of Alaska Fairbanks, the University of Alaska Anchorage, and the University of Alaska Southeast are each separately accredited and are from a student perspective separate universities,

EFFECTIVE: Immediately

RATIONALE: The purpose here is to justify inserting the individual MAU after the University of Alaska on diplomas. The current wording, "University of Alaska," comes from the time when there was only one University and that was located in Fairbanks. For two decades, now, we have had three universities forming one statewide system, and that should be recognized on diplomas and at graduation.

RESOLUTION PASSED AS AMENDED
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WHEREAS, The University of Alaska Faculty Alliance gains it authority by policy 03.01.01 of the University of Alaska Board of Regents, and

WHEREAS, The University of Alaska Faculty Alliance provides official representation for the faculty of the University of Alaska in matters which affect the general welfare of the University and its educational purposes; and

WHEREAS, The University of Alaska Faculty Alliance provides consultation to the President of the University and the Board of Regents on academic matters; and

WHEREAS, The University of Alaska Faculty Alliance recognizes the faculty of the individual academic major administrative units as having the primary responsibility and authority for recommending the establishment of degree requirements; implementing the degree requirements; establishing the curriculum, the subject matter and the methods for instruction; determining when established degree requirements are met; and

WHEREAS, The University of Alaska Faculty Alliance has advisory and coordinating role in academic affairs of the individual academic major administrative units; and

WHEREAS, The University of Alaska Fairbanks, the University of Alaska Anchorage, and the University of Alaska Southeast are each separately accredited and are from a student perspective separate universities; now

THEREFORE BE IT RESOLVED, That the University of Alaska Board of Regents shall have included at all University of Alaska graduations and in all diplomas the phrase ". . . and upon the recommendation of the Faculty of the University of Alaska" with the insertion of the appropriate major academic unit's name.

H. Motion to disband Academic Computer Users Committee, submitted by Administrative Committee

John Craven indicated that this was a proposal from the Academic Computer Users Committee that it be moved from the Governance Coordinating Committee to either the Faculty Senate or the Provost. The final decision of the Coordinating Committee was that a motion to disband the committee and let that group be turned over to the provost's office be moved to each of the governance bodies for concurrence. The motion passed unanimously.

MOTION PASSED

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The Faculty Senate moves to approve the disbanding of the Academic Computer Users Committee and let this function be moved to the Provost's Office.

EFFECTIVE: Immediately

RATIONALE: The Academic Computer Users Committee handles academic issues and should fall under the Faculty Senate or the Provost who is the chief academic officer. The Committee also feels that it would be more effective if it reported directly to the Provost.

I. Motion to amend bylaws to delete Legislative and Fiscal Affairs Committee First Reading, submitted by Legislative and Fiscal Affairs

Don indicated that this motion was submitted by Legislative & Fiscal Affairs Committee for a first reading and will be acted upon at the next Senate meeting.

J. Motion to approve "Junior Standing" as a prerequisites for core ethics courses, submitted by Core Review

Jin Brown indicated that this motion would make the prerequisite for all four of the core curriculum ethics courses be the same. There are two reasons for this: first, we want students to have access to all the courses equally; and secondly, in the process of preparing student learning outcome assessment we have asked each of the four departments to coordinate the assessment process. All four department heads have approved this prerequisite. Jerry McBeath introduced an amendment to the motion to add completion of two courses in the Perspectives on the Human Condition are recommended. Jerry has taught the PS 300X for four years and he finds that students who are juniors and have not taken previous courses in the core curriculum are at a distinct disadvantage. This course was designed as an upper division course and students ought to have completed most of the core requirements. The amendment passed with a vote of 15 ayes, 5 nays, and 2 abstentions. The motion passed as amended unanimously.

MOTION PASSED AS AMENDED

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The UAF Faculty Senate moves to approve the following prerequisite for all core ethics courses in the Perspective on the Human Condition: "Junior standing; completion of two courses in the Perspectives on the Human Condition recommended but not required."

EFFECTIVE: Fall 1997

RATIONALE: Upon consensus among Political Science, Philosophy, Natural Resources Management, and Communication, Junior Standing will be the prerequisite for all the ethics courses. Requiring the same prerequisite will enable students to have equal access to all these courses.

K. Motion on affiliate faculty, submitted by Faculty & Scholarly Affairs

Don indicated that he had received a request from a dean asking when is an individual permitted to vote in a department head election. After careful research into the existing rules and regulations and the minutes of the meetings in which department head functions were discussed, it was determined that there was no definition of when a faculty member is affiliated with a department and therefore can vote. Don also indicated that the Senate six years ago, debated very extensively the question: should a person be allowed to vote in two departments when they have a split

appointment. And the answer they came up with was yes. Gorden Hedahl asked for clarification for part-time faculty. John Craven indicated that when the policy was written in 1990 it stated that a faculty member must be a full-time employee. After more discussion the motion passed with 1 nay vote.

MOTION PASSED

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The UAF Faculty Senate moves to amend the Department Head Policy to clarify department affiliated faculty members' eligible to vote for department head as follows:

A full-time faculty member currently holding academic rank is affiliated with a department if:

- 1) the head of that department evaluates the faculty member or;
- 2) the head of the department signs the faculty member's workload agreement.

EFFECTIVE: Immediately

RATIONALE: The motion to amend the policy defining the role and duties of the department head, which also establishes the procedures for the election of department heads at UAF (as passed by the UAF Faculty Senate at its Meeting #21 [October 15, 1990] and #23 [December 17, 1990] and modified by the Chancellor) is intended to clarify Section III. B. Eligibility to Vote.

L. Motion on Regents' policies and regulations on discrimination, harassment, and sexual harassment, submitted by Faculty & Scholarly Affairs

Ray Gavlak indicated that the committee was approached by Faculty Alliance regarding pending Board of Regents' policies and regulations on discrimination and harassment. They were asked to review them which they did at several meetings. They has some real concerns about the way the policy and regulations were laid out. John Craven spoke in favor of the motion. He indicated the task of the committee was to make critical comments on the material before the Board of Regents and make recommendations for things they should consider. John proposed a friendly amendment which cleaned up the language of the first sentence and made the motion from the Senate rather than the committee. The motion passed unanimously.

MOTION PASSED

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The UAF Faculty Senate forwards to the Faculty Alliance its concerns and recommendations regarding proposed changes to Regents' Policies and Regulations on Discrimination, Harassment and Sexual Harassment as follow:

- 1) the proposed policies and regulations are poorly organized. The regulations for general harassment seem to have been simply inserted into the regulations on Sexual Harassment (R04.06.09 B). Given the organization of University Regulations, the regulations on general harassment and discrimination should be contained in R04.06.09 B; an existing section in University regulations which is titled Harassment and Discrimination. The blending of sexual

harassment regulations and the regulations for general harassment and discrimination is contrary to the organization of University Regulations and adds confusion to the distinct issues.

2) The provisions regarding third party sexual harassment (R04.06.09 B.7) are redundant since harassment of an individual resulting from a relationship with a third party would already constitute harassment under P04.06.09 A. (Harassment and Discrimination). Also, in the current form, the third party sexual harassment provision as a special form of sexual harassment has the potential to violate an individual's freedom to association.

3) The language in the proposed regulations allowing anonymous complaints (R04.06.09 B. 7) on the surface seems to be benign in that a formal investigation of charges and possible disciplinary actions would only occur if anonymous complainant names his/her self. However, the regulation also states that the acceptability of anonymous complaints depends on the number of or persuasiveness of anonymous complaints. Hence, if enough "poison pen" complaints are made or if they are sufficiently well written, a formal investigation may occur. This is completely unacceptable. This clause simply opens the way for institutionalized character assassination. While this clause seems to afford protection from formal disciplinary action due simply to anonymous complaints, it does not prevent informal actions. For example, repeated or persuasive anonymous complaints may result in the perception on the part of peers or supervisors that an individual acts unprofessionally, thus affecting periodic evaluations or chances for tenure or promotion.

4) In R04.06.09 B. 2. h (Definition of Harassment Review) it appears that the review will typically be conducted by a single individual. This would give a single individual excessive power. An investigatory committee of three (or more) individuals should be constituted to investigate an alleged violation of harassment or discrimination policies.

5) Policy P04.04.09 A. 1. (a) through (d) (Examples of Harassment) outlines examples of harassment. Given these examples, policy seems to state that the situations, if they occur, are sufficient to constitute harassment. The policy should be reworded to state that the examples listed may lead to harassment and that the determination that harassment has occurred is made by examining the total context of the situation. In addition, the many examples are vague and potentially open the door to limiting academic freedom. For example, examining supposedly "sexually charged literature" may restrict an English professor's academic freedom. Or, prohibiting supposedly "suggestive objects" may restrict an anthropology professor's academic freedom. Lastly in a separate issue, with respect to examples of discrimination, modifiers need to be added such as the "reasonable accommodation" language of the American's with Disabilities Act.

6) Since it is frequently the case that an individual who violates this policy does so out of ignorance, policy and regulations should stress this. Hence, with respect to disciplinary actions, more emphasis needs to be placed upon the education role that the harassment policy can fulfill.

7) Throughout the proposed policy there is language which is prejudicial to the accused which seems to imply "guilty until proven innocent". For example in R04.06.09 B. 4., the accused is referred to as the "aggressor". In order to remove some of the prejudicial language when referring to an individual accused of harassment or

discrimination, the definition of a "respondent" should be added to R04.06.09 B. 2. (Definitions) where "Respondent" should be defined as an individual accused of violating Regents' Policies and Regulations regarding harassment or discrimination.

EFFECTIVE: Immediately

RATIONALE: The motion responds to a formal request from Faculty Alliance to UAF Faculty Senate regarding input on the proposed changes in Board of Regents' Policies and Regulations on Discrimination, Harassment and Sexual Harassment. The poorly written document received from BOR was scrutinized by the UAF FASAC in response to that request.

VII Committee Reports

A. Curricular Affairs - Maynard Perkins

A report was attached to the agenda.

B. Faculty & Scholarly Affairs - Ray Gavlak

A report was attached to the agenda.

C. Graduate Curricular Affairs - Mark Tumeo

A report was attached to the agenda.

D. CNCSHDR - Rudy Krejci

No report was available.

E. Developmental Studies - Ron Illingworth

No report was available.

F. Faculty Appeals & Oversight - Diane Bischak

No report was available.

G. Faculty Development, Assessment & Improvement - Rich Seifert

A report was attached to the agenda. Rich announced that the second in a series of Faculty Seminar featuring Rudy Krejci would be at 5:00 pm in the Salisbury Theatre. All Senate members were urged to attend. A reception will follow at 6:00 pm in the Great Hall.

H. Graduate School Advisory Committee - Susan Hendricks

No report was available.

I. Legislative & Fiscal Affairs - Michael Jennings

No report was available.

J. Service Committee - Kara Nance

No report was available.

K. University-Wide Promotion/Tenure - John Keller

No report was available.

VIII Discussion Items

A memo from Carrie Dershin was attached to the agenda. Faculty involvement in Fall Orientation was discussed earlier.

IX Members' Comments/Questions -

Rich Seifert indicated that he was an advocate for the Fulbright program. The selection of opportunities for this year, along with an application, is in the library on reserve if anyone is interested. Rich would be glad to talk with anyone about the program.

Jerry McBeath asked about the faculty longevity awards. Don indicated that they would be handled at the department level.

X Adjournment

The meeting was adjourned at 4:10 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.