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A G E N D A

UAF FACULTY SENATE MEETING #58

Monday, September 18, 1995

1:30 p.m. - 3:15 p.m.

Wood Center Ballroom

1:30	I	Call to Order - Eric Heyne	5 Min.
		A. Roll Call	
		B. Approval of Minutes to Meeting #57	
		C. Adoption of Agenda	
1:35	II	Status of Chancellor's Office Actions	5 Min.
		A. Motions Approved:	
		1. Amend Section 3 (ARTICLE V: Committees) STANDING and PERMANENT, of the Bylaws pertaining to the Graduate Council.	
		2. Delete Section 3 (ARTICLE V: Committees) PERMANENT, B & C, of the Bylaws pertaining to Graduate Council.	
		3. Motion to approve the Unit Criteria of the Art Department, Library Science, College of Natural Science, Mathematical Sciences, and School of Engineering.	
		B. Motions Pending: none	
1:40	III	Remarks by Chancellor J. Wadlow and Provost Jack Keating	10 Min.
		Questions	5 Min.
1:55	IV	Governance Reports	
		A. ASUAF - J. Hayes	5 Min.
		B. Staff Council - M. Scholle	5 Min.
		C. President's Report - E. Heyne (Attachment 58/1)	15 Min.
2:20	V	Public Comments/Questions	5 Min.
2:25	VII	Old Business	
		A. Assessment Report - D. Thomas & M. He'bert (Attachment 58/2)	10 Min.
2:35		**BREAK**	5 Min.
2:40	VIII	New Business	
		A. Confirmation of Faculty Appeals & Oversight Committee membership, submitted by Administrative Committee (Attachment 58/3)	5 Min.
		B. Resolution on Regents' policy on non-bargaining unit faculty compensation, submitted by Administrative Committee (Attachment 58/4) --UAA Faculty Senate Resolution on faculty compensation (Attachment 58/5) --Faculty Compensation Policy and Regulations passed August 18, 1995 by the Board of Regents. (Attachment 58/6)	10 Min.
2:55	IX	Committee Reports	
		A. Curricular Affairs - Dana Thomas (Handout)	5 Min.

B. Committee to Nominate Commencement Speakers &
 Honorary Degree Reeciipients - David Hales
 (Attachment 58/7)

3:00	X	Discussion Items	5 Min.
3:05	XI	Members' Comments/Questions	5 Min.
3:10	XII	Adjournment	

ATTACHMENT 58/1

UAF FACULTY SENATE MEETING #58

MONDAY, SEPTEMBER 18, 1995

PRESIDENT'S REPORT - Eric Heyne

Welcome to the new academic year. Many of you have not met Sheri Layral, our coordinator, who was on leave most of last year following a very scary auto accident. Please introduce yourself to her. I can't tell you how great it is to have her back.

I want to especially welcome the senators from other sites. I hope you will bear with us during the audioconferenced meetings, and please call it to our attention whenever we are demonstrating bad audio citizenship.

I'd like to remind everyone that good audio citizenship means using your microphone, turning it off when you're not using it, making sure to contact and include members from remote sites when arranging committee meetings, and, for members at remote sites, letting the Senate office know when you cannot attend a meeting and letting committee chairs know when you are on-line and when you are off-line, so that we don't waste money.

STATEWIDE ISSUES

We had a relatively uneventful summer, especially when compared with last summer's program assessment duties. Through the middle of July there were Alliance meetings with Statewide Administration regarding faculty compensation, in which Alliance members held to positions approved by the Faculty Senate and the statewide administration held to somewhat different positions. The result is that they ignored us, and in August the Regents unanimously adopted a compensation policy that I think is badly flawed. A copy of the new policy is included in your agenda. The policy was vigorously defended by, not only statewide administrators, but also campus administrators. I believe it was favored by both our Chancellor and our Provost, and perhaps they can address its merits. Under New Business we will be considering a resolution opposing the new policy.

Compensation issues are part of an overall re-evaluation of faculty roles and responsibilities, including the hot topics of workload and tenure. Traditional notions of faculty authority and professional stature are under seige all over the country. In the University of Alaska system we are facing more rigorous post-tenure reviews, more careful scrutiny of workload assignments, and less control over our own working conditions.

This year's Faculty Alliance spokesperson is Cheryl Mann, president of the UAA Faculty Senate and, incidentally, a bargaining unit member. UAF's representatives in the Alliance this year are Don Lynch, Michael Jennings (replacing Dana Thomas, who resigned), and

I. Each of our Senate meetings this year will include a report from me on what's happening with the Alliance.

THE FUNCTION OF THE SENATE

I want to give you some idea of how I think the Faculty Senate should proceed this year.

We are a proportionally elected body of faculty representatives. We have the duty of making decisions for the faculty as a whole, and the concomitant responsibility to keep our colleagues informed and listen to their views. I ask you over the course of your service this year to balance the needs of the university as a whole with those of your individual units, and to exercise your right to make decisions based on the best interests of all the students, staff, and faculty of UAF.

The Senate is responsible for determining academic policy at UAF. We need to take that job seriously, balancing innovation and tradition, going slowly in the interests of students who have invested in the old way of doing business, but making changes when they are pedagogically sound.

We are not a legislative body administering a large budget. The Senate has a relatively miniscule budget, consisting mostly of Sheri's salary, buy-out money for the President and President-elect, and audioconference and office supply funds, and that's all we have any say over. It is not necessary for us to conduct ourselves as strictly as though we were a state legislature or a borough assembly--we do not have that degree of fiscal or other responsibility to the public. The Senate is a decision-making body, certainly. But it is also a discussion group, a forum to air issues and opinions.

Everyone has a preferred balance of discussion and doing business. Some senators will tire of debate, feeling that more should be decided in committee and less "rehashed" on the Senate floor. Other senators will feel as though too much is being decided "behind closed doors" and "ramrodded" through the Senate. As president I will aim for a balance. We will follow Robert's Rules of Order somewhat loosely. However, if things get especially tricky or otherwise out of hand, as they did in the April meeting, we will fall back on a more strict interpretation of the rules, and at that time it will be your responsibility to know the rules if you want to participate.

The Administrative Committee will use a consent agenda for routine items that require Senate approval but that we feel do not merit discussion on the Senate floor. It will be your responsibility to amend the agenda at the appropriate time, early in the meeting, if you wish to discuss an item on the consent agenda.

The only way you'll be able to do this, of course, is if you have read the agenda ahead of time. It's widely available, both on e-mail and on paper. If you have trouble getting it, please talk to Sheri.

THE UNION ISSUE

The Faculty Senate is our only organized forum for making our voices heard on issues of faculty compensation and working conditions. Though emphatically not a union, the Senate does occasionally serve some functions elsewhere served by bargaining unit representation. For the last fifteen years (at least) we have seen a concerted effort to redefine education as a business, as, in fact, a manufacturing process, with degreed students as products. The current demand is

for standardized products, for a college education to become more like a secondary education, so that anywhere they go students will find a uniform system into which they can plug, interchangeable requirements that they can fulfill.

Unfortunately, this whole trend is far from fulfilling. It's not what higher education is or should be about. Students are not products, and real education (unlike specialized training, which is different and certainly valuable) is unique to each person. Secondary education has failed whenever it has not recognized the importance of treating each student as a free individual, and colleges are in for the same failure if they are forced to become extensions of high school with standardized curricula.

This fall there will be a union recruiting drive on campus. I personally do not favor unionizing university faculty, because I believe doing so capitulates to a view of education as a business and professors as laborers putting in their hours, rather than professionals and real educators.

However, if Alaskan legislators and UA regents and administrators buy into this manufacturing notion of education and continue converting UAF into a student-credit-hour factory, and faculty continue to see their salaries frozen, their benefits cut, their working conditions worsened, and their professionalism called into question, then a union may be the only way to protect ourselves.

Of course, a union won't help if the whole university goes down the tubes. Over the next two years the citizens of Alaska will decide if they want a university, meaning whether they're willing to pay for it. If not, we'll all be out of a job anyway, and Alaska will slip back towards the status of a U. S. colony. Education means freedom, self-determination, independence. That's the message we need to carry to the citizens of Alaska who pay our salaries.

In the interest of improving our image in at least this corner of Alaska, the Fairbanks Chamber of Commerce University Committee is hosting CollegeTown Day, Thursday, September 21. Events include mid-day dedication of the Natural Science Building and a dance social at the Carlson Center at 6:30. For more details or tickets to the social, talk to me or to folks in the Governance Office.

Administrative Committee meetings are open to all Senate members; please feel free to attend whenever you wish. Thanks for making the commitment this year to work for the health of UAF.

ATTACHMENT 58/2
UAF FACULTY SENATE MEETING #58
MONDAY, SEPTEMBER 18, 1995

May 19, 1995

SUMMARY OF CHANCELLOR'S WORKSHOP TO CRITIQUE THE PROCESS
OF THE 1994 PROGRAM ASSESSMENT AT UAF -- DAVID PORTER

The purpose of the workshop was to review and evaluate the process of the 1994 Program Assessment conducted at UAF with the aim of suggesting improvements in the event additional reductions are necessary next year. Budgets for AY 1995-96 were not set by the

Legislature at the time of the meeting. Administrative, faculty, staff and student leaders who played substantial roles in the 1994 process at UAF attended the half day workshop at the Chancellor's home. Participants attempted to summarize reactions of their most immediate constituents as well as their own views.

Eight themes summarize the many comments and observation of participants of the workshop. There was an especially strong consensus among participants on the first five themes.

1. Program Assessment, along with the immediately preceding efforts to match budgets to programs at UAF, have involved a broad cross section of UAF's important constituencies. If additional reductions are necessary, a careful summary of previous studies and a short list of alternatives suggested by them should be prepared under the direction of the Chancellor and Provost. These summaries and alternatives would assist faculty, students, staff and the community as they advise unit and campus administrators on future reductions that may be required.

2. Encourage system-wide efforts to clarify the missions of the three campuses in Alaska. In that context, UAF should be proactive in refining its strategic plan and continuing efforts to more effectively assess its progress in meeting strategic objectives. Efforts should be encouraged to more concretely operationalize the six goals in the UAF Strategic Plan 2000. Academic and support programs at UAF should be assessed in terms of their contributions to these refined strategic objectives.

3. Vertical cuts, as opposed to a series of small horizontal reductions, were strongly recommended. Programs which no longer contribute to the strategic plan should be restructured and/or eliminated. Such reductions do not always mean the elimination of an entire program or major. Other alternatives for a particular discipline may include eliminating a Ph.D. or other graduate level options, offering only the baccalaureate degree, and offering service courses in support of other majors or general education. Support services should also be included in these considerations.

4. Existing and potential duplications of programs and/or degree offerings among the three campuses should be evaluated. Strong concerns were expressed that these evaluations are poisoned by a general perception that any programs de-emphasized or spun-off from one campus will immediately be picked up by another. Workshop participants encouraged a system-wide policy for rigorous, independent cost analyses of any new program or graduate degree proposed by a campus.

5. Communication among participants in the Program Assessment process and the units and constituents they represented was uneven across UAF. Workshop participants encouraged continued, and more effective use of the campus E-Mail to disseminate information and documents relevant to program assessment. Interactive E-Mail sessions, for instance, may improve the quality of participation from the rural campuses, the Palmer Experiment Station, the Downtown Center, and other off-campus sites. Forums, with agendas published well in advance, remain essential. There were concerns about being able to hear adequately at the Wood Center and additional venues were suggested. Hard copies of key documents and data sets should continue to be available at Rasmuson Library and the libraries of the rural campuses. A workshop was suggested to assist deans and directors in improving intra-unit communication.

6. Encourage multi-campus sharing of faculty resources and distance delivery as options to creating independent programs at

each campus. Reservations were expressed, however, about whether such options were less costly than some of the more conventional patterns of hiring faculty to teach students at a particular campus. Technologies are improving but the enhanced modes of distance delivery are expensive.

7. As further reductions are necessary, efforts should be made to inform the public generally of the trade-offs among programs within the context of the UAF mission and strategic plan.

8. Relatively consistent data were assembled to support Program Assessment at both inter-campus and intra-campus levels. Workshop participants encouraged continued improvements in developing these data for purposes of assessment and comparison.

Sharon West, Rasmuson Library
 Carolyn Wallace, AFES & SALRM
 Charlie Dexter, TVC
 Sukumar Bandopadhyay, SME
 Patricia Kwachka, ANS
 Clara Johnson
 Holly Harris, Student, Coordinating Committee
 Jack Keating, Provost
 Michael Rice, VCAS
 Carla Kirts, Student Services
 Karen Cedzo, URIA
 Paul Reichardt, CNS
 Dana Thomas, Faculty Senate
 Michele Hebert, Faculty Senate
 David Porter, SOM
 Gilbert Booth, ASUAF
 Angel Largay, ASUAF
 Paula Long, Staff Council
 Marie Scholle, Staff Council

ATTACHMENT 58/3
 UAF FACULTY SENATE MEETING #58
 MONDAY, SEPTEMBER 18, 1995
 SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION

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The UAF Faculty Senate moves to confirm the membership of the Faculty Appeals and Oversight Committee membership as follows:

Diane Bischak, Associate Professor, SOM
 Dennis Crawford, Associate Professor, ACE (96)
 Marvin Falk, Associate Professor, CLA
 Greg Goering, Associate Professor, SOM
 DeAnne Hallsten, Professor, CRA
 Alan Jubenville, Professor, SALRM
 Vidyadhar. Kamath, Professor, SME
 Meriam Karlsson, Associate Professor, SALRM
 Walt Peterson, Instructor, CRA
 Nag Rao, Professor, CLA
 Wayne Vandre, Professor, ACE
 Daniel Walsh, Associate Professor, SME
 _____ CNS
 _____ CNS
 _____ SOE
 _____ SOE

SFOS

ATTACHMENT 58/4
UAF FACULTY SENATE MEETING #58
SEPTEMBER 18, 1995
SUBMITTED BY THE ADMINISTRATIVE COMMITTEE

RESOLUTION
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WHEREAS, the recently adopted Regents' policy on non-bargaining unit faculty compensation has nothing in common with the UAF Faculty Senate and statewide Faculty Alliance recommendations for faculty compensation developed over the last year in consultation with the Systemwide Academic Council; and

WHEREAS, Regents' policy assumes that at least one-fifth of University of Alaska faculty are not satisfactorily performing their jobs and therefore do not deserve annual raises, and furthermore asks faculty to identify those undeserving professors; and

WHEREAS, Regents' policy allows for a maximum of fourth-fifths of the faculty to receive annual raises in a given year, but does not offer any minimum, so that ³annual² raises are actually entirely discretionary; and

WHEREAS, Regents' policy also includes an explicitly ³discretionary² fund for administrators to grant raises to whomever they please, including raises for promotion of anywhere between zero and ten percent; and

WHEREAS, Regents' policy is insulting, divisive, and not responsive to the collaborative work of faculty on all three campuses;

THEREFORE BE IT RESOLVED, That the UAF Faculty Senate joins the UAA Faculty Senate in urging the Board of Regents immediately to suspend the new policy and hold adequate public hearings to consider adoption of the UA Faculty Alliance recommended compensation policy.

ATTACHMENT 58/5
UAF FACULTY SENATE MEETING #58
SEPTEMBER 18, 1995

The following resolution was passed unanimously by the UAA Faculty Senate, September 1, 1995.

RESOLUTION
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Given that the UA Faculty Alliance recommendations for a faculty compensation policy were apparently not considered, and,

Given that the UA Faculty Alliance members were not allowed to

... speak at the Human Resources Committee meeting in July at which the Regents discussed the new Policy, and,

In light of the fact that all faculty members who spoke at the August Regents' meeting to the new compensation policy were opposed to it,

Therefore be it resolved, that the UAA Faculty Senate urges the Regents to immediately suspend the new policy and hold adequate public hearings to consider adoption of the UA Faculty Alliance recommended compensation policy.

ATTACHMENT 58/6
UAF FACULTY SENATE MEETING #58
SEPTEMBER 18, 1995

FACULTY COMPENSATION POLICY AND REGULATIONS PASSED
AUGUST 18, 1995 BY THE BOARD OF REGENTS

PART IV

HUMAN RESOURCES

CHAPTER V

Compensation: Salary and Benefits

REGENTS' POLICY 04.05.03

B. Regular Faculty

Faculty are compensated for their teaching, scholarship, creative activity and service to the public, their institution, and their profession.

The University of Alaska's faculty compensation program is designed to enable the University to recruit and retain an outstanding faculty by maintaining a competitive compensation plan and salary structure.

There shall be four faculty salary ranges for the initial hire of regular faculty; one for each of the professorial ranks and the fourth to cover the rank of lecturer/instructor. Each salary range shall contain a minimum and a maximum salary.

C. Temporary Faculty (Part-Time/Adjunct)

Temporary faculty providing credit hour instruction will be compensated at an appropriate pay level of the temporary faculty salary structure. Temporary faculty teaching noncredit hour courses shall have an appropriate pay level determined by individual negotiation or by a salary schedule or formula approved by the chancellor.

(Revised 8-18-95)

UNIVERSITY REGULATION

Salary Structures 04.05.03

B. Regular Faculty

The Statewide Office of Human Resources in coordination with each campus, will prepare an annual report of faculty initial hire placement, discretionary salary increases, and annual salary increases. The president will be responsible for monitoring and ensuring consistent application of regular faculty compensation.

1. Placement

The initial rank, type of appointment, and base academic year salary shall be established by the appropriate chancellor. Rank, appointment, and salary shall be based on the needs of the institution, the faculty member's education and experience, and prevailing market conditions as indicated by annual surveys of faculty salaries from sources appropriate to the hiring department or program which will include, but not be limited to, the American Association of University Professors (AAUP), Oklahoma State University (OSU), and the College and University Personnel Association (CUPA). Initial appointments at salaries above the maximum of the salary range of a faculty rank require the approval of the chancellor and notification to the president.

Regular faculty salary ranges:

Professor		\$44,000 Minimum	\$98,000 Maximum
Assoc Professor	\$33,000 Minimum	\$76,000 Maximum	
Asst Prof	\$27,900 Minimum	\$71,000 Maximum	
Instructor/ Lecturer	\$23,000 Minimum	\$45,000 Maximum	

2. Movement

Increases in the base academic year salaries of faculty occur in the following ways:

a. Discretionary Salary Increases

Each year the chancellors will set aside and distribute a fund for discretionary salary increases which will, at a minimum, equal 1 percent of the approximate cumulative value of regular faculty salaries from the previous fiscal year.

Salary increases from this fund shall be used for promotion, retention offers, equity salary adjustments, and extraordinary performance far beyond the expectations required for an annual salary increase.

Procedures for the determination of discretionary salary increases must involve appropriate faculty review and consultation. These raises shall be decided by the chancellor.

Promotion in rank may be accompanied by up to a 10 percent increase in current base salary including all salary increases awarded at the time of promotion.

b. Annual Salary Increases

An amount equal to 1.6 percent of the cumulative value of the salaries of eligible regular base academic year faculty will be distributed to faculty in amounts of at least 2 percent, but not to exceed 10 percent, of their previous base academic year salary as annual salary increases.

The chancellor may distribute different amounts to each school or college based on MAU priorities and unit productivity.

Faculty selected for these annual salary increases will be chosen on the basis of their objective performance for the University as evidenced by such indicators as the number of credit hours taught, student evaluations of teaching, publication, research, grants and contracts, and service.

Procedures for the determination of performance-related salary increases must involve faculty review and consultation. These increases shall be based upon faculty recommendations reviewed by deans and directors and approved by the chancellor.

At the Board of Regent's discretion, based on recommendation from the president, annual fiscal year increases may be suspended.

c. Salary Range Movement

Periodically, but no less than every five years, an analysis of the University's faculty compensation program will be conducted. If it is found that faculty compensation is overall, or by discipline, leading or lagging the market relative to prevailing market conditions as indicated by surveys of faculty salaries from sources appropriate to the hiring department or program which will include, but not be limited to, the AAUP, OSU, and CUPA, competitive levels will be achieved through range adjustments.

3. Base Academic Year Salary Augmentation

Base academic year salary can be augmented through an administrative appointment, an overload (additional assignment) during the academic year or through a summer appointment or contract extension. Unusually heavy or additional research and/or teaching responsibility during the academic year appointment will not result in extra compensation. However, these circumstances may be offset by adjusted workload agreements in the current or subsequent semesters.

Extra compensation at an appropriate rate as determined and approved by the chancellor or designee, may be provided under the following circumstances:

- a. Summer Appointment: Summer appointments may be made for summer session instruction or other activities.
- (1) Summer Session Instructional Assignments: Summer session instructional programs are intended to be provided on a self-support basis. Salary provided to regular faculty with an academic year appointment for summer session instruction may range from a minimum rate set by the temporary faculty salary structure to a maximum rate set proportional to a faculty member's base academic year salary, depending on the needs of the summer session program.
 - (2) Other Summer Assignments (Contract Extensions):

Faculty holding an academic year appointment and employed in the summer for other than instructional purposes may receive up to one-ninth (1/9) of the academic base salary for each month of full-time service outside the academic year. In some cases, if the granting agency approves and the faculty member takes no time off, an equivalent to three months of the base academic year salary may be paid. In no case will payments exceed one-third of the base academic year salary.
- b. Overload Appointment: Overloads are additional and separate work assignments during the base academic year appointment. Faculty who accept overload assignments will continue to be held fully accountable for base academic year responsibilities. Overloads may be granted as follows:
- (1) Instructional Overload Assignments: Consist of additional instructional assignments in programs external to the base academic year appointment. Such instruction will constitute an assignment above that of a full-time academic year assignment and there will be no opportunity in subsequent semesters for an adjustment in the faculty member's academic year appointment.
 - (2) Other Overload Assignments: Consist of non-instructional activities or services required for short periods of time within an academic year. The additional workload is granted when no feasible alternative means can be found for absorbing the work into a regular full-time assignment.

C. Temporary Faculty (Part-Time/Adjunct)

1. Placement. The pay level for temporary faculty credit hour instruction shall be based upon the temporary faculty salary structure maintained by the Statewide Office of Human Resources. Temporary faculty salary structure pay levels will be based upon the number of semesters previously taught at the University of Alaska and credit hours per course. Temporary noncredit hour

instruction salary shall be negotiated based on the needs of the institution, the faculty member's education and experience, and prevailing market conditions or assigned through an appropriate salary schedule or formula approved by the chancellor.

2. Movement. Credit hour instruction salary will be increased as defined by the pay levels of the temporary faculty salary schedule. Periodically, but no less than every six years, an analysis of the University's temporary faculty compensation program will be conducted. Temporary noncredit hour instruction salary movement, if any, is determined by placement as defined by the appropriate chancellor.

ATTACHMENT 58/7

UAF FACULTY SENATE MEETING #58

SEPTEMBER 18, 1995

SUBMITTED BY COMMITTEE TO NOMINATE COMMENCEMENT SPEAKER &
HONORARY DEGREE RECEIPENTS - David Hales, Chair

COMMITTEE REPORT

The Committee to Nominate Commencement Speakers and Honorary Degree Recipients met on September 11, 1995 and elected Rudy Krejci as the new chair for the 1995-96 academic year. The committee prepared their recommendations to the Chancellor for honorary degree recipients for May 1996 and commencement speaker for May 1997.