

FOR MORE INFORMATION, CONTACT:

Sheri Layral
312 Signers' Hall
474-7964 FYSENAT

For Audioconferencing: Bridge #: 1-800-910-9620
Anchorage: 561-9620

A G E N D A

UAF FACULTY SENATE MEETING #59

Monday, November 13, 1995

1:30 p.m. - 3:35 p.m.

Wood Center Ballroom

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|------|------|--|--|
| 1:30 | I | Call to Order - Eric Heyne
A. Roll Call
B. Approval of Minutes to Meeting #58
C. Adoption of Agenda | 5 M.n. |
| 1:35 | II | Status of Chancellor's Office Actions
A. Motions Approved: none
B. Motions Pending: none | 5 M.n. |
| 1:40 | III | Remarks by Chancellor J. Wadlow
Questions | 10 M.n.
5 M.n. |
| 1:55 | IV | Governance Reports
A. ASUAF - J. Hayes
B. Staff Council - M. Scholle
C. President's Report - E. Heyne
(Attachment 59/1)
D. Faculty Alliance meeting - D. Lynch
(Attachment 59/2) | 5 M.n.
5 M.n.
10 M.n.
10 M.n. |
| 2:25 | V | Public Comments/Questions | 5 M.n. |
| 2:30 | VI | Consent Agenda
A. Resolution to confirm the Faculty Appeals & Oversight Committee membership
(Attachment 59/3)
B. Resolution to confirm the Chemistry Department Peer Review Committee (Attachment 59/4)
C. Resolution to confirm the Education Department Peer Review Committee (Handout)
D. Motion to modify the deadline schedule for add/drop, withdrawal, credit/audit, and freshman low grade reports (Attachment 59/5) | 5 M.n. |
| 2:35 | VII | New Business
A. Motion to amend the policies on course compression and course approval (Attachment 59/6), submitted by Curricular Affairs
B. Motion to amend statement on Interdisciplinary Studies (Attachment 59/7), submitted by Curricular Affairs
C. Motion on Amorous Relationships (Attachment 59/8), submitted by Faculty Affairs
D. Resolution to endorse Systemwide Governance Council Constitutional changes (Attachment 59/9), submitted by Eric Heyne | 5 M.n.
5 M.n.
5 M.n.
5 M.n. |
| 2:55 | VIII | Committee Reports
A. Curricular Affairs - Dana Thomas | 30 M.n. |

- B. Faculty Affairs - Barbara Alexander
(Attachment 59/10)
- C. Scholarly Activities - Paul Layer
- D. Developmental Studies - Ron Illingworth
- E. Faculty Appeals & Oversight - Diane Bischak
(Attachment 59/11)
- F. Faculty Development, Assessment & Improvement -
Joan Messner (Attachment 59/12)
- G. Legislative & Fiscal Affairs - Michael Jennings
- H. University-wide Promotion/Tenure - John Keller
1994-95 Annual Report (Attachment 59/13)
- 3:25 IX Discussion Items
- A. Search Committee for CRA Dean 5 Min.
(Attachment 59/14a-d)
- B. Report on the Faculty Work Load Model of Banner -
D. Lynch (Attachment 59/15a-b)
- 3:30 X Members' Comments/Questions 5 Min.
- 3:35 XI Adjournment

ATTACHMENT 59/1
UAF FACULTY SENATE MEETING #59
NOVEMBER 13, 1995

PRESIDENT'S REPORT - Eric Heyne

On Oct. 17 the Systemwide Governance Council met to consider, among other things, fundamental changes to its constitution. Those changes are included as an attachment to a motion under New Business requesting that the Senate endorse the changes. Last year President Read was directed to pursue changing the SGC because it was not working well, and to divert some of its funds to the Faculty Alliance, which was working well. These changes are in that direction. Moreover, they reduce the number of scheduled meetings, change the membership to include Faculty Alliance Members, and make it clearer that the SGC is not a decision-making body nor the next "higher" governance organization to the Alliance.

On Oct. 26 and 27 the Faculty Alliance met for two days in Anchorage, the second day with a number of administrators including

of the state, the University should seek ways and means of increasing tuition income while maintaining or reducing direct instructional costs. Proposals suggest a possible ten percent reduction in state support for the University, or about 16 million dollars out of the current 167 million. Several means are seen as appropriate to achieving this objective:

a. the development of the Electronic Classroom using CD-Roms, teleconferences, and E-Mail for courses in specific specialties on a statewide basis. These might include courses in Finance, a statewide BBA program and the successful Medical Records Management distance delivery courses presently in existence in Southeastern. The idea is that the University can afford one good specialist in many fields, but not one for each Campus. Such courses might also be offered nationally and perhaps even internationally. The Provost UAF has available funds for the development of such courses which have a broad potential student audience.

b. improved coordination of academic programs among all three Campuses to insure that new programs are not duplicated, and that existing programs and degree requirements are coordinated and (perhaps standardized-Dfl comment).

c. restrictions on the maximum number of credit hours required for a degree program to insure that students can in all but professional degrees graduate with 132 credits. There is a two fold fear here: first, legislatures in some states, e.g. Florida, are mandating such limitations, and the same may happen in Alaska; and, second, faculty in some states have increased program credit hour requirements beyond that which is reasonable. (Dfl comment: there appears to be no evidence that U of A faculty have done so; existing professional degrees, including Music, will be approved as they stand since they meet national requirements.)

d. development of some means of insuring that courses in degree programs are in such a sequence that students can achieve their degrees in four or four and a half years. There have been consistent complaints that this is currently not the case in unspecified programs.

e. pursuing as yet unspecified policies to reduce the amount of time students take to complete a degree program. A federal study using data from 1988 and 1989 showed that students who declared majors in those years in a select set of disciplines failed to graduate within four and a half years, and most took very much longer. This study suggests, but does not prove, that the University of Alaska is encouraging students to use federal student loans and grants for entirely too many years. (Dfl Comment: alliance members, including yours truly, vigorously attacked these data as inadequate and deceiving.)

f. instituting a compensation program which will mandate that faculty must receive a better than satisfactory evaluation every year in order to receive any raise. There will be no more across the board raises. The system adopted in August and reaffirmed in September is designed to reward those who bring in federal grants and those who achieve increases in enrollments. Evidently, the idea here is that faculty are to be evaluated on an individual basis regarding both proposal successes and credit hours, with instructional achievements weighted by subject, course level, etc. The actual compensation proposal is a two part matter: one percent and one point six percent. The 1% is for retention, promotions, and market based salary adjustments in certain areas. The faculty receiving these raises are to be excluded from those

evaluated for raises under the 1.6% funds. In addition, faculty with a high success rate in proposals may get their raises from federal rather than state funds, and about twenty percent of the 1% money

process.

Some Quotations from Regents Policy, third draft:

Each MAU has the primary responsibility for ensuring that the educational needs of its assigned service area are met, utilizing not only its own educational resources but also those available

community colleges. (P. 10.04.05)

' The major administrative units of the University of Alaska will cooperate in the establishment and delivery of educational courses and programs to promote access, minimize duplication of effort, and ensure the effective use of the University of Alaska's resources. Inter-MAU use of faculty expertise, specialized equipment, and library collections will be promoted, and collaborate with other colleges and universities will be sought. (P.10.04.10)

Comment on proposed Grievance policy

Mike Pippenger correctly argued that the policy confuses a dispute with a grievance. I argued that the mediation section will not work. I argued forcibly against the Termination for Cause procedure. The new revised policy is to contain a definition of Cause and should be available in a week or so. I am concerned that this policy E

MOTION

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The UAF Faculty Senate moves to amend the statement on Interdisciplinary Studies as currently listed in the UAF Catalog with the following noted changes:

[[]] = Deletions

CAPS = Additions

Interdisciplinary Studies is a program available to UAF students within the associate of applied science, bachelor of arts, bachelor of science, and bachelor of technology degree options. The interdisciplinary program option provides flexibility to students with well-defined goals who do not fit into one of the established majors offered by the university.

A student may submit his/her proposal for an interdisciplinary program upon completion of 15 credits at UAF [[and preferably 30 credits (for the associate's degree), or 60 credits (for the bachelor's degree) prior to graduation.]], AND HE/SHE SHALL HAVE AT LEAST 30 CREDITS REMAINING IN HIS/HER PROPOSED DEGREE PROGRAM WHEN SEEKING APPROVAL FOR AN INTERDISCIPLINARY DEGREE. The proposed curriculum must differ significantly from established degree programs at UAF and will require evidence that the necessary facilities and faculty are available to ensure an approximation of a normal undergraduate degree. All general requirements for the

implicit claims:

(B) Alternatively, the UAF Senate may adopt a policy that speaks to CSAs only in those cases in which the faculty person as teacher "is in a position to evaluate the student, and, in other cases, when a substantial risk exists that the student would feel pressured to consent to the relationship FI UAA

2. Replace the Council chair with the heads of the other system governance groups who would moderate meetings on a rotating basis.
3. Meetings could be called by the president or one of the heads of any one of the other system governance groups, or by the president of the Board of Regents.
4. Amend voting to add, "The Council shall take no legislative action on system issues other than endorsement of the actions of the other system governance groups or to coordinate actions between them unless specifically directed by the president of the Board of Regents, the president of the university, or the Council co-chairs."
5. Reduce the minimum number of meetings per year from six to four and specify meetings only by audio or video conference.
6. Reduce the Council budget from \$6,200 to a maximum of \$3,000 and divide the balance equally between the Alliance of Faculty Senates, the Staff Alliance, or the Coalition of Student Leaders.

If these changes meet with the approval of the System Governance Council necessary constitutional changes will be drafted and submitted to the Council for first reading according to the constitution and bylaws.

 CAPS IN TEXT = ADDITIONS
 (()) = DELETIONS

The System Governance Council
 of the
 University of Alaska
 Constitution

ARTICLE I. INTENT

It is the intent of the Board of Regents: 1) that the faculty, staff and students shall share in the governance of the university, 2) that shared governance is an integral part of the business of the university, and 3) that participants in shared governance are empowered by the Board of Regents to carry out their governance responsibilities to the best of their abilities without interference or fear of reprisal.

ARTICLE II. NAME

The Board of Regents hereby establishes a mechanism for system governance consisting of faculty, staff and student representatives which shall be called the System Governance Council, hereinafter "Council."

ARTICLE III. AUTHORITY, ROLE

A. Authority

The Council receives its authority by policy 03.01.01 of the University of Alaska Board of Regents which derives its authority from the Constitution and statutes of the State of Alaska. The Council shall carry out its functions subject to the authority of the

B. Role

The Council shall provide an opportunity for faculty, staff and students to interact with the university president, regents and others regularly to discuss matters including, but not limited to, the following: policies and procedures for, and participating in, the university budget process; the framing of long range plans; university development; enhancing the university's public image and educating the public. The Council shall communicate the results of those discussions to the university community. The Council may also coordinate matters of mutual concern to the Alliance of Faculty Senates, the Staff Alliance and the Coalition of Student Leaders.

ARTICLE VI. MEMBERSHIP AND ORGANIZATION

A. Voting membership

The voting membership of the Council shall consist of ((one faculty, one staff, and one student representative each from the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast, one staff representative from Statewide Administration Assembly and one additional at-large student representative)) THE ALLIANCE OF FACULTY SENATES, THE COALITION OF STUDENT LEADERS, AND THE STAFF ALLIANCE.

((Voting members shall communicate their governance activities to their constituencies, and to their supervisors or professors as appropriate, on a regular basis)).

((B. Selection

Faculty and staff representatives to the Council shall be selected in such a manner as prescribed by the local governance groups. Student representatives shall be selected by the Coalition of Student Leaders as prescribed in the Coalition Constitution.))

((C. Terms of office

Representatives to the Council shall serve a minimum of a one year term))

((D. Qualifications

Representatives to the Council should have prior shared governance experience wherever possible.))

((E. Recall of members

Any member may be recalled by the body by which the member was chosen. The local constituent body shall select a replacement to complete the term of office.))

B. ((F.)) Ex-officio, non-voting membership

Ex-officio, non-voting membership in the Council shall include the President of the University, the chancellor or other administrative officer from each MAU, and any other such person or persons as the President may designate, and such others as determined by the Council.

C. ((G.)) ((Official Spokesperson)) OFFICERS

1. ((Election))

ARTICLE VII. PARLIAMENTARY AUTHORITY

The parliamentary authority shall be the latest edition of Robert's Rules of Order.

ARTICLE VIII. CONSTITUTIONS AND BYLAWS, AMENDMENTS, APPROVAL

A. Constitutions and bylaws

The Council constitution and bylaws, once passed by the Council, shall be transmitted to the President of the University for approval and to the Board of Regents for action. Copies of Council constitutions and bylaws shall be maintained in the system governance office.

B. Amendments; distribution prior to voting

Amendments to the constitution and bylaws shall be sent to all members of the Council at least 30 days prior to the meeting at which they will be considered. Amendments to the Council constitution affecting membership rights shall require consensus with no negative vote.

C. Transmittal to the President and Board of Regents for approval

Amendments passed by the Council shall be sent to the President of the University for approval and for transmission to the Board of Regents.

ARTICLE IX. REVIEW AND TRANSMITTAL OF PROPOSALS

A. Review

Administrative proposals and issues affecting the university system or system community shall be submitted to the executive officer who shall send the items to the ((Council)) ALLIANCE OF FACULTY SENATES, THE COALITION OF STUDENT LEADERS, THE STAFF ALLIANCE, AND THEIR RESPECTIVE LOCAL GOVERNANCE GROUPS for review as appropriate. THE COUNCIL CO-CHAIRS MAY SCHEDULE THE PROPOSALS FOR FACULTY, STUDENT AND STAFF LEADER DISCUSSION AT A COUNCIL MEETING AND ((The Council shall)) respond to these proposals and issues within 40 days after receipt from the executive officer. Those administrative proposals submitted in the summer months shall be acted upon by the Council by October 15. Responses shall be transmitted to the executive officer for compilation and submission to the President of the University. Proposals requiring immediate implementation for compliance with state or federal law shall be submitted to the Council for review but may be implemented prior to their action.

B. Transmittal to the President

The executive officer shall submit the original proposal, together with the majority and minority views, in writing to the President of the University for information or action as appropriate.

C. Transmittal to the Board of Regents

The ((spokesperson)) CO-CHAIRS for the Council may present Council views, including majority and minority views, in writing directly to the Board of Regents as a regular agenda item of the Board on any issue within the purview of shared governance. The Council may also present its views to Board committees as appropriate.

ARTICLE X. ACTIONS OF THE PRESIDENT, AND BOARD OF REGENTS

A. Action by the President The President of the University shall, in writing, approve, disapprove, or modify a Council actopm and notify the ((spokesperson)) COUNCIL CO-CHAIRS and the executive officer within forty-five (45) days of receiving notification of the action ((by)) FROM the executive officer.

documents and make a determination on whether or not appropriate policy and due process was followed.

(5) Committee members shall review issues dealing with faculty prerogative and make recommendations for policy changes to the Faculty Senate.

The following two motions were also approved and will be brought before the Senate at the next meeting:

Motion to amend the Grade Appeals Policy so that three of the tenure-track faculty members selected for a grade review committee (one member under point III. B. 3. b. and one each under points c. and d.) will be drawn from the Faculty Appeals and Oversight Committee.

Motion to amend point (2) in the guidelines for Faculty Role in the

UNIVERSITY-WIDE PROMOTION AND TENURE COMMITTEE

Dean, split peer		1
Head, peer, Dean		1
Head, split peer		1
Head, split P/T comm	1	
Head only		1
Withdrew		4

The Chancellor differed with the P/T committee on five cases; a tenure vote in which the committee voted 8 yes and 1 no, and four promotion votes. Table 3 shows the outcomes of those promotion files.

Table 3. Cases in which the Chancellor and the P/T committee

find. Basic information needed to fill in the promotion/tenure

associate professor rank before promotion may be appropriate.

l) Units should be careful to follow a set of rules or procedures consistently. There should be a focus on teaching, research, and service. Personality should not be an issue.

m) Peer reports need to be specific when noting defects of a candidate's file. Comments like "too early" or "not ready" are inadequate. Comments need to be performance related, specific, and related to policies and procedures guidelines for promotion and tenure at UAF.

n) Peer committee members should sign yes or no on the committee report. Minority opinions should not be suppressed, whether positive or negative.

o) Promotion/tenure and peer committee members should not abstain except in the case of "double-dipping" in the evaluation process. Department heads should not vote on peer committees for cases involving faculty that they previously evaluated.

p) The committee guidelines and/or university policy should be amended/clarified to define who has access to promotion and tenure files and committee voting records. Promotion and tenure files are currently archived with restricted access. It seems consistent that only candidates have access to committee voting results on their files alone. This year, a candidate dissatisfied with the committee vote tried to obtain the committee's complete voting record. A friend of that candidate demanded, of a committee member, to know how certain committee members voted.

q) Guidelines for tenure and/or promotion review are presently distributed in mid-September and files are due by the second week of October. This leaves inadequate time for file preparation. The committee believes that it would be helpful to make this information available in May rather than in September.

2. The committee again received excellent logistical support from the Governance Office.

III. COMMITTEE OPERATING RULES

The operating rules for 1994-95 were unchanged relative to those in effect for 1993-94.

The rules appeared to provide a good operating framework but will be reviewed by the 1995-96 committee for possible modifications.

John Aspnes
 Professor and Head of Electrical Engineering
 Chair, University-wide Promotion and Tenure Committee,
 1993-1995
 October 21, 1995

ATTACHMENT 59/14a
 UAF FACULTY SENATE MEETING #59
 NOVEMBER 13, 1995

MEMORANDUM

DATE: October 18, 1995

TO: Chancellor Wadlow

FROM: Administrative Committee, UAF Faculty Senate

SUBJECT: Appointment of search committee for CRA executive dean

The members of the Administrative Committee request that you add one additional faculty member to the search committee for the CRA executive dean, from the list of faculty generated as a result of CRA faculty nominations last month.

We also request that you ask the committee members to vote to confirm the appointed chair of that committee.

We believe that these actions would bring the establishment of that committee within the guidelines of Senate policy passed on November 11, 1991, and subsequently accepted as university regulation. We understand your contention that this "executive dean" position does not fall under the guidelines for "policy for the search committees for Deans/Directors," but we disagree. There does not seem to be any compelling reason to set aside university policy in this instance, and doing so creates an impression of high-handedness and lack of good faith, which we're sure you would agree is not fair to your effort to appoint a representative search committee.

We make this request from the Administrative Committee because the CRA dean search has already begun, and the Senate is not scheduled to meet until November 13. If you decide not to make the requested changes, we anticipate bringing this before the Senate as a resolution on November 13.

ATTACHMENT 59/14b

October 25, 1995

MEMORANDUM

TO: Administrative Committee
UAF Faculty Senate
University of Alaska Fairbanks

FROM: Joan K. Wadlow, Chancellor
University of Alaska Fairbanks

SUBJECT: CRA Executive Dean Search

I received your October 18 memorandum about the search committee for the CRA executive Dean. As you note, I do not consider the position of executive dean to fall under the guidelines for search committees for deans/directors. The position of Executive Dean, which reports to the chancellor, is different by design from the deans/directors to whom the current Senate policy for search committees refers. I also recognize that you disagree.

Search committees that reflect the many constituencies connected with a program are normally more effective. Also, smaller search committees can function easier, optimize the valuable time of

committee members, and reduce costs. I believe we have a balanced committee in the relatively small (10-person) composition of the CRA Executive Dean search committee. For instance, someone from each of the six campuses is a member; the Council of CRA, which is established by BCR policy, is represented; ACE, the unit which will soon join with CRA, is represented; student, faculty, staff, administration, is represented; the directors, who have a special

bargaining unit faculty would be excluded from the determinations or the Workload Committee.

Personal Comment: I would like to know why we need to spend the time and money involving in implementing this new Faculty Workload Module, what use is to be made of it, and who is to use it. It seems designed for a large school district, not for a University with a wide range of obligations from funded research to vocational training and extension work.

ATTACHMENT 59/15b
UAF FACULTY SENATE MEETING #59
NOVEMBER 13, 1995

MEMORANDUM

TO: Cheryl Mann
Don Lynch

FROM: Rita Dursi Johnson, President, UAS Faculty Senate

DATE: November 3, 1995

SUBJECT: Report of Banner Faculty Load Module Meeting 11/02/95

I attended this session by audi oconference, as did Cheryl Mann and Don Lynch. The meeting was to cover and explanation of the process and the information contained in that module.

Prior to the meeting, I met with the UAS personnel guru, Tom Dienst, who demonstrated the current system and explained the data currently retained. There are the usual hire dates, department, and rank fields, as well as the normal personnel fields (salary, benefits package, etc.). Essentially, the only data on workload currently gathered is "Workload Distribution" which consists of six categories (instruction, research, management, university service, public service, and other). A percentage is entered in as many categories as apply to each faculty, based on the Faculty Workload agreements completed by faculty at the beginning of each academic year. The percentages must total 100 percent. This data is gathered by the Statewide Office of Institutional Research and used in the annual document "UA in Review"

The University has purchased three modules of Banner for administrative purposes. There is Financial module, a Personnel (or HR) module, and a Student module. The Faculty Workload module is part of the last. The entire module is for the purpose of registering students and providing other student information, scheduling classes, and for faculty information including workload.

Per Carol Berg, the SCT (vendor) representative, the purpose of this meeting was to explain what the system can do and how it does it-- not at the "this is now you input data" level but at the process level. Then, she said, a work team must be developed to decide exactly how UA will use this module and to answer questions about issues that arise. This means that the work team makes decisions on a wide range of things, from which of all the available processes within the module it wishes to use, and what changes might need to be made to the generic screens, to which departments enters the data, to which department "owns" particular data (i.e., has ultimately

