

MINUTES  
UAF FACULTY SENATE MEETING #155  
Monday, December 8, 2008  
1:00 p.m. – 3:00 p.m.  
Wood Center Carol Brown Ballroom

I Call to Order – Marsha Sousa

Faculty Senate President Marsha Sousa called the meeting to order at 1:00 p.m.

A. Roll Call

Members Present:

Abramowicz, Ken  
Allen, Jane (KUC)  
Baker, Carrie  
Barboza, Perry  
Barry, Ron  
Bogosyan, Seta  
Cahill, Cathy  
Christie, Anne  
Davis, Mike (BBC)  
Dehn, Jonathan  
Hogan, Maureen  
Huettmann, Falk  
Konar, Brenda  
Koukel, Sonja (Juneau CES)  
Leonard, Beth  
Lowder, Marla  
McEachern, Diane (KUC)  
Moses, Debra  
Potter, Ben  
RaLonde, Ray  
Reynolds, Jennifer  
Sousa, Marsha  
Thomas, Amber  
Weber, Jane

Members Absent:

Barrick, Ken  
Bret-Harte, Marion  
Hazirbaba, Kenan  
Heaton, John  
Illingworth, Marjorie  
Jin, Meibing  
Little, Joe  
Liang, Jingjing  
Newberry, Rainer  
Zhang, Jing

Others Present:

John Blake  
Abel Bult-Ito  
Doug Goering  
Josef Glowa  
Dana Greci  
Cindy Hardy  
Linda Hapsmith  
Joanne Healy  
Susan Henrichs  
Eric Madsen  
Joy Morrison  
Lael Oldmixon  
Pat Pitney  
Brian Rogers  
Tim Stickel  
Juella Sparks  
Dana Thomas  
Denise Wartes

B. Approval of Minutes to Meeting #154

The minutes were approved as distributed.

C. Adoption of Agenda

The agenda was adopted as distributed.

II Status of Chancellor's Office Actions

A. Motions Approved:

1. Motion to affirm the Unit Criteria for the Department of Anthropology.

B. Motions Disapproved: none

III Public Comments

Dana Thomas addressed the Senate regarding the Mandatory Placement Policy motion to be discussed later in the meeting today. Wording in the motion includes Accuplacer, a placement test that is replacing the Compass test. Whenever a course is mentioned in the motion, there is a need to include the "F" designator for Fairbanks. [These additions were made to the motion as friendly amendments on the Senate floor.]

The Core Revitalization Committee and Assessment Group are looking at major learning outcomes, and not at specific core courses. They will bring a recommendation before the Senate at the April 09 meeting. Six committee members are going to national meetings to learn about addressing core and general ed requirements. He's encouraged those six members to meet with their deans and directors at department meetings (their names were read at the last Senate meeting and are listed in those minutes). He hopes that all departments are hearing from their representatives on the committee; and their input is welcomed.

One of the recommendations from the interim chancellor's transition teams was that there be improvement to the quality of advising. After consultation with the Administrative Committee, he's formed an ad hoc committee to provide a draft list of recommendations to



Thursday. Alliance meets this Friday afternoon. The four would write it and circulate it widely after putting it together.

V A. Chancellor's Comments – Brian Rogers

Chancellor Rogers remarked on the economic situation and how it affects UAF. PERS and TERS and ORP rates for coming years are all affected, as are many scholarships. The price of oil has a dramatic impact on the state's budget, as well. With oil below \$40/barrel, it will be interesting to see what the Governor will do. She'll release the budget next Monday in Juneau.

The good news is that the last legislature topped off every saving account we have; and the constitutional budget reserve is at an all time high. Oil has dropped \$110 dollars in four months. So, he expects the legislature to utilize the reserve in these circumstances. He expects the operating budget to be lean; but that we'll be one of the 10 states where there aren't cuts for higher education next year. Our fixed costs probably won't be covered, so that will require reallocation at the school and college level to cover them. State compensation funding for raises should happen if it's general fund; non-general fund pay raises will not be covered. For every dollar in pay raises we'll get about sixty cents in the governor's budget. The Governor will probably pick one or two priority areas that she will fund with new money, and he hopes one will be the CES energy money that was vetoed last year.

On the capital budget side, oil prices should rebound by the spring. If that's the case, we'll see a tiny capital budget now. But it will get bigger in the spring. Deferred maintenance should be covered at least, right now. Other capital budget items may be covered -- perhaps in the spring.

With state funding down, university earnings down, and endowment/foundation earnings down, it's very challenging. He met last month with the New York Life Foundation who gave \$450,000 over three years for the Alaska S(sh.si. )Tc 0.fixeeTJ0.stancerch Academy



- Staff compensation talked about; a 4.5% grid increase for staff next spring. Merit based step increases were talked about.
- Non-retention process.
- Progress made on the staff handbook. HR interim director brainstormed with them about that, which was a very positive direction.
- Staff Development Day – had looked at modeling this after UAA, but have since talked to Scott McCrea, and are now looking at combining these efforts with a Community Service Day, a new staff orientation, and a training/development combination.

#### B. ASUAF – Brandon Meston

No one present to speak. Chancellor mentioned the student regent position being re-elected. They need strong candidates, especially from UAF. Any full time student is eligible including graduate students.

#### C. UAFT/UNAC

Abel was present for UNAC. He mentioned the letter regarding the request that the unions sent to statewide administration about underfunding the ORP contributions (in attachment six for Faculty Affairs). Legal counsel for UNAC has sent a letter to identify all faculty affected by underfunding of ORP. UNAC has not heard back yet from statewide. All affected members are working together. There's a form that can be filled out and dropped off at the UNAC office to become an official part of this ORP-1 matter. The more who sign up, the

1. Rationalizing the budget process to align with academic instruction, research and service, to take limited resources and put them where everyone can be the most productive. Show performance and productivity and accountability. Performance based budgeting is something she believes in. It gives us the ability to talk about our budgeting in terms of what we accomplish. The budget development and request processes are under discussion with the Provost, as well as the budget distribution process. She wants principles and overarching philosophies established so that people can know what their revenue drivers are, what their costs are and how to control both sides of that equation.
2. Customer Service level at Admin. Services. People have described how it's been more of a roadblock rather than facilitator. She wants more working groups and task forces to get people on all sides, both faculty, staff as well as administration, talking about the constraints. Many roadblocks are compliance related. The front line takes the fall at Administrative Services, and it results in creation of more rules, and more and more rules, usually because one dean has been abusive of the rules. She doesn't want to continue this habit of putting in more hoops for people to go through because of past abuses of the system. She wants marked improvement by next year of processes and working relationships.
3. New facilities. Chancellor Rogers mentioned the capital requests for the Life Sciences and the Engineering Research building and expansion planning funds. Life Sci is a \$102 million facility; and we are indebted for \$20.6 million which has to come from revenues we earn – largely indirect cost recovery. This will take funding reallocation to cover in the near term for the first few years. We've committed to funding (or bond) \$15.6 million from UAF funds on the engineering building, which is a \$31.2 million facility. Financing plans are necessary. Not funding our commitments to the facilities would mean continuing to see our research and indirect cost recovery revenue being flat. We'll communicate to statewide and to the state that when we commit UAF funds to these facilities we don't have that revenue to fund operations. That revenue to fund operations has been a significant source. Talking about \$2.7 million on a \$26 million ICR base. \$2.7 million is a big-ticket item in the institution. Once we have the facilities, our overall research revenue and indirect cost recovery revenue will grow. But we must get to the building and occupation of these facilities first.

She agrees with the Chancellor's three principles: 1.) about putting people first: faculty, staff and students. They work heavily with staff in the departments. This supports faculty and students, too; 2.) engaging the community – by serving you; 3.) taking responsible action: there's been rightful criticism in the past that things get stalled at Administrative Services, so they're taking the approach of taking action, and if it's done wrong, we're better off than doing nothing. It's still a move forward.

She would like some feedback on what decision areas they feel in the past have been done without involvement of faculty.

quick survey and calling that ‘faculty input.’ Faculty opinions are not sought in a strong cohesive manner or through a formal process. Cathy gave the examples of Gmail, and the move to an online bookstore. If decisions impact students, faculty or staff, or teaching, research and service, then involve us in the decisions. Faculty need to be made aware and a part of the process. It’s a communication issue. Another issue is the ORP underfunding which impacts a good number of faculty.

Ron B. asked about the new HR director hire. Pat mentioned that Juella Sparks and Marsha S. were named to the screening committee. Ron suggests collecting from faculty some information about HR processes. Amber T. mentioned the four hires in CLA; noting the ever-changing process of hiring over the past four years and how it’s deeply impacted their department. Someone needs to be there in the position more than six months. Consistency is needed in the future, and her department would like to speak with the new person to make them aware of their concerns. Amber talked about the difficulty with change for faculty when it affects how they teach their courses. Administration needs to be mindful about the way it requires changes, particularly with issues like course loads, tenure-ability, what affects their hire-ability within and without the institution. She doesn’t feel the change in how textbooks are ordered fits the level of change she’s talking about; that was a decision she felt comfortable trusting to administration.

Maureen H. asked for Pat’s definition of Performance Based Budgeting (PBB) – and what a possible alternative budgeting philosophy to it might be. Pat answered that she doesn’t believe in the strict definition of PBB, that everything is based on performance. She believes instead, in moving items that will most benefit the institution’s chosen goals (as a collective UAF) to the top. These collectively defined goals must be stated clearly for the institution. So, independent goals in each department should help reach the institutions’ goals. The process used now is a 1 % reallocation each year where the campus has the discretion to allocate the 1% to those things that will most benefit progress toward those chosen goals. Aligning annual unit plans to the institution goals has been a good process. Maureen asked about credit hour production being used as a basis for funding. The chancellor said that the president and BOR look at our budget in part based upon aggregate credit hour production, so it does make a difference. But it doesn’t make sense to compare different departments by this factor with each other. It’s looked at by comparing departments over time with themselves. A number of measures must be looked at together, not alone, and not just credit hour production by itself. For example, we have strong goals on retention and persistence of students. A number of measures must be looked at together to assess progress. Research and service are also looked at. Better ways to measure community service need to be found, beyond counting hours of service which doesn’t tell us how effective the service was or what was accomplished.

How do we improve our community engagement? What are the things that are important in our communities for our institution to address with service. If we do a better job of doing the service and telling the story, this helps us in our efforts to get support from the legislature. We can get inputs (numbers of hours spent doing service), but also must identify outcomes to assess community service so that the productiveness can be measured. Pat listed the necessary things to count: credit hours, retention, and numbers of graduates, research, and other measures. What other measures define us as an institution and our mission as a whole.



Marsha talked about the semester basis that faculty work with; so, could administration keep that in mind for including faculty input throughout a year's time? Deadline for course fees requirement, for example, is coming out too early when you look at the cycle faculty are teaching on.

Pat talked about business service models. If they can find a business service model that works for research, it will work for everything else because research is the most difficult area to serve. They're looking at a liaison model, where schools and colleges have a liaison specified with administrative services (to contact for HR and financial systems needs, for example).

Pat mentioned that Risk Management will utilize a safety and compliance committee that will need faculty input. They're taking a cross-functional approach. It includes departments, lab safety coordinators, faculty with research compliance factors, HR and IT folks, police and fire, environmental health and safety, for a more comprehensive, structured and coordinated view of these functions. They will address what our exposures are and how we may collectively address them. It's an ongoing work group that is just getting started, with the aim to communicate more effectively about all the pieces that go together in this area.

Falk asked moving to electronic signatures as an official way of doing business, along the line that Marsha commented earlier about aligning faculty needs and input with their timelines. Brian R. said they are partly there in HR. Brian wants it for everything too. Pat could also work with a phone call and a fax, or a simple email. Falk mentioned the fact that faculty do field work off campus and are often abroad – a global focus would help faculty.

BREAK taken at 2:22 p.m.

## VIII New Business

(Note that the referenced attachments may always be found with the corresponding meeting agenda, rather than within the minutes.)

A. Resolution of Remembrance for Dr. Heinz Wiechen (Attachment 155/1)  
Marsha read the resolution. An affirmation vote was taken in support of the motion and several moments of silence were observed in his remembrance.

RESOLUTION OF REMEMBRANCE FOR PROFESP An affwp

WHEREAS, the UAF Faculty Senate honors Dr. Wiechen's contributions to the Faculty Senate and his service on the Graduate Academic and Advisory Committee, and

WHEREAS, The UAF Faculty Senate acknowledges, appreciates, and will miss Dr. Wiechen's contributions to the State of Alaska, University of Alaska Fairbanks, the College of Natural Science and Mathematics, and the Geophysical Institute; now

THEREFORE, BE IT RESOLVED THAT, as a token of our respect and our desire to honor his memory, the Faculty Senate dedicates a moment of silence to our friend and colleague, Dr. Heinz M. Wiechen, as we to reflect on the importance of our colleagues in the community of scholars in our lives.

B. Motion to Approve a Master's of Education in Special Education submitted by the Graduate Academic & Advisory Committee (Attachment 155/2)

Ron B. brought the motion to the floor. He commented that the program is articulated with the State of Alaska's licensure requirements for special education. Maureen H. commented about the discussion she had with Joanne Healy earlier today about the program's impact on the graduate faculty in the School of Education. She had a word of caution about both the M.Ed. and the certificate programs. Joanne is alone as faculty for these programs and she is not tenure-track. She will need a lot of collegial support for the programs. Maureen mentioned not advertising the M.Ed. program until there is another faculty member to support it who's tenure track; but also notes that putting it into the UAF Catalog is essentially advertising it. She thinks it would be alright to proceed with the certificate program, but not the M.Ed. if there's no tenure-track faculty on board.

Joanne Healy responded to Maureen's comments. There is currently a search committee reviewing 15 applications for hire in the fall of a tenure-track faculty for the program. Maureen commented that it's been an unsuccessful search for three years, though. Dean Eric Madsen commented that it's not a stand-alone program and that they've worked closely with UAA and UAS in developing it. The whole point is to have a collaborative program because of the need across the state and with at least two faculty at each of the campuses associated with the program, there's a broader pool of expertise inclusive of UAA and UAS. He is anticipating a successful search with viable candidates according to the report he's received from the search committee (who've mentioned four very good candidates in the pool).

Ron B. noted other programs conditional on the hire of new faculty; for example, at Fisheries in SFOS. Amber T. noted that at English they've had students in programs without specialists in specific programs like 'Nonfiction' – they do the best they can to get visiting faculty.

Eric M. mentioned that students would need to work through the licensure part of the program first, before entering the M.Ed. portion for which six additional credits are required.

Maureen H. asked about the program being stand-alone or not in light of Eric's comments. Joanne H. commented that she has talked with the deans and faculty at UAA and UAS and has been encouraged by them to proceed with stand-alone programs for a certificate and M.Ed. at UAF to help meet the state's great needs in this area. They've coordinated regarding which courses should be taught at different semesters to benefit all three MAUs, and what the core courses need to be and what they'll accept between the campuses as far as courses and transfers. The efforts with UAA and UAS have been very cooperative.

Eric Madsen elaborated about the area of emphasis at UAF which was decided upon in concert with UAA and UAS. Because UAA and UAS already specialize in early childhood special education, and have a generalist in special ed and a leadership in special education, they asked us to focus on the area of Low Incidence, which was why Joanne was hired. The president convened a statewide education planning group that included the education deans from Anchorage and Juneau, and the top priority jointly identified was a special education position for Fairbanks. The FY10 budget process in statewide supports a faculty position for special ed in Fairbanks.

Jennifer R. asked about whether or not the success of the programs depend upon UAA and UAS resources. Joanne answered no, they're standalone programs. However, to accommodate as many students as necessary, the courses are set up for distance delivery. They do not replicate other programs and meet a greatly recognized state need. Eric mentioned the common core being offered at all three campuses, freeing up faculty expertise for the specialty areas. Everyone has their own niche in this area with primary, intermediate and secondary ed students who may have needs in areas of autism, emotional disturbance, or severe and profound issues. Jane W. called the motion to question. A vote was taken and the program passed unanimously.

- C. Motion to Approve a Graduate Certificate in K-12 Special Education, submitted by the Graduate Academic & Advisory Committee (Attachment 155/3)

Ron B. brought the motion to the floor. Ayes passed the motion unanimously.

- D. Motion to Amend the Mandatory Placement Policy, submitted by the Student Academic Development and Advisory Committee (Attachment 155/4)

Cindy brought the motion to the floor. It's a motion to amend the placement policy for English to include a writing sample. Cindy mentioned minor corrections that will be made, including the "F" designator before the course numbers and "X" with core course. She spoke about the goals of the motion, aiming toward a more effective placement of students into English courses. Amber T. clarified that they're voting at the area in bold – not the entire wording of the policy. Logistics of carrying out the change in the policy need to be ironed out. Cindy will meet with the Provost to discuss implementation and budget implications. The English position hire will be integral to making this work. Accuplacer will be included in the rationale, the second paragraph.

Maureen noted that the SAT has a written component, but Cindy noted that in the past it

increase the burden on the researchers. They don't want to see that take place with this

XI Members' Comments/Questions

Tim Stickel reminded everyone that spring registration starts next Monday; course schedules will be out by Friday.

XII Adjournment

Motion to adjourn by Jane W. Meeting adjourned at approximately 3:15 p.m.