



UNIVERSITY

Colby Freel, Chair



revisions, has accepted most of the FA recommendations. The final document was generally agreeable to all affected parties, consistent with the Protection of Minors on Campus Policy and presented to the Summit Team.

Faculty concern regarding discounts to OEC courses that are at or near capacity was acknowledged and plans to identify relevant courses and seek solutions that include the hiring of new faculty were noted. The FA looks forward to reviewing future data linking increased enrollment to this financial incentive.

The FA and HR Council discussed the survey described by President Johnsen (see above) and the FA appreciates those efforts. The HR Council also briefly discussed collective bargaining agreement (CBA) language that allows faculty to cash in 40 hours of unused faculty time off. It has recently come to the attention of the FA that the ability of faculty to pursue this benefit is contingent on legislative action on the UA budget. Given that faculty contracts end on May 12, 2018, this leaves many with the question of fund availability for the 2018-19 academic year if legislative budget approval does not occur prior to that date. The FA has shared this concern with Interim VPASA Paul Layer and looks forward to information on UA efforts to avoid denying faculty this compensation which offers relief from uncompensated cost of living increases.

The FA would like to thank the University Relations Council for encouraging Executive Council members and administrative personnel across UA to continue educating themselves on issues of academic freedom and free speech at public universities.

The FA has submitted a memo to President Johnsen (Oct. 31, 2017) with suggestions for equitable fee and tuition applications and distributions in cases of shared courses. That memo has formed the basis of conversations within AC meetings. Efforts towards equitable fee distribution are proceeding and the FA thanks President Johnsen and VPASA Layer for working with faculty towards a solution.

Discussions of shared courses aimed at ease of access and course quality are ongoing. The UA faculty appreciate administration's continued recognition and acknowledgment that the majority of issues are instructional in nature with pedagogical and accreditation implications and thus the purview of faculty. The FA encourages administrative support of departmental efforts at course sharing.

In a similar vein, the FA supports Provost Henrichs

The FA has worked with Interim VPASA Layer to develop a formal request for proposals to be funded under the United Academics Faculty Initiative Fund. We anticipate a February release with funded projects to start in late April.

The FA has been working with the IT Council across several fronts, including efforts to ensure the upcoming transition to Banner 9 occurs with the least disruption to academic course operations. Other items for which the FA has provided useful information include faculty needs relative to video conferencing services, the UA Web Accessibility Notice, the UA Information Resources Policy and most importantly the reliability and accessibility of the

assisting the GER CTF chair with the numerous administrative tasks associated with the GER alignment task.

[Memo regarding tuition and fee distribution](#)

[Memo to President Johnsen regarding a bill establishing a faculty regent](#)

[Memo to President Johnsen requesting faculty appointments to SW councils](#)

[Memo \(follow-up\) regarding faculty appointments to SW councils](#)

[Memo to IT Council regarding BB upgrade](#)

*Faculty Alliance is the faculty voice in matters affecting the academic welfare of the University of Alaska system and its educational programs.*

Kara Axx, Chair

UA Staff Alliance (SA) met on November 1, December 6 and January 10 to discuss full-time/part-time employment definitions, non-monetary compensation ideas for staff, introduction to Career Coach, Staff Make Students Count award, faculty and staff regents, staff representation on search committees and discussion topics for spring retreat.

Tara Ferguson, UA Compensation Director, attended a meeting to discuss the definitions of full time employees and her recommendations on how to resolve issues that staff are experiencing. After several discussions of full-time vs part-time employee definitions, SA has decided to address this concern via informal solution instead of requesting a formal regulation change.

John Moore, Chair of the Staff Alliance Compensation committee, attended the November meeting to discuss options the committee was discussing for non-monetary compensation alternatives for staff members. He plans to submit the committee's final recommendations to the Alliance by the end of February.

Fred Villa, Associate VP Workforce Programs, attended the December meeting to present a new tool available publicly called Career Coach. The main goals of the application are to assist in career advancement with a connection to programs offered by UA to lead to possible increases of enrollment.

Michelle Pope, Director HR Accounting and HRIS, has made attending all meetings a priority to keep SA up to date on any changes to HR policy, regulation or procedures. SA would like to officially thank Michelle for her dedication; her participation has been incredibly valuable and appreciated. Major updates include: changes to annual leave cash-in, directory changes, possible changes to healthcare providers, changes to the wellness program rebates, updates and efficiencies to the open

The Staff Make Students Count nomination period is open from February 5 to March 19. This award highlights the impact staff have on students across the university. Awarded by the president to a staff member at each university and Statewide, this is the most prestigious staff award at UA. Committee members will represent each of the campuses and review the nomination packets and make recommendations for candidate selection.

Interested staff members will be reaching out to legislators on their own time, to discuss adding a staff representative to the University of Alaska Board of Regents. Staff Alliance is on the record as supporting the addition of both a staff and faculty regent.

Staff representation on search committees was discussed at the January meeting. Staff Alliance will bring this issue to the System Governance Council to discuss faculty and student representation as well. As a whole, the university has improved with including governance representation in the hiring process, but outlining a formal procedure may clarify the process more.

Staff Alliance will be holding a spring retreat in Anchorage March 22- 23; however, the agenda has not been finalized.

*Staff Alliance serves the classified and administrative, professional and technical staff throughout the University of Alaska system.*

#### Kara Axx, Chair

The System Governance Council (SGC) met on November 20 and discussed AY18 goals, opportunities and challenges.

SGC would like to ensure that all governance groups continue to be included in the ongoing Title IX process, especially where related to academic freedom, employee reporting and students' rights. SGC is planning to invite Mary Gower to the February meeting to discuss further.

Individual faculty has moved forward with approaching legislators to sponsor bill to add a Faculty Representative to the Board of Regents. Staff will also move forward, individually, to find legislative support.

SGC discussed the call-in public testimony to UA Board of Regents meetings. While SGC understands this is a board decision, SGC would like to present some suggestions that might be considered beneficial to the public process. SGC has heard concerns that the call in only public testimony can lead to a separation from actual agenda items, leading to public comment that could be considered less relevant. It can also appear that the call in only testimony isn't as well received as the face to face testimony. SGC will hope to have recommendations to the Board by its June meeting.

*The System Governance Council consists of the leaders from Faculty Alliance, Staff Alliance, and Coalition of Student Leaders and includes the alumni directors from the three UA universities. The Council provides the setting for collaboration on University of Alaska system-wide issues.*