

Governance Report



Faculty Alliance

Maria Williams, Chair

It has been a challenging summer due to the confusion on what the final UA budget would be for this current academic year. Faculty Alliance is relieved that we finally have an established budget and the \$25 million cut is significantly less than the initial \$136 million cut.

We have the opportunity to plan in a more extended timeframe and address restructure in a thoughtful and deliberative way. Faculty Alliance is supportive of cost reduction and identifying ways in which the University can be more cost effective.

The Report addresses several items that include:

1. Results of UAA, UAF and UAS Faculty Surveys on restructure
2. Concerns of shared governance principles not being adhered to
3. Expedited Academic Program reviews and its connection to curriculum
4. Need for budget transparency and cost benefit analysis on all consolidations, both administrative and academic

Faculty Survey results on Restructure

UAS Faculty did a Qualtrics survey and the results are:

1. Do you have enough info on the two options discussed at the July 30, 2019, BOR meeting, which included the Chancellor's Consortium model and President Johnsen's one accredited un

Shared Governance Principles

At the July 30, 2019, UA BOR meetings, the chancellors provided a consortium model and identified how they would address the original Dunleavy budget (\$136 million cut); President Johnsen addressed how he is moving forward with a consolidated model and moving towards a single accredited institution, including consolidation of administrative units. The chancellors deserve recognition for adhering to principles of shared governance as they had faculty leadership on this committee, as well as executive staff.

The UA Faculty Alliance is the system-wide governance group elected to represent the faculty in promoting welfare and education effectiveness at UA, to provide consultation to system executive leadership, and to facilitate system-wide communication among faculty at all three universities at UA.

Staff Alliance

Mathew Mund, Chair

It has been a rollercoaster for UA employees these last few months. We have all gone

make extra emphasis to check-in with their staff and give them a specific time to ask what is on their mind and truly show care for their employees. Many leaders are leading by example, such as the president's weekly video messages. Staff are grateful for these efforts, but are hopeful for expansion of communication, such as posting public recordings of Board of

This brings me to the idea of trust. Trust comes up as a core value and indicator of staff in many of our morale surveys and conversations. When staff feel that they are trusted to do their job and can trust their leadership, this leads to a high functioning relationship. During this time of uncertainty, it appears to be only human to take control of an organization and hold it at the top level. While this may make sense in some ways, it makes staff feel they are not trusted to do their job. Many staff understand the dire financial situation and have the skill sets necessary to make independent and quick financial decisions to help meet a financial goal. Recent changes in our budget situation has allowed some restrictions to be lifted; I encourage everyone in leadership to continue to return decision-making power to those who work on the front line with general guidance on spending reductions. This will help restore, and in some cases grow, the trust in staff and the trust staff have with leadership.

Staff governance is a model that has a high level of communication between staff and leadership seriously and seeks to empower each UA staff member to use their local representatives and staff councils to elevate their ideas, thoughts, and concerns. This must be maintained in the New UA model and staff governance has already begun to think about