

## FOR MORE INFORMATION, CONTACT:

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## A G E N D A

## UAF FACULTY SENATE MEETING #63

Monday, April 22, 1996

1:30 p.m. - 4:45 p.m.

Wood Center Ballroom

- |      |     |  |        |       |
|------|-----|--|--------|-------|
| 1:30 | I   | Call to Order - Eric Heyne   | 5 Mn.  |       |
|      |     | A. Roll Call   |        |       |
|      |     | B. Approval of Minutes to Meeting #62  |        |       |
|      |     | C. Adoption of Agenda  |        |       |
| 1:35 | II  | Status of Chancellor's Office Actions  | 5 Mn.  |       |
|      | A.  | Motions Approved:  |        |       |
|      | 1.  | Motion to amend the UAF Governance Coordinating Procedure to delete the Library & Information Technology Users Committee.                                |        |       |
|      | 2.  | Motion to suspend for one year the change in the last day of late registration.  |        |       |
|      | B.  | Motions Pending: none  |        |       |
| 1:40 | III | Remarks by Chancellor J. Wadlow and Provost J. Keating   | 15 Mn. |       |
|      |     | Questions  |        | 5 Mn. |
| 2:00 | IV  | Governance Reports   |        | 5 Mn. |
|      | A.  | ASUAF - A. Wells   |        |       |
|      | B.  | Staff Council - R. Pierce, President-Elect   | 5 Mn.  |       |
|      | C.  | President's Report - E. Heyne (Attachment 63/1)  | 5 Mn.  |       |
|      | D.  | Faculty Alliance meeting - D. Lynch (Attachment 63/2)  | 5 Mn.  |       |
| 2:20 | V   | Public Comments/Questions  | 5 Mn.  |       |
| 2:25 | VI  | Old Business   |        |       |
|      | A.  | Motion to recommend changes to proposed Regents' Policy on locus of tenure, submitted by Faculty Affairs (Attachment 63/3)                               | 10 Mn. |       |
|      | B.  | Motion to recommend changes to proposed Regents' Policy on Post-Tenure Evaluation, submitted by Faculty Affairs (Attachment 63/4)                        | 20 Mn. |       |
| 2:55 | VII | New Business   |        |       |
|      | A.  | Election for the 1996-97 UAF Faculty Senate President-Elect (Handout)  | 5 Mn.  |       |
| ***  |     | BREAK***   | 5 Mn.  |       |
|      | B.  | Resolution to ratify election of 1996-97 UAF Faculty Senate President-Elect (Attachment 63/5)  | 5 Mn.  |       |
|      | C.  | Evaluating Educational Effectiveness - D. Thomas (Attachment 63/6)   | 10 Mn. |       |
|      | D.  | Motion to amend the minimum high school gpa for admission to the concurrent enrollment (AHEAD) program submitted by Curricular Affairs (Attachment 63/7) | 10 Mn. |       |
|      | E.  | Motion to recommend changes to proposed Regents' Policy on Failure to Receive Tenure,  | 5 Mn.  |       |

submitted by Faculty Affairs (Attachment 63/8)

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|-------|------|---|--------|
| 3: 35 | VIII | Discussion Items  |        |
|       | A.   | Report on Collection 2 & 3 - D. Lynch   | 10 Mn. |
|       | B.   | Discussion of minimum class size policy -<br>E. Heyne (Attachment 63/9)       | 15 Mn. |
|       | C.   | Report of the Program Assessment Task Force -<br>D. Thomas (Attachment 63/10) | 10 Mn. |
|       | D.   | Status of college/school merit increase<br>procedures                         | 10 Mn. |
| 4: 20 | IX   | Committee Reports   | 15 Mn. |
|       | A.   | Curricular Affairs - Dana Thomas<br>(Attachment 63/11)                        |        |
|       | B.   | Faculty Affairs - Barbara Alexander<br>(Attachment 63/12)                     |        |
|       | C.   | Scholarly Activities - Paul Layer   |        |
|       | D.   | Developmental Studies - Ron Illingworth                                       |        |
|       | E.   | Faculty Appeals & Oversight - Diane Bi schak                                  |        |
|       | F.   | Faculty Development, Assessment & Improvement -<br>Rich Seifert               |        |
|       | G.   | Legislative & Fiscal Affairs - Michael Jennings                               |        |
| 4: 35 | X    | Members' Comments/Questions   | 5 Mn.  |
| 4: 40 | XI   | Adjournment   |        |

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ATTACHMENT 63/1  
UAF FACULTY SENATE MEETING #63  
APRIL 22, 1996

PRESIDENT'S REPORT - Eric Heyne

By the time of our meeting, the Board of Regents will have met again, and the Academic and Student Affairs Committee will have had another look at faculty policy revisions, including locus of tenure and post-tenure evaluation. The Senate needs to take a position on these issues and stand by it for the next two months, building consensus with faculty at UAA and UAS.

On April 12th Don and I learned that the administrations of UAS and UAA were planning to spend all 2.6% of this year's salary raise money for equity, avoiding the problem of setting up an equity system in the short time available before the end of the contract period. I think this is a great idea, and I would love to see our administration follow suit, or at least make this option available to units that do not want to rush into implementing a merit pay policy.

To save money, the UAF administration has decided to begin enforcing minimum enrollments more stringently than has been done in the past. Included in your agenda is a draft list of tasks, generated by the Chancellor, for faculty whose classes are cancelled for under-enrollment. The Senate needs to discuss the question of minimum class sizes, within the larger context of deciding what kind of university we want to be. We should take the lead on this issue, because it is academic policy, which we assert to be our prerogative, and because it goes to the heart of our working lives and the academic lives of our students. The UAF policy on minimum class sizes is very old, pre-dating the Senate, and if it is going to be enforced more strictly, it should be ratified or altered by the

Senate. Please do not consider this merely an argument over make-work for faculty whose classes are cancelled--the issue is much more important, and is central to larger questions of faculty workload and pedagogy.

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ATTACHMENT 63/2  
UAF FACULTY SENATE MEETING #63  
APRIL 22, 1996

REPORT TO THE FACULTY SENATE  
FACULTY ALLIANCE MEETING OF APRIL 12, 1996  
Don Lynch, Pres. Elect UAF Faculty Senate

The Faculty Alliance meeting was attended by: Nan Myers (Statewide), Don Lynch (UAF), Pat Ivey (Governance), Eric Heyne (UAF), Cheryl Mann (UAA), Rita Johnson (UAS), Phil Slattery (UAS), Margaret Engel (UAA), and Richard Hacker (UAS). Patty Kastelic (Statewide) attend the last part of the meeting. The Alliance recommends that each Senate approve the attached Resolution passed by the UAA Assembly and request that it be included in University Regulations. The discussion of whether or not to recommend inclusion in Regents' Policy indicated that this might be a fruitless effort as it may contradict the Regents Constitution, Bylaws, and perhaps even the State Constitution. However, it can be placed in Regulations. As presently proposed:

"Regents' Policy and University Regulation, P01.02.01 Authority:

A. Regents' Policy: NOTHING CONTAINED IN THESE POLICIES WILL BE CONSTRUED TO RESTRICT THE POWER OF THE BOARD OF REGENTS TO PERIODICALLY CREATE, AMEND, OR REPEAL THE PROVISIONS HEREOF IN WHOLE OR IN PART."

Locus of Tenure: UAS has voted for tenure to be by MAU. UAA has not made a decision, is concerned about reasons for termination for cause. UAF has the matter under consideration and is to send our Faculty Affairs version on Wednesday, April 17.

Assessment Committee Report on measurements of educational effectiveness is to be made at the April 17 Board of Regents meeting.

Equity and Merit Raises. UAS believes that their Chancellor will ~~repeal the entire~~ ~~use the~~ entire 2.6 percent for equity raises this year. UAA may recommend the same matter. UAF is moving with all deliberate speed on this matter. UAS will likely have a merit system in place next year.

UAA and UAS are both undergoing reorganizations which will probably result in the elimination of staff positions. UAF reorganization is to occur in 1996-97.

THE NEXT AND PROBABLY FINAL ALLIANCE MEETING WILL BE ON MAY 6TH. THIS IS THE LAST TIME THE FACULTY ALLIANCE WILL HAVE TO PREPARE COMMENTS ON COLLECTION THREE, SCHEDULED FOR REGENTS' APPROVAL ON JUNE 14, 15, AS WELL AS COMPENSATION ISSUES. THE PRINCIPLE FOCUS MUST BE ON COLLECTION THREE FOR THE JUNE REGENTS MEETING. NEWLY ELECTED ~~FLHÚ-f~~ An A <sup>o</sup>-q)! B

Student Affairs Policy Drafts are under review and may be found on the internet at:  
http://sygov.swadm.alaska.edu/Tracking/Review/students.html

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From Cheryl Mann

Subject: Document distribution

Dear Pat,

Today at the UAA Assembly meeting we passed a portion of the Principles on shared Governance that we got from Mississippi State and I wonder if it would be possible for each campus to get a copy of this message before the meeting tomorrow because I plan to discuss it during the UAA report.

Below is the Principle relating to communication with Governance bodies as we revised and passed it.

CONSULTATION. To facilitate open communication and effective university governance, the president and other administrative officers of the university will proactively exercise diligence in consulting with the faculty, APT and classified staff, students, and external constituents on issues affecting them. Consultation is characterized by early discussions with the affected constituencies, jointly formulated procedures for consultation, reasonable deadlines within the constraints of the academic calendar, access to appropriate information, adequate feedback, and timely communication of decisions to the affected constituencies.

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ATTACHMENT 63/3  
UAF FACULTY SENATE MEETING #63  
APRIL 22, 1996  
SUBMITTED BY FACULTY AFFAIRS

MOTION  
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The UAF Faculty Senate moves to recommend that the proposed language in Regents' Policy on locus of tenure (OX-01.05.2c) be amended as follows:

CAPS = Additions  
[[ ]] = Deletions

Faculty will be tenured [[within an academic unit of a community college, extended college or campus, or school or college of an MAU within the University of Alaska]] AT THE LEVEL OF THE UNIVERSITY OF ALASKA FAIRBANKS, THE UNIVERSITY OF ALASKA ANCHORAGE, OR THE UNIVERSITY OF ALASKA SOUTHEAST. Faculty may transfer with tenure to another academic unit (E. G., DEPARTMENT, PROGRAM) in the same or another [[MAU]] UNIVERSITY OF THE UNIVERSITY OF ALASKA SYSTEM only upon the approval of the faculty and the Chancellor of the receiving academic unit.

EFFECTIVE: Immediately

RATIONALE: Having been presented to the UAF Faculty Senate for formal review and recommendation, the most

recent revisions to Regents' Policy ("Collection III: Faculty Policies," 04.04.04-07 and 10.09.01, 4th Draft) are found unsatisfactory in locating tenure "within an academic unit of a community college, extended college or campus, or school or college of an MAU within the University of Alaska." Revised language in )X-01.05.2c, specifically the words "academic unit" and MAU," remain ambiguous and subject to interpretation which may undermine the award of tenure as a continuous appointment. "Academic unit" is, for the most part, an artificial administrative entity, all too readily subject to the contingencies of changing educational objectives and mission and corresponding reorganization of the academy. The UAF Faculty Senate's amendment to the proposed language, "at the level of the University of Alaska Fairbanks, The University of Alaska Anchorage, or the University of Alaska Southeast" seeks to assure that there will be no termination of an appointment with continuous tenure except as a bona fide format discontinuance of a program or department of instruction, which discontinuance must "be based essentially upon educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof" (cf. AAUP Recommended Institutional Regulations on Academic Freedom and Tenure).

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ATTACHMENT 63/4  
 UAF FACULTY SENATE MEETING #63  
 APRIL 22, 1996  
 SUBMITTED BY FACULTY AFFAIRS

MOTION  
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The UAF Faculty Senate moves to recommend that the proposed language in Regents' Policy on Post-Tenure Evaluation (P OX-01.06) be amended as follows:

CAPS = Additions

CAREFUL TO BE COMPLIANT WITH STANDARDS OF DUE PROCESS AND ACADEMIC FREEDOM I. E., TEACHING, RESEARCH, PUBLIC SERVICE, AND EXTRAMURAL ACTIVITIES FREE OF CAPRICIOUS INSTITUTIONAL CENSORSHIP OR DISCIPLINE. MAU rules and procedures will include a process for remediation to address situations in which the competence and/or performance of a faculty member is deemed to be unsatisfactory. At any time prior to the scheduled evaluation, the TENURED faculty member's Dean or Director may, as a result of [[other]] PEER FACULTY evaluations, initiate processes to improve faculty performance [[which could include the post-tenure review process]].

Once a TENURED faculty member receives an unsatisfactory evaluation as a result of the intensive post-tenure review process, annual evaluations will take place until the TENURED faculty member receives a satisfactory POST-TENURE evaluation. THE YEAR IN WHICH A SATISFACTORY EVALUATION IS GIVEN WILL BE THE BASE YEAR FOR THE NEXT SCHEDULED INTENSIVE POST-TENURE REVIEW. Unsatisfactory evaluations REFLECTING [[AN]] THE TENURED FACULTY MEMBER'S unwillingness or inability to fulfill [[the]] A REASONABLE performance assignment for three consecutive years constitute grounds for termination for cause. 'CAUSE' SHALL BE UNDERSTOOD TO BE A DECLARATION OF INCOMPETENCE DIRECTLY AND SUBSTANTIALLY (1) IN THE FACULTY MEMBER'S RESPONSIBILITIES IN TEACHING, RESEARCH, AND SERVICE, AND/OR (2) FOR MORAL TURPITUDE.

EFFECTIVE: Immediately

RATIONALE: Regents' Policy revisions have been presented to the UAF Faculty Senate for formal review and recommendation on content. The section on Post-Tenure Evaluation is an entirely new addition to Regents' Policy concerning faculty status. The proposed amendment to policy seeks to highlight the UAF faculty perspective on the issue of post-tenure evaluation, and to do so in such a way as to safeguard the enduring attitude and standards endorsed by the American Association of University Professors and associated University FEEDOM.



resolved. A negative vote opens the door to our reevaluation of our committee structure, while a positive vote will remove the option and make restructuring as certain as program assessment and declining state budgets. I fully expect, but certainly have no direct knowledge, that we would at least retain our role in academic and curricular affairs and other functions that do not directly impact us personally as faculty members. It probably means that those of us whose terms do not expire this spring could be at the table during formation of some new version of this body. In closing this topic, I do not forget that shared governance is a two-way street, and that the other lane has some potholes and detour signs in need of attention. Each side has its duties and obligations (clients and masters), and we need to take care that we pay some attention to the <sup>3</sup>art of the possible<sup>2</sup> when pressing our issues.

Discounting the state politics of salary issues common to many state institutions, I have always believed that the <sup>3</sup>gowned<sup>2</sup> university faculty and many others within the university possess one of the finest forms of employment possible. We have, for example, a version of flex-time that is the envy of many and, yet, it is one source of our dubious reputation with some from the <sup>3</sup>town.<sup>2</sup> Few would turn down our health and retirement package. How do our fees for parking compare with those at other universities? We do not have to like some of the particulars and we have every right to improve our positions, but we must keep some sense of perspective, for the arguments amongst ourselves are heard by others. Tenure is a foreign word to most outside our halls, and now it seems even the Board of Regents needs a regular refresher course. Tenure is privilege bestowed upon us to protect our intellectual discourse about that which we are knowledgeable. It is loaded with obligations. We owe it to the citizens of this state to demonstrate the benefits of academic freedom and tenure through education, our active presence in the community and state, and, forgive me, a good old-fashioned sales job.

A wise state-supported university must make certain that its undergraduate programs are solid and well thought of. It does no good to talk about building a strong research university if the citizens of the state perceive that this is being done at the expense of the undergraduate programs and facilities, or, worse, if people believe that a good undergraduate education means leaving Alaska. It's much like politics: remember your base constituency. Our task as faculty members is to strongly assist in this effort, for in the end it is our performance that makes the difference. Do good work with the students in the classroom, help to secure a firm base of programs, and also continue to distinguish ourselves within the state by maintaining strong research programs. I believe that the latter cannot succeed without the former. I do not mean to suggest that the administration should avoid advertising our graduate programs and emphasizing UAF's unique contributions, but the research institutes are very good at maintaining visibility (e.g., <sup>3</sup>From the center of the Earth . . . .<sup>2</sup>) on a daily basis and can eclipse the more humble efforts of individual colleges and schools within UAF. As a member of the Faculty Senate, I believe it is our obligation to provide leadership and encouragement. I am not a great fan of the contemporary vocabulary of product, production, profits, performance, etc., but we must face the fact that the quiet, monastic college don of the past is past, and we must include in our service a service to the enhancement of our collective reputation in an energetic, but dignified and intellectually honest manner. Another option is to leave it totally to the administration, but some within our ranks always say there is too much administration. Perhaps the administration needs to spend a bit more time demonstrating just how their contributions are vital and productive, as we are repeatedly asked to do. Their work can then be better





Curricular Affairs Committee concluded that the purpose of the AHEAD program was to work with exceptional high school students. Other options are still available for high school students with a lower gpa to enroll in individual UAF courses.

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ATTACHMENT 63/8  
UAF FACULTY SENATE MEETING #63  
APRIL 22, 1996  
SUBMITTED BY FACULTY AFFAIRS

MOTION  
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The UAF Faculty Senate moves to recommend that the proposed

Accordi ng to uni vEAl óRPCY



enrollment reaches a minimum by a certain date prior to the



4) A proposal from Accounting to reinstate Accounting 101-102 until these courses can be dealt with by distance and branch campuses was discussed and approved. A proposal to delete this course had been previously accepted by Curricular Review further review indicated that an extended phase out period was required.

Our committee will be taking up the following issues in upcoming meetings. Any interested individuals or groups are welcome at our meetings. This list may serve as recommendations for review next year as well.

- a. Incomplete grade policy
- b. Credit by exam
- c. Academic standards (probation, disqualification, Chancellor's and Dean's lists) - including development of policies for summer and/or terms of less than a full semester; policies for graduate and non-degree students
- d. Change of grade policy
- e. Credit/contact hours - level/lecture/lab hours/delivery method
- f. Petitions
- g. Admission and registration
  - Associate degree requirements/restrictions
  - Non-degree requirements/restrictions
- h. No Basis grade
- i. Academic bankruptcy
- j. Auditing
- k. Credit/No Credit option

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ATTACHMENT 63/12  
 UAF FACULTY SENATE MEETING #63  
 APRIL 22, 1996  
 SUBMITTED BY FACULTY AFFAIRS

FACULTY AFFAIRS COMMITTEE REPORT - Barbara Alexander, Chair

Faculty Affairs Committee deliberations were focused upon the issues concerning "tenure" as presented in the last drafts of Collection III. Members expressed their most serious concern about the change proposed for "locus of tenure" and the newly proposed policy on "post-tenure evaluation." The Committee is submitting motions both of which take into account AAUP policies concerning academic standards, with special attention to the protection of academic freedom.

The question of administrative status (MAU) for the Prince William Sound Community College with reference to the locus of tenure needs to be clarified and possibly spelled out explicitly in the text of the motion.

Also discussed were the most current suggestions regarding implementation of equity and/or merit salary increases. Both, UAA and UAS Faculty Senates are attempting to resolve the controversies regarding this issue.