

UAA Faculty Senate Agenda
November 7, 2008
2:30 – 4:30 p.m. – LIB 307

I. Call to Order

II. Roll

2008-2009 Officers:

	Anne Bridges, President		Hilary Davies, Chair, UAB
	Genie Babb, 1 st Vice President		Patt Sandberg, Chair, GAB
	Larry Foster, 2 nd Vice President		Bogdan Hoanca, Past President
			Robert Crosman, Parliamentarian

2008-2009 Senators:

	Beth Graber		Gail Johnston		Peter Dedych
	Bruno Kappes		Heidi Mannion		PT Chang
	Carol Coose		Herminia Din		Randy Magen
	Carrie King		James Powell		Raymond Anthony
	Chad Farrell		Jeanne Eder		Robert Boeckmann
	Christine Gehrett		John Olofsson		Robert Crosman
	Daniel Anteau		Judith Moore		Robin Wahto
	Dave Fitzgerald		Katherine Rawlins		Sally Bremner
	David Meyers		Kenrick Mock		Sam Thiru
	Diane Erickson		Maria Ippolito		Susan Mitchell
	Ed McLain		Mark Fitch		Terri Olson
	Eva Kopacz		Mark Schreiter		Tom Ravens
	Fred Pearce		Maureen O'Malley		Toni Croft
	Gail Holtzman		N. Bhattacharyya		Wayne Edwards

III. Welcome New Faculty Senators

Chad Farrell
Raymond Anthony
Jeanne Eder
James Powell
John Olofsson

IV. Agenda Approval (pg. 1-2)

V. October 3, 2008 Meeting Summary Approval (pg. 3-5)

VI. Reports

- A. USUAA President Karl Wing
- B. Chancellor Fran Ulmer
<http://www.uaa.alaska.edu/chancellor/fran-answers-questions.cfm>
- C. Provost Michael Driscoll
- D. Vice Chancellor Bill Spindle
- E. Vice Chancellor Megan Olson
- F. Union Representatives
 - i. UAFT
 - ii. United Academics

VII. Officer's Reports

- A. President's Report (pg. 6)
- B. First Vice President's Report
- C. Second Vice President's Report

VIII. Boards and Committees

- A. Graduate Academic Board (pg. 7)
- B. Undergraduate Academic Board (pg. 8-9)
- C. University-wide Faculty Evaluation Committee
- D. Academic Computing, Distance Learning and Instructional Technology (pg. 10-11)
- E. Budget, Planning, and Facilities Advisory Committee- BPFA (pg. 12-13)
- F. Nominations and Elections Committee
- G. Diversity Committee (pg. 14-15)
- H. Faculty Grants and Leaves Committee (pg. 16)
- I. IUAC- Evaluation of Deans & Directors Update (pg. 17)
- J. Library Advisory Committee (pg. 18-21)
- K. Professional Development Committee
- L. Student Academic Success Committee

IX. Old Business

- A. Accreditation Update
<http://www.uaa.alaska.edu/accreditation/2010.cfm>
- B. Task Force on Faculty Evaluation (pg. 22-26)

X. New Business

- A. Megan Carlson, Classified Council President
- B. Julia Martinez, APT Council President
- C. Kim Stanford, UAA Assembly President
- D. DegreeWorks Introduction - John D. Allred, University Registrar

X. Informational Items & Adjournment

- A. Faculty Alliance Motion (pg. 27-28)

UAA Faculty Senate Summary

October 3, 2008

2:30 – 4:30 p.m. – LIB 307

I. Call to Order

II. Roll

2008-2009 Officers:

X	Anne Bridges, President	X	Hilary Davies, Chair, UAB
E	Genie Babb, 1 st Vice President	E	Patt Sandberg, Chair, GAB
X	Larry Foster, 2 nd Vice President	X	Bogdan Hoanca, Past President
		X	Robert Crosman, Parliamentarian

2008-2009 Senators:

X	Beth Graber	X	Heidi Mannion	X	Robert Crosman
E	Bruno Kappes		Herminia Din	X	Robin Wahto
X	Carol Coose	X	Judith Moore		Sally Bremner
X	Carrie King	X	Katherine Rawlins	X	Sam Thiru
X	Christine Gehrett	X	Kenrick Mock	X	Susan Mitchell
	Daniel Anteau	X	Maria Ippolito	X	Terri Olson
X	Dave Fitzgerald	X	Mark Fitch		Tom Ravens
X	David Meyers	X	Mark Schreiter	X	Toni Croft
X	Diane Erickson	X	Maureen O'Malley		Wayne Edwards
X	Ed McLain	X	N. Bhattacharyya		
X	Eva Kopacz	X	Peter Dedych		
X	Fred Pearce	X	PT Chang		
X	Gail Holtzman	X	Randy Magen		
X	Gail Johnston	X	Robert Boeckmann		

III. Agenda Approval (pg. 1-2)

Approved

IV. September 5, 2008 Meeting Summary Approval (pg. 3-6)

Approved

V. Reports

A. USUAA President Karl Wing

New Vice President- Michaela Hernandez

Looking for an Ombudsman

Next week- Coalition for Students will meet

Retreat October 24th

Homecoming is today, October 3 at 8:00pm

B. Chancellor Fran Ulmer

<http://www.uaa.alaska.edu/chancellor/fran-answers-questions.cfm>

- Breakfast for faculty and staff who have donated to UAA
- 33% increase in number of staff and faculty that contribute to UAA
- Safety is a big issue on campus, please review all safety procedures
- Application for federal initiatives deadlines are approaching
- U-Med Green District signing occurred this week
- Candidate Fair occurred in Student Union

- Short sheet will be sent out regarding talking points
- C. Vice President for Academic Affairs Dan Julius (pg. 7)
Unable to attend
- D. Provost Michael Driscoll
Met with several different groups who have been doing great work
Group going to training next week on IDEA
Will be putting together AdHoc Committee
Have great work going on with long term evaluation of faculty
Office of Sponsored Programs has moved to the Diplomacy Building
Working on process in which less driving occurs from Diplomacy Building to Main Campus
Postcard campaigns are occurring
Gary Rice's Student Success Model was discussed at Board of Regents
Parking and Class Space- partnership with Anchorage School District
- E. Vice Chancellor Bill Spindle
- F. Vice Chancellor Megan Olson
- G. Union Representatives
 - i. UAFT
 - ii. United Academics

VI. Officer's Reports

- A. President's Report (pg. 8)
Welcoming Diversity/Prejudice Reduction Workshop- October 31st
Looking for member who is interested in Military Service Task Force
Take back information received in Senate to your faculty
- B. First Vice President's Report
Unable to attend
- C. Second Vice President's Report
Please submit your goals as soon as possible
Ballot goes out Monday
Faculty Senate has two At-Large positions
 - Robert Boekmann
 - Robert Crosman**Unanimously approved Maria Ippolito as Faculty Senate At-Large position**

VII. Boards and Committees

- A. Graduate Academic Board (pg. 9)
Approved
- B. Undergraduate Academic Board (pg. 10)
Curriculum approved
Goals approved
- C. University-wide Faculty Evaluation Committee
- D. Academic Computing, Distance Learning and Instructional Technology (pg. 11)

- E. Budget, Planning, and Facilities Advisory Committee- BPFA
- F. Nominations and Elections Committee
- G. Diversity Committee (pg. 12-13)
- H. Faculty Grants and Leaves Committee
- I. IUAC- Evaluation of Deans & Directors Update
- J. Library Advisory Committee (pg. 14-16)
- K. Professional Development Committee
- L. Student Academic Success Committee

VIII. Old Business

- A. Accreditation Update (pg. 17)
<http://www.uaa.alaska.edu/accreditation/2010.cfm>
Will be traveling to Seattle for conference
Had meeting with Chair of UAB and GAB
Thinking of aligning assessment with curriculum
- B. Task Force on Faculty Evaluation (pg. 18-19)
Terrific participation at this point (63 faculty)
Invited to join in engaging faculty
Will be driving to Mat-Su tomorrow if anyone is interested in going
- C. Constitution and Bylaws Update (pg. 20)
Please email feedback to Hilary Davies at afhmd@uaa.alaska.edu

IX. New Business

- A. Anti-Plagiarism Software (Jackie Cason) (pg. 21-22)
<http://consortiumlibrary.org/find/ahi>
Tour of above website given
Emily Adams- Graduate Students
Will be conducting survey that will be posted on website

X. Informational Items & Adjournment

Meeting adjourned @ 4:00 pm

President's Report to the UAA Faculty Senate. November 2008

IDEA

The Provost's Ad Hoc IDEA group has appointed a Chair and membership is being finalized. CAFE's IDEA training group created a list of Frequently Asked Questions (FAQ) for improving student response rates and filling out the Faculty Information Forms (FIF). This will soon be posted on the UAA IDEA web page at:

<http://www.uaa.alaska.edu/facultyservices/idea-faculty-student-evaluations.cfm>.

The group is currently working on training and another FAQ on how to read IDEA results. They encourage departments to schedule the group to attend department meetings to answer questions on IDEA.

Accreditation

Members of the Accreditation Team will visit Kenai, Mat-Su, Homer, and Kodiak campuses early in November to discuss the accreditation process and draft documents. The Joint Task Force on Institutional Learning Outcomes (ILOs) and Program Assessment includes representatives from GAB, UAB, and GERC. The task force will review the proposed ILOs and recommend changes for consideration by the full Academic Boards. The latter are expected to send their recommendations to Faculty Senate on December 5th. The Accreditation Team continues to request comments on draft documents that are available at: <http://www.uaa.alaska.edu/accreditation/2010.cfm>.

Faculty Evaluation Task Force

Faculty forums continued through October and ninety-four faculty participated. These included forums at community campuses except PWSCC, which was postponed due to weather. Participants commented positively and appreciated listening to colleagues and sharing their work experiences. The Task Force has begun the initial analysis of the forum data, and has also examined data on the faculty review process from the last eight years. Their goal is to have a review draft document completed and distributed to faculty by the end of November. More information is available at:

<http://www.uaa.alaska.edu/academicaffairs/promotion-and-tenure-task-force/index.cfm>

Faculty Alliance

In addition to the regular October meeting, Alliance members attended a joint meeting with the System-wide Academic Council (SAC), and the President's Retreat. Topics discussed at these meetings included the Academic Master Plan, Distance Education Audit, Education Summit and related US Senate Hearings, plus the UAA CAS Electronic Activity Report Pilot Project. A motion was passed requesting clarification regarding the reassignment of the UAS Dean of the School of Arts and Sciences.

For more information go to: <http://gov.alaska.edu/Faculty/Minutes>

THANK YOU

For all you do for UAA governance through Faculty Senate, and its associated committees. We must continue to work hard to achieve progress and success in our Goals for AY 2008-2009.

Program/Course Action Request

A.	COE		
	Chg		M.Ed. In Counselor Education
	Add		Post-Graduate Certificate in Counselor Education
B.	SOE		
	Add		Earthquake Engineering Graduate Certificate
	Chg	CE A610	Engineering Seismology (3 cr) (3+0)
	Chg	CE A611	Geotechnical Earthquake Engineering (3 cr) (3+0)
	Chg	CE A634	Structural Earthquake Engineering (3 cr) (3+0)
	Add	CE A636	Multi-Story Building Structural Design (3 cr) (3+0)
	Add	CE A637	Earthquake Resistant Structural Design (3 cr) (3+0)
	Add	CE A639	Loads on Structures (3 cr) (3+0)

GAB Goals

1. Revise the Curriculum Handbook
2. Determine GAB/UAB roles and procedures for ensuring sound academic quality of distance delivery courses.
3. Monitor and support graduate activity around 2010 accreditation visit
4. Coordinate with the Office of Academic Affairs and the Registrar as well as Graduate Council and the Graduate School to insure faculty review of Policies and Procedures is automatic through GAB.

Undergraduate Academic Board
November 2008 Report

Program/Course Action Request

A. CAS

- Chg PSY A260 Statistics for Psychology (3 cr) (3+0)
- Chg PSY A260L Statistics for Psychology Lab (1 cr) (0+2)
- Chg PSY A327 Field Experience in Psychology I (3 cr) (1+6)
- Chg PSY A427 Field Experience in Psychology II (3 cr) (1+6)
- Chg Bachelor of Arts, Psychology (pg. 106)
- Chg Bachelor of Science, Psychology (pg. 107)
- Chg Occupational Endorsement Certificate, Community Mental-Health Services

B. CBPP

- Chg ECON A315 Urban and Regional Economics (3 cr) (3+0) (pg. 36-40)
- Chg ECON A325 History of Economic Thought (3 cr) (3+0) (pg. 41-44)
- Chg ECON A337 Developmental Economics (3 cr) (3+0) (pg. 45-49)
- Chg ECON A341 Labor Economics (3 cr) (3+0)
- Chg BA A495 Advanced Internship in Business Administration (3 cr) (3+0)
- Chg ACCT A216 Accounting Information Systems I (3 cr) (3+0)
- Chg ACCT A316 Accounting Information Systems II (3 cr) (3+0)

C. CHSW

- Chg NURS A220 Perinatal Nursing (3 cr) (3+0)
- Chg NURS A220L Perinatal Nursing Lab (1 cr) (0+3)
- Chg NURS A221 Advanced Parenteral Therapy Lab (1 cr) (0+2)

D. CTC

- Chg Occupational Endorsement Certificate, Clinical Assistant
- Chg Occupational Endorsement Certificate, Phlebotomist
- Chg MEDT A101 Phlebotomy Procedures (3 cr) (2+3)
- Chg MEDT A105 Microbiology for Clinical Assistants (3 cr) (2+2)

Add MEDT A106 Waived Testing (4 cr) (3+3)
Chg MEDT A195A Phlebotomy Practicum (3 cr) (0+9)
Chg MEDT A195B Clinical Assistant Practicum (4 cr) (0+12)
Chg FIRE A121 Fire Behavior and Combustion (3 cr) (3+0)

E. HNRS

Chg HNRS A192 Honors Seminar: Enduring Books (3 cr) (3+0)
Chg HNRS A292 Honors Seminar in Social Science (3 cr) (3+0)

F. KPC

Add CED A157 The Art and History of Brewing (1 cr) (1+0)

G. SOE

Chg CE A438 Design of Civil Engineering Systems (3 cr) (3+0)

Additional Motions and Item:

MOTION:

Creation of Institutional Outcomes/ Assessment Ad Hoc Committee
8 members as follows:

1. UAB member- Deborah Mole
2. GERC member- Jeff Miller
3. GAB member- vacant
4. Graduate Academic Council- Patt Sandberg (Chair)
5. At Large faculty - Heather Nash
6. Extended Campus member-Kim Bloomstrom
7. Dean/Associate Dean- Patty Linton
8. OAA (ex-officio)- Tom Miller

MOTION:

The UAB endorses the recommendation from the Office of the Registrar that all transfer work be included in our course repeat checking at the end of each semester. This will more clearly show students and advisers the correct credits a student has available for graduation. This is more evident with the use of DegreeWorks than it has been to date using manual checking.

ITEM:

UAB supports the Registrar's Office in recommending that departments do not reuse course numbers, . Currently, numbers can be reused after 10 years; however, all new courses will be given a number not used previously in the prefix.

Faculty Senate Report ACDLIT Committee

Academic Computing, Distance Learning, and Instructional Technology

October 10, 2008

Members Present: Nalinaksha Bhattacharyya (FS), Gail Johnston (FS), Bruno Kappes (FS), Angela Dirks (CTC), Jeff Miller (SOE), Dave Fitzgerald (FS), Ed McLain (FS)

Members Absent: Sam Thiru (FS), Pamela Kelly (CAS), Steven Pyle (CTC)

Overview of Meeting

1. Dave Fitzgerald reported on investigation into My-IT-Lab basic computer literacy placement test by Princeton Hall.
2. Angela Dirks presented the first draft of ACDLIT's mission statement; changes were made based on comments.
3. Long discussion over purpose of ACDLIT and the goals of the year.
4. Presentation made by guest Jack Pauli on faculty handbook for distance education.
5. The committee discussed the new federal law on student identification authentication for distance classes.
6. The committee determined the need to prepare for accreditation review to be the most important focus of the year.
7. Presentation made by Sally Bremmer on anti-plagiarism software TURNITIN.
8. ACDLIT hosted a first 9:00am gathering for Tech Fellows Wednesday Oct 15, 2008 in GHH 103. Presentation made by Amanda Albright was a virtual tour of resources available to faculty for professional development.
9. ACDLIT will host the second 9:00am gathering for Tech Fellows on Thursday November 13th in GHH 103. Presentation will be made by TF2008 member on their project.

Next ACDLIT meeting will be on Friday November 14, 2008 in PSB 210C from 2:00 - 4:00 pm.

Submitted by Gail Johnston

UNIVERSITY OF ALASKA – ANCHORAGE
University Technology Council

RESOLUTION ON INTER-CAMPUS CONNECTIVITY

The University of Alaska – Anchorage has campuses located in Anchorage, Eagle River, Palmer, Soldotna, Homer, Kodiak and Valdez. These campuses are heavily dependent upon the existence of good inter-campus network connectivity (bandwidth) permitting their users access to the University of Alaska wide-area network, the Internet and Internet2.

Inter-campus connectivity is required to conduct daily operations, to fulfill education and research commitments to students, faculty, staff and patrons, to permit students at all campus locations to participate in distance-delivered instruction and to permit instructors to teach using distance-delivered technology. It is the medium which binds our campuses together into a community of higher education.

A number of our campuses have experienced chronic problems associated with inadequate inter-campus connectivity that have disrupted their daily operations and have seriously impacted the quality and availability of instruction for the University's students. These problems have been particularly prevalent at several of UAA's community campus locations.

We believe in establishing standards for inter-campus connectivity based on average or maximum bandwidth utilization with the understanding that bandwidth will be proactively adjusted via addition of new facilities and/or management of existing facilities in such a manner that established utilization standards are not breached.

We understand that this approach to bandwidth management and capacity planning will result in potentially different bandwidth requirements for each campus and that careful monitoring and management by those responsible for inter-campus connectivity will be required.

We ask UAA's Chief Information Officer to take steps to ensure that standards and management practices consistent with these beliefs are implemented by inter-campus connectivity providers.

APPROVED AT THE COUNCIL'S OCTOBER, 2008 MEETING.

Signed:

(Date)
Dean Konopasek
Council Co-chair

(Date)
Richard A. Whitney
Council Co-chair



UNIVERSITY of ALASKA ANCHORAGE

Budget, Planning, and Facilities Advisory Committee

Mark Fitch, Peter Dedych, Co-Chairs

Report to Faculty Senate

Committee Meeting Date – 10/17/08

Committee members present: Brian Wick, Mark Fitch, Peter Dedych

The Committee met in room UC138 at 2:30 PM. Doug Dombroski, Director of Parking Services, <http://www.uaa.alaska.edu/parking/>, attended the meeting and made a very informative presentation about the responsibilities of this department. In general, Parking Services has many more responsibilities than is readily apparent. Highlights of the presentation:

1. Responsibilities

- A. Operate the shuttle
- B. Manage parking permits
- C. Enforce parking permits
- D. Maintain parking lots
- E. Provide vehicle assistance including jump starts, unlock for lost keys

2. Usage

- A. Parking lots (as a whole) are rarely above 95% of capacity.
- B. UPass usage is over 200,000 rides (counted as a bus driver accepting a UAA ID as payment)
- C. Seawolf shuttle is over 35,000 rides
- D. Students in housing may now pay for a less expensive parking permit allowing parking in dorm lots only.
- E. Adjuncts now have a new parking arrangement.

3. Funding

- A. Parking is self-funding, that is, they cover all their costs based solely on income they generate. The source are
 1. Parking permits (main source of funding)
 2. Parking meters and Pay & Park system
 3. \$10 transportation fee now assessed to all students (fee to be re-assessed after 5 years). This helps cover costs for the shuttle and UPass program (ridership of MOA buses).
- B. Parking pays for all or part of the following.
 1. Their own operational costs (payroll, etc.)
 2. Minor repairs to parking lots (pot holes, etc.)
 3. Repairs to lighting for parking lots and connecting paths.
 4. Snow removal for the parking lots (which is handled by a different department)
 5. Mowing and landscaping (which is handled by a different department)
 6. Minor repairs to buses

7. Maintenance of pay and park equipment
 8. UPass costs: The UPass is an agreement with People Mover to allow anyone holding a valid UAA ID to ride the buses at no extra cost.
 - a) Annual cost of program which includes operation of bus stops on campus (paid to People Mover)
 - b) Maintenance of public bus stops on campus
- 4. Under consideration**
- A. Parking garage by medical campus (new health science building and future buildings by Providence) may be funded in part by Providence as part of the cogen facility.
 - B. Maintenance costs for Pay & Park system may be reduced by a bulk contract involving the Municipality of Anchorage (now using the system) and Dimond Parking (private parking lot operator considering the system).
- 5. Numbers**
- A. \$3 million annual budget
 - B. UPass is \$80,000 per year and expected to increase greatly for FY2010
 - C. Presently paying premium on ISB parking garage of \$840,000 per year.

Agenda for next BPFA Committee meeting:

1. PBAC first meeting is scheduled for November 7, Peter will attend.
2. Research/update Space Management planning policy and procedures. (Refer to BPFA report of January 25, 2008)

3. Next Meeting

Friday, November 21, 2008 2:30 – 3:30 PM, UC 138:

Report by Peter Dedych and Mark Fitch



UNIVERSITY of ALASKA ANCHORAGE

FACULTY SENATE DIVERSITY COMMITTEE

3211 Providence Drive, Anchorage Alaska 99508
 Drs Jeanne Eder and Natasa Masanovic, Co-chairs.

FACULTY SENATE DIVERSITY COMMITTEE REPORT FOR OCTOBER 17, 2008

Minutes for October 17, 2008: (GHH 103: 3:00 - 4:30)					
X	Carlos Alsua-School of Management	X	Herminia Din	X	Songho Ha
	Beverly Barker - Chemistry	X	Jeanne Eder		Sean Licka
	Robert Boeckmann		Wayne Edwards	X	Natasa Masanovic
	Yong Cao	X	Patricia Fagan	X	Sudarsan Rangarajan
X	Ping-Tung Chang		Dave Fitzgerald	X	Sam Thiru
X	Robert Crosman		Nancy Furlow	X	Dennis Howard
Consultants and Representatives					
	Marva Watson, Interim Director, Campus Diversity & Compliance Office - present				Russell Pressley, Academic Advising Coordinator (CHSW) - present
	Provost Driscoll (consulting only)				

I. Indigenous Concerns Committee report (Eder). Created to voice concerns of indigenous faculty & student at UAA.

Concerns: Recruitment of indigenous faculty – there are perhaps twelve Native faculty at UAA (3% of total). We need to recruit more if we wish to hire additional indigenous faculty, mentor them, retain them, promote them, give them tenure.

Suicide of Alaska Native students (double the rate of the national average of student suicide).

Goals for 2008-09:

1. To increase the number of indigenous faculty on the faculty Senate
2. To increase support of the academic Alaska Native Studies Program
3. To track student evaluations for Indigenous faculty

Membership:

1. This committee shall maintain a minimum membership of 50% who are Indigenous Faculty
2. Two (2) members of this sub-committee must be from the Native Coalition Group on campus which includes representatives of the programs that service indigenous students.
3. Two (2) Indigenous students

Moved, seconded, and unanimously approved by the Committee.

II. Old business

- A. Prof. Kimberly Pace approved to sit on Chancellor's Diversity Action Council
- B. Joint meeting with DAC postponed until next semester. January 30th proposed (morning preferred)
- C. Alaska Native Heritage month activities (Watson) Kickoff reception Oct. 30th here on campus.
Two readings of Book of the Year (*Do Alaska Natives Receive Free Health Care?*)
Flyer in the works – encourage students to attend
- D. Attendance Policy – moved and approved unanimously:
“Our attendance policy is to support our members in regular attendance, and to report in an annual letter on their attendance and participation that can be included in promotion and tenure files.”

III. New Business

NCBI Workshop announced and discussed (Fri. Oct. 31st, 2008)

UAA Faculty Grants and Leaves Committee

Report to the Faculty Senate: November, 2008

Members of the Faculty Grants and Leaves committee for AY 2008-2009 are:

Rhonda Johnson
Frank Moore
Orson Smith
Mark Madden
Hugh Mcpeck
Michael Robinson
Leyuan You
Kim Perkins
Helena Spector
Diane Erickson

The committee held an organizing meeting on Friday, October 3. Mike Robinson and Diane Erickson agreed to co-chair the committee this year. The committee established a meeting schedule for the fall semester to review faculty research grant proposals and sabbatical requests.

Respectfully submitted,

Diane Erickson, Asst. Professor
Department of Education Leadership

Mike Robinson, Asst. Professor
Consortium Library

Institutional & Unit Assessment Committee
UAA Faculty Senate
November 7, 2008

The Institutional & Unit Assessment Committee (IUAC) met October 15, 2008 to draft the timeline for this year's survey of faculty and staff on their respective Dean's performance. Shortly before this meeting Larry Foster conferred with UAA's Provost on IUAC's goals for this year; Larry and Frank Jeffries thereafter conferred collectively with UAA's Deans on how best to implement this year's IUAC survey. IUAC's leadership will visit each Dean individually during November to both discuss last year's survey effort and this follow-on task. Additional progress is noted below.

- 1. Completion of AY 2007 – 2008 Tasks.** Each Dean made his or her survey result available to his or her respective college or school; each Dean employed a venue specific to the customs of his or her college or school. Moreover, the survey results were used in each Dean's professional review, as completed with the Provost last summer. The Provost will provide the Senate with a short summary letter of how the survey results were utilized.

- 2. AY 2008 – 2009 Progress to Date:** The Committee's goals for this academic year are:
 - A. Develop the IUAC's expected milestones and timelines for AY 2008 - 2009.
 - B. Review last year's survey instrument and modify as needed.
 - C. Review with each Dean and the Provost the anticipated survey process.
 - D. Inform faculty of the survey process and promote participation.
 - E. Identify reporting processes for each unit.
 - F. Administer the survey instrument.
 - G. Provide summary report to the Senate.

Goals A and B were the primary topics of IUAC's October 15th meeting. The draft timeline will next be reviewed with each Dean and thereafter provided to the Senate. Simultaneously, the IUAC will review with each Dean this year's survey list serve (i.e., the list of those to be surveyed). Following our discussions with the Deans individually, the IUAC will confer with the Provost to review our discussions with the Deans (Goal C).

The Committee will meet next on November 19th. The Committee's members include Heidi Mannion, Katherine Rawlins, Larry Foster, Frank Jefferies, Fred Pearce, Karla Jones, and Eva Kopacz. All committee members were present at its October 15th meeting. The Committee welcomes questions and suggestions from faculty as it continues its work this year.

LIBRARY ADVISORY COMMITTEE (LAC) REPORT TO UAA FACULTY SENATE (FS)
OCTOBER 2008

- **ATTENDANCE.** Alberta Harder, Carl Hild (APU Co-chair), Carole Lund, Christine Hanson, David Meyers, Elizabeth James, Gina Boisclair, Robert McCoy, Sean Licka, Steve Godfrey, Steve Rollins (Library Dean), Susan Mitchell (UAA Co-chair alternate) . Visitor: Larry Foster, 2nd VP Faculty Senate.
- **SUBCOMMITTEES GOAL-SETTING.** Members convened first to choose chairs and work on goals. Steve Godfrey and Sally Bremner are continuing as Chairs of Library as Place and Library Services subcommittees respectively; Susan Mitchell will be Chair of Library Resources. Please see LAC goals by subcommittee as appendix.
- **LARRY FOSTER ON EXECUTIVE BOARD'S ROLE.** Larry Foster, 2nd VP FS explained how E-Board can help with FS committee needs such as additional members, special tasks, and some funding (depending on budgets) for FS functions. Last year E-Board urged all committees to set goals and objectives, of which 50 - 60% were met.
- **UPDATE ON SUBCOMMITTEES**

The Library as Place Subcommittee (LPS) has booked four art exhibits in the library's Arc Gallery for 2008-2009.

 - re-pair, Giclee Photographic Printes. Sept 8 - Oct 14
 - Storied Alaska: Giclee Prints by Michael Conti - Oct 16 - Dec 5
 - Abstractions: The Paintings of Deland Anderson. Jan 19 - Feb 28
 - Intimate Expressions: The Paintings of Kathryn Carovano. Mar 6 - May 1

The group has researched a surveillance system with camera hardwired into the system at the Library Circulation desk, and will pass the information to Steve.

The Library Resources Subcommittee (LRS) reported that the library hired the new Collections Development Librarian, Jodee Kawasaki, this summer. Jodee just presented her allocation model for the disposition of funds for book purchases among departments. Jodee will be key to implementation of LRS projects going forward, as she manages the overall collection budget, including journal subscriptions, and standing orders, and provides leadership in collection review. Christine Hanson will follow up on the rolling over of unspent Anthropology funds to the library at last year end, since her request was not actioned. The pilot review of Anthropology journals was completed, after faculty reviewed the listing of print and electronic subscriptions, and decided to swap some titles for others. The project provided useful insight to extending the exercise to larger depts.

The Library Services Subcommittee (LSS) reported that the Plagiarism page will go live on the Library website very soon. Progress has been hampered by the Library Systems Group's current reduction to half strength, and the high priority implementation of other important IT projects this summer. UAA IT has decided to postpone "turning on" SafeAssign™, the plagiarism detection module on Blackboard, until more consultation with faculty has taken place. Steve Rollins said he understands that the Provost is hiring someone to work on the plagiarism issue at UAA. Sally will contact Provost Driscoll to find out more. Gina advised that the APU Safe Rides Program has been revised to provide escort service between the APU campus and the Consortium Library only - between 10 pm and 9 am through the winter. There is also a new phone number to call.

Sonya Olson, APU Director of Campus life has supplied updated posters which will be displayed throughout the Library. Gina has asked her to keep the library updated on this program so we can provide reliable information to students at the library.

- **LibQUAL™ LIBRARY ASSESSMENT.** The library will undertake a LibQUAL™ survey from November 3 - 21. LibQUAL is an assessment survey which will help to gather data for both APU's and UAA's accreditation process. LibQUAL™ was developed by the Association of Research Libraries, and will provide a large-picture assessment of our library, as compared to peer institutions. The survey will be run every other year. Separate surveys, each costing \$3000, will initially be run for UAA and APU to see if the perceptions of library service are the same or different at the two institutions. The survey includes 27 questions, with an additional 5 selected from a group of optional questions to provide local focus. Susan Mitchell who has previous experience with LIBQUAL™, provided a PowerPoint overview with handout, and asked for LAC involvement in choosing the additional "local" questions, suggesting that each Subcommittees work with the results for their area to decide on further assessment follow up that may be needed to add value to the exercise.
- **IDEAS FOR NEW GOALS / PROJECTS.** LPS wants to work on signage for the Library's Arc Gallery, put good security in place, and book exhibits for 2009-2010. Gina advised that APU will be hosting an extensive exhibit of facsimiles of the St. John's Bible next June, and would like to use the Arc Gallery. Sally suggested additional space could be available using display cases in the Great Room, and the extensive wall area of the 3rd floor study area. The LPS agreed to help Gina stage this event. Carl Hild reported that APU will celebrate its 50th anniversary in 2009. The creation of a commemorative plaque is planned, possibly with a display of archival photographs showcasing APU's history. Carl will join LPS and facilitate projects related to this event.

LSS will maintain and solicit feedback for the Plagiarism Page, entitled Academic Honesty and Integrity. LSS also wants to work with APU to improve student access to computer software and other IT equipment available for their use at the Library. Steve Rollins said the Library needs a secure place to deliver library materials requested by APU faculty and Students. LSS will follow up on this. LAC Members suggested that book drop locations should be publicized better.

LRS will consider further activities relating to collection development and review, and will take a major role in LibQUAL™.

- **UPDATE FROM LIBRARY DEAN.**
New Metasearch Engine: Steve told members this software will be implemented on the library website in 5 weeks. It will allow simultaneous searching across multiple resources, much like Google does. He'll look for LAC help in evaluating this.

Better access to full text journal articles: Steve also reported that the Library has implemented new Journals A-Z Listing, which does an outstanding job of linking citations (manually entered or from databases) to full text resources. Steve spoke also of the Library's joint licensing (with ARLIS, UAF and UAS) of a collection of 2000 Elsevier journals - a \$4M value for a \$0.5M outlay. The Library has linked its full text journal holdings to Google Scholar, so the UAA and APU communities can select Google Scholar using Find Journals by Database, enter their university e-mail access

codes (if off campus), and link back from Google Scholar results of interest to the full text provided by library subscriptions.

New Reservation System for Research Computers: The Library recently implemented a new system to better control the time spent by public patrons using the Internet and e-mail, and improve access for UAA and APU students. Public users must have a library card and can reserve a computer for 1 hour each day. Stand up terminals allow 15 minutes for anyone to do a quick Web search or check e-mail.

New Permanent Display: On October 2nd, the permanent Atwood display will be unveiled near the Alaskana Collection - consisting of several large glass panels incorporating Anchorage Daily News pages and other archival images to celebrate Bob Atwood's role in Alaska's statehood.

Foucault Pendulum Surround Completed: An October 8th reception will celebrate the completion of the Foucault Pendulum Surround.

- **NEXT MEETING:**
October 3rd, in the Consortium Library Room 302A, 11:30 am.

LAC Goals & Objectives for 2008-2009

Library as Place Subcommittee

1. **Continue to develop the Library Arc Gallery as a valuable asset of UAA**
 - a. Secure funding for exhibit invitations (\$500 per year)
 - b. Expedite surveillance system
 - c. Facilitate APU-sponsored exhibit of St. John's Bible facsimiles in June
 - d. Schedule art exhibits for the Arc Gallery for 2009-2010
2. **Provide consultation and assistance for permanent and temporary displays to celebrate APU's 50th anniversary next year**
 - a. Advise on placement of commemorative plaque (Jan. 16)
 - b. Other projects to be announced (Jan.16)
3. **Assist the library in leveraging maximum benefit from LibQUAL™ survey Nov. 3-21.**

[Measures library service quality and identifies best practices.]

 - a. Review Library as Place dimensions to identify problem areas (Jan. 16)
 - b. Suggest and assist library in expediting further assessment activities to provide more in-depth analysis as needed (Feb.6)

Library Services Subcommittee

1. **Continue to promote academic honesty at UAA and APU**
 - a. Continue to develop & improve Academic Honesty and Integrity website (Apr.4)
 - b. Explore feasibility of including a Blog (Dec.5)
 - c. Gather feedback from faculty & input from current scenarios (Dec.31)
2. **Improve APU access to Consortium Library materials**
 - a. Establish policy/procedures for drop off of library materials at APU (Dec.31)
3. **Improve onsite access to computer hardware, peripherals and software for APU patrons**
 - a. Identify problem areas using LibQUAL™ survey results (Jan. 16)
 - b. Work with Library Systems Group, APU IT and UAA IT to resolve issues (Apr.4)
4. **Assist the library in leveraging maximum benefit from LibQUAL™ survey Nov. 3-21.**

[Measures library service quality and identifies best practices.]

 - a. Review Affect of Service dimensions to identify problem areas (Jan.16)
 - b. Suggest and assist library in expediting further assessment activities to provide more in-depth analysis as needed (Feb.6)

Library Resources Subcommittee

1. **Facilitate better communication between the library and departmental faculty regarding library collection development policies and faculty resource needs.**
 - a. Recommend a process for reviewing, reporting, and recommending library resource initiatives (using collection development policy, allocation model, etc.)
 - b. Run faculty focus groups at UAA and at APU
2. **Assist the library in leveraging maximum benefit from LibQUAL™ survey Nov. 3-21.**

[Measures library service quality and identifies best practices.]

 - a. Review Information Control dimensions to identify problem areas (Jan.16)
 - b. Suggest and assist library in expediting further assessment activities to provide more in-depth analysis as needed (Feb.6)

TO: Ann Bridges, President
UAA Faculty Senate

FROM: Letitia Fickel, Chair
Task Force on Faculty Work for Promotion, Tenure,
Post-Tenure Review, and Hiring

DATE: November 3, 2008

RE: Report on Task Force Activities

On October 10, 2008, the Task Force had the good fortune to meet with Dr. Robert Klein during his visit to UAA. The discussion focused on his experiences and expertise with faculty professional development and faculty evaluation. He made a number of recommendations and suggestions for how to create a system that both supports faculty development, while also serving as the basis for personnel decisions.

During October, the Task Force held nine Faculty Forums. These included forums held at KPC-Kenai Rive Campus, KPC-Kachemak Bay Campus, Mat-Su College, and Kodiak College. The forum scheduled for Prince William Sound Community College (PWSCC) was postponed due to weather. A total of ninety-four faculty members have participated. With the rescheduling of the forum at PWSCC, we will bring this phase of work to a close.

The Task Force received positive feedback on the format of the forums from the participating faculty. The participants indicated it had been a valuable and worthwhile experience. They appreciated the opportunity to share their work with others, and to hear about the work in which other colleagues were engaged.

One of the key tasks in our charge is the generation of a description and analysis of the gap between what we want to achieve as a university of distinction and what the current system delivers. Since the beginning of the fall semester the Task Force has been gathering and analyzing a variety of data in order to better understand the current faculty evaluation system. The faculty forums are a key data source in this process, and we have begun our initial analysis of the data. We have also examined the available data from the last eight years of the faculty review process. The summary of this analysis and our initial conclusions is attached. These two data sources, along with our review of the written policies and procedures, will form the basis of the gap analysis. Our goal is to have a review draft completed and distributed to faculty by the end of November

**Task Force on Faculty Evaluation for Promotion, Tenure, Post-Tenure Review, and Hiring
Summary Report: Faculty Evaluation Actions 2001-2008
October 30, 2008**

Executive Summary

One of the tasks given the Task Force was to review the current policies and procedures and develop a description and gap analysis between what we want to achieve and what the current system delivers. To complete this facet of our charge, we are examining a variety of data sources and analyzing them within the context of UAA's strategic plan and the national dialogue on faculty evaluation. As one step in the analysis, we wanted to better understand the historical trends related to the decisions and actions at the various levels in the review process. The data set we reviewed covered the academic years 2000-2001 through 2007-2008, and was provided by the Faculty Services Manager in the Office of Academic Affairs. It is important to note that during this eight-year span many people participated in the process as reviewers, rotating into and out of the various roles of review committee member, department chair, dean, campus director, provost, and chancellor. Therefore, the specific data and attendant trends cannot be attributed to specific individuals, but should be viewed as reflections of the system as a whole.

Based on our review and analysis of the data, the Task Force generated the following analysis, conclusions and questions for further consideration:

- Very few cases had a consistent pattern of negative review across all the levels.
- There were a significant number of mixed results cases, occurring mostly in decisions related to promotion and/or tenure. There were fewer cases of mixed results relating to 4th year review or post-tenure review.
- The 4th year comprehensive reviews were overwhelmingly positive, indicating that the vast majority of junior faculty were "on track" for promotion and tenure. However, we do not have data on the level of specificity of feedback provided faculty.
- Significantly, a high percentage of the mixed reviews occurred in cases from the community campuses.
- Data on the initiation and outcome of faculty appeals of decisions was not available.
- Based on the current data we cannot know how many faculty members might have foreseen the non-awarding of tenure and left before entering the fourth-year, or mandatory review.

Our **general conclusion** we have drawn from these data is that the current system does not appear to provide sufficiently clear boundaries within which to make professional judgments. The consistent pattern of mixed-reviews across the levels suggests that the existing criteria lack the sort of clarity and transparency necessary to achieve consistency in the review process.

These data and the resulting analysis also raised the following questions for the Task Force:

- How similar are these patterns to peer institutions?
- Is fourth year review working toward its intended end?
- How do faculty turn-over and faculty replacement policies affect these personnel decisions?
- How do labor market dynamics play into this data? Do some programs struggle to fill open lines, and so are more inclined to initially hire and tenure faculty whose performance may not fully meet the review criteria?
- How might the higher rate of mixed reviews for faculty at the community campuses contribute to the feeling of isolation, disconnection, and mistrust in the process?
- What additional information and understandings do department chairs, peer review

committee members, and deans need regarding the work of community campus faculty and their connections to their own campus missions?

- In what ways to the differing outcomes across the levels of review reflect competing values among differing reviewers regarding the “appropriate” scope of faculty work?
- What questions do these data raise regarding the definition of “peer”? Might there be different “peers” for different aspects of our work?
- Teaching content outside one’s discipline or comfort level is common, especially on the community campuses, yet evaluation across courses the same. How might policies around teaching assignments affect faculty turn-over or otherwise impact issues related to the evaluation of teaching?

As noted previously, this is only one source of data we are drawing on to complete the gap analysis. Our final conclusions will be drawn from a comparative examination of the full spectrum of available data, including faculty perspectives gained from the Faculty Forums.

Summary of Data: Faculty Evaluation Actions 2001-2008

1. A total of 408 faculty evaluations were completed during this period, of which:

- 93 were 4th YR review
- 120 were Tenure and Promotion
- 81 were Promotion
- 17 were Tenure only
- 74 were Post-Tenure
- 24 were Emeritus

2. Fourth-Year Reviews

- All 33 of the 4th Year reviews from the Library (7), School of Engineering (10), and College of Health and Social Welfare (16) were positive at all levels.
- In College of Education 4 of 5 applications were positive at all levels; one was pulled.
- No 4th year reviews were submitted from the Community and Technical College during this period.
- In the College of Arts and Sciences, of 51 applications, 48 were positive at all levels. In one case, the negative reviews by the chair and peer committee were not sustained at the Dean and Provost levels; in the second case all levels except the chair were positive; and in the third all levels except the peer review committee were positive.
- Of the 11 reviews in the College of Business and Public Policy, 10 were positive at all levels. In one case, there were negative reviews at all levels except by the University-wide Committee.

3. Promotion and Tenure

- All 11 of the applications for Promotion and Tenure from the Library (7), the College of Education (3), and Prince William Sound Community College were approved at all levels of review.
- Seventeen of the 18 applications for Promotion and Tenure in the College of Business and Public Policy were approved at all levels. In one case, the review was negative at all levels.
- In the College of Arts and Sciences 37 of 43 applications for Promotion and Tenure were approved at all levels. In two cases, the Peer Review Committee’s decision was negative, with all other levels approving the application. In two other cases, all levels were positive except the Dean’s review. In the fifth case, the negative decision by the Chair for both Promotion and Tenure and the Peer

Review Committee's and UW FEC's recommendations for tenure without promotion, were rejected by the Dean and Provost. In the sixth case, the positive recommendations of the Chair and Peer Review Committee for Promotion and Tenure were rejected by UW FEC, the Dean, and the Provost.

- Kenai Peninsula College had 8 of 9 applications approved at all levels. One application for Promotion and Tenure was approved at all levels, with the exception of the Chair-level review.
- Four of the 6 applications for Promotion and Tenure at the Mat-Su College were approved at all levels. In one case, there was a negative review at all levels except the Chair and Peer Review Committee. In the other case, the positive recommendation by the Director, Chair, and Peer Review Committee was rejected by the Dean and UW FEC, while the Provost and Chancellor approved tenure but not promotion.
- In the School of Engineering, of 4 applications, 3 were approved at all levels. In one case, the Peer Review Committee and the Dean's positive recommendations for both Promotion and Tenure, and the UW FEC's recommendation for tenure but not promotion, were rejected by the Provost. In this case, the Chancellor ultimately approved both promotion and tenure.
- There were 13 applications for Promotion and Tenure within the College of Health and Social Welfare, 12 of which were approved at all levels. In one case the positive recommendations of the Peer Review Committee and Dean were rejected by the UW FEC, and the Provost and Chancellor recommended tenure without promotion.
- In the Community and Technical College 10 of 11 applications were approved at all levels. In one case, the positive recommendations by the Peer Review Committee, the Dean, and UW FEC were rejected by the Provost; the Chancellor recommended promotion and tenure.

Tenure or Promotion Only

- Of the 15 applications university-wide for tenure, all were approved at all levels.
- Of the 4 applications university-wide for promotion only, 3 were approved at all levels. In one case from the Mat-Su College, the review was positive at all levels, except the Peer Review Committee and the Dean; the promotion was granted.

Promotion to Professor

- All 16 applications for Promotion to Full Professor from the School of Engineering (8), Library (4), Kenai Peninsula College (3), and Kodiak College (1) were approved.
- Of the 30 applications for Promotion to Full Professor in the College of Arts and Sciences, 23 were approved at all levels. In one case, there were positive reviews at all levels with the exception of the Dean. In one case there were positive reviews at all levels with the exception of the Chair. In two cases the positive recommendation of the Chair and Peer Review Committee was rejected at all the other levels of review; one of these cases was appealed and promotion was granted. In two cases, there were negative reviews at all levels with the exception of the Chair. In the final case, there were positive reviews at all levels except the Dean and Chancellor.
- In the Community and Technical College 6 of the 8 applications for Promotion to Full Professor were approved at all levels. In one case, the positive recommendations of the Chair, Peer Review Committee, and UW FEC were rejected by the Dean and Provost; the Chancellor recommended Promotion. In the other case all levels of review were negative with the exception of the Peer Review Committee.

- Of the 3 applications for Promotion to Full Professor from the College of Business and Public Policy, 2 were approved at all levels. In one case, there were positive reviews at all levels except UW FEC.
- Prince William Community College had 1 application for promotion to Full Professor in which the Campus Director's positive recommendation for promotion was rejected by all other levels of review.
- Of the 7 applications for Promotion to Full Professor in the College of Education, 3 were approved at all levels. In one case, the positive recommendation by the Peer Review Committee and UW FEC was rejected at all the other levels. In another case, the application was negatively reviewed at all levels. In the third case, the application was positively reviewed at all levels except the Dean. In the fourth case, the positive recommendation of the Chair and Peer Review Committee was rejected at all the other levels.
- There were 6 applications for Promotion to Full Professor in the College of Health and Social Welfare, 5 of which were approved at all levels of review. In one case, the application was negatively reviewed at all levels.

Post-Tenure Review

- All of the 10 applications for Post-Tenure review from the College of Health and Social Welfare (7), Library (2), and Mat-Su College (1) were approved.
- There were no applications for Post-Tenure Review from the School of Engineering, Community and Technical College, College of Education, Kenai Peninsula College, Kodiak College, or Prince William Sound Community College.
- Of the 45 applications for Post-Tenure review in the College of Arts and Sciences, all but 1 were approved at all levels. In one case, all levels of review were positive except UW FEC.
- There were 17 applications for Post-Tenure review in the College of Business and Public Policy, of which 16 received positive reviews at all levels. In one case, all levels of review were positive except UW FEC.

Summary:

There were 3 cases university-wide of negative reviews across all levels:

- 1 case for Promotion & Tenure
- 2 cases for Promotion to Full Professor

There were 36 cases of non-agreement across the levels of review:

- 11 cases involved Bipartite faculty (11 of 149)
- 20 cases involved Tripartite faculty (22 of 299)
- 6 cases involved community campus faculty (6 of 26)

Of the 81 total applications for Promotion to Full Professor, 13 were denied.

Of the 120 total applications for Promotion and Tenure, 6 were denied, and 1 was awarded Tenure but not Promotion.

Faculty Alliance

October 30, 2008

TO: Mark R. Hamilton, President of the University
Dan Julius, Vice-President, Academic Affairs

FROM: Jon Dehn, Member, Faculty Alliance

RE: Alliance actions, October 29, 2008

The Faculty Alliance discussed the recent reassignment of the Dean of the School of Arts and Sciences, Patrick Brown, at the University of Alaska Southeast. In accordance with our role to address faculty concerns, and on behalf of the affected faculty we have passed a motion requesting clarification of the reassignment. The Alliance is very concerned about the direct impact to the work environment of UAS faculty, the precedent this sets for the university, and its potential impact on accreditation throughout the UA system.

The Alliance chair, Jill Dumesnil, has recused herself with regard to transmitting this motion since she is a member of the affected faculty.

cc: Interim Chancellor Rogers UAF, Chancellor Ulmer UAA, Chancellor Pugh UAS
Provost Henrichs UAF, Provost Driscoll UAA, Interim Provost Everett
UA Board of Regents
Faculty Alliance Members, Faculty Senates UAF, UAA, UAS



Faculty Alliance

MOTION RELATING TO ACADEMIC PERSONNEL

The Faculty Alliance has recently become aware of the abrupt dismissal of the dean of the UAS School of Arts and Sciences. While we realize that administrators serve “at will,” we are concerned that this termination has the appearance of being arbitrary and capricious, which is very detrimental to morale and sets a dangerous precedent for the entire university system. We are further concerned that such actions could adversely impact accreditation and ultimately the mission of UAS and of the university system as a whole. We believe that any executive decision that has a direct impact on faculty such as the removal of a dean needs to be explained to the faculty to facilitate a healthy and open environment.

Therefore Be It Resolved that the parties responsible for the termination of the dean immediately meet with the UAS School of Arts and Sciences faculty and explain the situation.

Distribution: faculty senates, president, provosts, chancellors and the Board of Regents.

Motion passed unanimously by UA Faculty Alliance on October 29, 2008.

