



Faculty Senate

UNIVERSITY of ALASKA ANCHORAGE

UAA Faculty Senate Agenda
November 2, 2018
2:30 - 4:30 p.m.
Lew Haines Conference Room (LIB 307)
Audio: 786-6755 | ID: 284572
[Link to Live Skype Meeting](#)

I. Call to Order

II. Roll- (P= Present; A= Absent; E= Excused; T= Telephonic Participation)

2018-2019 Officers

Williams, Maria – President	Chase, Yvonne - Chair, UAB
Downing, Scott - 1 st Vice President	Protasel. Greg - Chair, GAB
Brock, Jennifer- 2nd Vice President	Chamard, Sharon - Past President

2018-2019 Senators

Allen, Mary Dallas	E	Graham, Rachel	Nabors, Forrest
Ampong, David		Ha, Songho	Ohle, Kathryn
Bridges, Anne		Harrod, Ryan	Orley, Soren
Brown, Barbara		Harville, Barbara	Ossiander-Gobeille, Megan
Cason, Jackie		Hicks, Erin	Pace, Kimberly
Coulter, Cathy		Hicks, Nathaniel	Paris, Anthony
Deal, Kitty		Hinterberger, Tim	Pence, Sandra
Din, Herminia		Karahan, Gokhan	Shamburger, Carri
Dunscorn, Paul		Kelly, Terrence	Smith, Kelly
Fitzgerald, Dave		King, Carrie	Sterling, Lorelei
Flanders-Crosby, Jill		Kuden, Jodee	Thiru, Kanapathi 'Sam'
Folias, Stefanos		Leu Burke, Grace	Toscano, Sharyl
Fortson, Ryan		Long, Toby	Van Dommelen, Dorn
Foster, Larry		Metzger, Colleen	Venema, Rieken
Grabarek, Lukasz		Meyers, Jeff	Wang, Caixia

III. Agenda Approval (pg. 1-4)

IV. Meeting Summary Approval (pg. 5-9)

V. Guest Speaker

A. Demry Mebane, United Way of Anchorage

VI. Officer's Reports

A. President's Report (pg. 10)

i. 2018 Faculty Senate Retreat Report (pg. 11-27)

B. First Vice President's Report (pg. 28-29)

C. Second Vice President's Report

D. Past President's Report

VII. Consent Agenda**A. Faculty Senate Committees**

- i. UFEC Bipartite, Mark Schreiter

B. Undergraduate Curriculum**i. Courses**

- Chg [CE A442: Environmental Engineering Design](#)
- Chg [HA A495: Hospitality Administration Internship](#)
- Chg [HIST A314: Nineteenth Century Europe](#)
- Chg [HIST A321: Modern China](#)
- Chg [HIST A322: Modern Japan](#)
- Chg [HIST A330: Russia in East Asia](#)
- Chg [HIST A341: History of Alaska](#)
- Chg [HIST A390: Themes in World History](#)
- Chg [HIST A424: Imperial Russian History](#)
- Chg [HIST A425: History of the Soviet Union](#)
- Chg [HIST A427: Post-Soviet Culture and Society](#)
- Chg [MATH A371: Stochastic Processes](#)
- Chg [MATH A407: Mathematical Statistics](#)
- Del [PEP A117: Techniques in Personal Training](#)
- Del [PER A109: Aqua Aerobics](#)
- Del [PER A130: Beginning Tennis](#)
- Chg [PHYS A123: College Physics I](#)
- Chg [PHYS A123L: College Physics I Laboratory](#)
- Chg [PHYS A123R: College Physics I Problem Solving](#)
- Chg [PHYS A124: College Physics II](#)
- Chg [PHYS A124L: College Physics II Laboratory](#)
- Chg [PHYS A124R: College Physics II Problem Solving](#)
- Add [PSY A211: Careers in Psychology](#)
- Chg [PSY A400: Strategies of Behavior Change](#)
- Chg [PSY A447: Behavioral Treatment of Autism Spectrum Disorder](#)
- Chg [PSY A455: Interventions for Challenging Behavior](#)
- Chg [PSY A467: Organizational Behavior Management](#)
- Chg [PSY A478: Applications of Behavior Analysis](#)
- Chg [PSY A495A: Psychology Practicum](#)
- Chg [STAT A308: Intermediate Statistics for the Sciences](#)

ii. Programs

- Chg [BIOS-BS: Bachelor of Science in Biological Sciences](#)
- Chg [PHTH-MNR: Minor in Public Health](#)

C. Graduate Curriculum**i. Courses**

- Chg [CE A603: Arctic Engineering](#)

Del	<u>CE A641: Fundamentals of Environmental Engineering and Applied Environmental Science</u>
Chg	<u>CE A648: Solid Waste Systems and Technologies</u>
Add	<u>ES A666: Assessment and Communication of Engineering Research</u>
Chg	<u>SWK A635: Transformational Leadership Capstone</u>

D. Removal of GER Status (pg. 30)

VIII. Boards and Committees Reports

- A. Graduate Academic Board
- B. Undergraduate Academic Board
- C. General Education Review Committee
- D. University-wide Faculty Evaluation Committee
- E. Academic Assessment Committee (pg. 31-32)
- F. Academic Computing, Distance Learning and Instructional Technology and e-Learning (pg. 33-34)
- G. Budget, Planning, and Facilities Advisory Committee
- H. Diversity Committee (pg. 35-38)
- I. Faculty Grants and Leaves Committee
The Faculty Grants & Leaves Committee held its first meeting of the year on October 5. Ralph Courtney and Kelly Smith were elected as co-chairs. It was noted that there are vacancies on the committee from COH, CoENG and CAS. The committee is in the process of reviewing applications from the first round, and will hold a meeting on November 9, to finalize recommendations.
- J. Institutional and Unit Leadership Review Committee
- K. Library Advisory Committee
- L. Student Academic Support and Success Committee
- M. Community Campus Committee
- N. Academic Honesty and Integrity Committee
- O. Research and Creative Activity Committee (pg. 39)

P. Joint Ad Hoc Committee on Internationalization

Q. Joint Ad Hoc Committee on Education Abroad

R. Joint Ad Hoc Committee on Faculty Course Evaluation System IDEA

IX. New Business

A. Creation of an Ad Hoc Faculty Senate Committee on Service and Non-course Teaching portions of Workload Agreements (pg. 40-41)

B. Creation of an Ad Hoc Faculty Senate Committee: “Electronic Annual Activity Reporting Steering Committee” (pg. 42-43)

X. Administrative Reports

A. Chancellor, Cathy Sandeen

B. Interim Provost, John Stalvey

C. Vice Chancellor of Administrative Services, Beverly Shuford

D. Vice Chancellor of Advancement, Megan Olson (pg. 44-48)

E. Vice Chancellor of Student Affairs, Bruce Schultz (pg. 49-54)

F. Vice Provost of Academic Affairs, Susan Kalina (pg. 55-56)
i. Accreditation Update

G. CIO, Adam Paulick

H. United Academics Union Representative, Sharon Chamard

I. Office of Institutional Effectiveness, Engagement and Academic Support (pg. 57-61)

J. Associate Vice Chancellor for Alaska Natives and Diversity, Jeane Breinig (pg. 62-63)

S. Vice Provost for Student Success, Claudia Lampman (pg. 64-65)

XI. Informational Items & Adjournment

A.



Faculty Senate

UNIVERSITY of ALASKA ANCHORAGE

UAA Faculty Senate Summary
October 5, 2018
2:30 - 4:30 p.m.
Lew Haines Conference Room (LIB 307)
Audio: 786-6755 | ID: 284572
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2018-2019 Officers

P	Williams, Maria – President	P	Chase, Yvonne - Chair, UAB
P	Downing, Scott - 1 st Vice President	P	Protasel. Greg - Chair, GAB
P	Brock, Jennifer- 2nd Vice President	P	Chamard, Sharon - Past President

2018-2019 Senators

E	Allen, Mary Dallas	P	Graham, Rachel	E	Nabors, Forrest
E	Ampong, David	P	Ha, Songho	P	Ohle, Kathryn
P	Bridges, Anne	T	Harrod, Ryan	P	Orley, Soren
T	Brown, Barbara	P	Harville, Barbara	P	Ossiander-Gobeille, Megan
P	Cason, Jackie	P	Hicks, Erin	P	Pace, Kimberly
P	Coulter, Cathy	P	Hicks, Nathaniel	P	Paris, Anthony
T	Deal, Kitty	P	Hinterberger, Tim	P	Pence, Sandra
P	Din, Herminia	P	Karahan, Gokhan	P	Shamburger, Carri
E	Dunscorn, Paul	P	Kelly, Terrence	P	Smith, Kelly
P	Fitzgerald, Dave	P	King, Carrie	P	Sterling, Lorelei
P	Flanders-Crosby, Jill	T	Kuden, Jodee	P	Thiru, Kanapathi 'Sam'
P	Folias, Stefanos	E	Leu Burke, Grace	P	Toscano, Sharyl
P	Fortson, Ryan	T	Long, Toby	E	Van Dommelen, Dorn
P	Foster, Larry	P	Metzger, Colleen	P	Venema, Rieken
P	Grabarek, Lukasz	T	Meyers, Jeff	P	Wang, Caixia

III. Agenda Approval (pg. 1-4)

Approved

IV. Meeting Summary Approval (pg. 5-8)

Approved

V. Guest Speaker

A. USUAA President, Geser Bat-Erdene

USUAA has identified and prioritized 3 goals:

1. *Advancing culture of respect*
2. *Working closely with departments to review mandatory student fees*
3. *Newly formed committee – food, security and homelessness issue*

Hosting Gubernatorial Debate on October 15, 5:30-7pm, on “What role should the PFD play addressing Alaska’s fiscal crisis?” Anchorage Daily News will be live streaming.

VI. Officer's Reports

- A. President's Report (pg. 9-10)
 - i. Common Calendar Committee Memo & Recommendations (pg. 11-12)
- B. First Vice President's Report
- C. Second Vice President's Report (pg. 13)
- D. Past President's Report

VII. Consent Agenda

- A. Retention of Joint Ad Hoc Committee on Internationalization
- B. Retention of Joint Ad Hoc Committee on Education Abroad
- C. Undergraduate Curriculum
 - i. Courses
 - Chg [ASTR A103: Solar System Astronomy](#)
 - Chg [ASTR A103L: Solar System Astronomy Laboratory](#)
 - Chg [ASTR A104: Stars, Galaxies, and Cosmology](#)
 - Chg [ASTR A104L: Stars, Galaxies, and Cosmology Laboratory](#)
 - Chg [BA A325: Corporate Finance](#)
 - Chg [BA A375: Statistics for Business and Economics](#)
 - Chg [CIS A105: Introduction to Personal Computers and Application Software](#)
 - Chg [CIS A110: Computer Concepts in Business](#)
 - Chg [CIS A210: Contemporary Business Applications Development](#)
 - Chg [CIS A361: Advanced Contemporary Business Applications Development](#)
 - Chg [CIS A376: Management Information Systems](#)
 - Chg [EE A314: Electromagnetics](#)
 - Chg [EE A324: Electromagnetics II](#)
 - Chg [PHIL A400: Ethics, Community, and Society](#)
 - Chg [PSY A150: Lifespan Development](#)
 - ii. Programs
 - Chg [SOCI-BA: Bachelor of Arts in Sociology](#)
 - Chg [SOCI-BS: Bachelor of Science in Sociology](#)
 - Chg [SOCI-MNR: Minor in Sociology](#)
- D. Graduate Curriculum
 - i. Courses
 - Chg [BA A610: Business Intelligence and Analytics](#)
 - Chg [BA A633: Problem Formulation and Decision Analysis](#)
 - Chg [BA A648: Business Intelligence and Data Mining](#)
 - Chg [PM A603: Project Initiation and Planning](#)
 - Chg [PM A604: Project Executing, Monitoring and Control](#)
 - Chg [PM A605: Operational Integration and Project Closure](#)
 - Chg [PM A623: Stakeholder Engagement and Collaboration](#)

- Chg [PM A624: Advanced Project Risk Management](#)
- Chg [PM A626: Project Procurement Management](#)
- Chg [PM A630: Systems Engineering Fundamentals](#)
- Chg [PM A632: Advanced Project Controls](#)
- Chg [PM A650: Advanced Information Technology Project Management](#)
- Chg [PM A651: Advanced Construction Project Management](#)
- Chg [PM A652: Project Definition and Research Methods](#)
- Chg [PM A653: Project Management Application Tools](#)
- Chg [PM A686A: Capstone Project: Initiating and Planning](#)
- Chg [PM A686B: Capstone Project: Executing, Controlling and Closing](#)
- Chg [PM A690: Selected Topics in Project Management](#)
- Chg [PM A695: Project Management Internship](#)
- Chg [PM A698: Individual Research](#)

ii. Programs

- Chg [BIOS-MS: Master of Science in Biological Sciences](#)
- Chg [ME A656: Renewable Energy Systems Engineering](#)

Consent Agenda Unanimously Approved

VIII. Boards and Committees Reports

A. Graduate Academic Board

Greg Protasel recommends that faculty initiators show up to meetings when they are on the agenda.

B. Undergraduate Academic Board

Yvonne echoed Greg's statement on being present for curriculum readings

C. General Education Review Committee (pg. 14)

D. University-wide Faculty Evaluation Committee

E. Academic Assessment Committee (pg. 15)

F. Academic Computing, Distance Learning and Instructional Technology and e-Learning (pg. 16-18)

G. Budget, Planning, and Facilities Advisory Committee

Stefanos gave verbal report

H. Diversity Committee (pg. 19-21)

STEM Day is October 6, 2018 11am-4pm

Fall 2018 Diversity Dialogue is on Friday, October 12 at 11am-12:30pm in the bookstore

- I. Faculty Grants and Leaves Committee
- J. Institutional and Unit Leadership Review Committee
- K. Library Advisory Committee
- L. Student Academic Support and Success Committee
- M. Community Campus Committee
- N. Academic Honesty and Integrity Committee
- O. Research and Creative Activity Committee (pg. 22-23)
- P. Joint Ad Hoc Committee on Internationalization
- Q. Joint Ad Hoc Committee on Education Abroad
- R. Joint Ad Hoc Committee on Faculty Course Evaluation System IDEA

IX. New Business

- A.

X. Administrative Reports

- A. Chancellor, Cathy Sandeen
 - *Launching search for a Director of Diversity & Inclusion to take the lead on the Diversity Inclusion and Action Plan*
 - *Search for the Provost- it is already too late to start a national search, so we will plan on launching a search next year.*
 - *Going forward with a Center for Women and Gender Studies*
- B. Interim Provost, John Stalvey
- C. Vice Chancellor of Administrative Services, Beverly Shuford
 - Debbie Narang and UAA's new Athletic Director, Greg Myford briefly gave an update on Seawolf Athletics and mentioned potentially hosting a Faculty Senate night at a future athletic event to honor all of their work.*
- D. Vice Chancellor of Advancement, Megan Olson (pg. 24-33)
- E. Vice Chancellor of Student Affairs, Bruce Schultz (pg. 34-39)
- F. Vice Provost of Academic Affairs, Susan Kalina (pg. 40-54)
 - i. Accreditation Update, Jennie Brock

G. CIO, Adam Paulick
UA CIO Update

H. United Academics Union Representative, Sharon Chamard

I. Office of Institutional Effectiveness, Engagement and Academic Support (pg. 55-59)

J. Associate Vice Chancellor for Alaska Natives and Diversity, Jeane Breinig (pg. 60-61)

S. Vice Provost for Student Success, Claudia Lampman (pg. 62)

XI. Informational Items & Adjournment

A.



Faculty Senate

UNIVERSITY *of* ALASKA ANCHORAGE

Faculty Senate President's Report November 2, 2018

- Faculty Senate Retreat Report was sent to Chancellor on 10/17/18 and then sent to all Faculty via the listserv on 10/22, and to Full Council of Deans and Directors on 10/23
- 1st VP Downing and President addressed the FCDD on 10/24 to highlight the Retreat findings, which clearly illustrate that UAA is struggling with shared governance.
- The Faculty Senate Executive Board did request a Faculty member be part of the Chancellor's Cabinet, however this was denied.
- Faculty Senate Executive Board has a motion in the New Business portion of today's agenda to establish an ad hoc committee on Faculty Service
- I met with USUAA on 10/19, and will meet with Staff Alliance on 11/1/18. These are efforts to ensure communication and shared issues and initiatives are taking place.
- November 30th Working Faculty Senate meeting with Chairs of standing committees and Executive Board to adjust and update our By-laws, and address current standing committee's relevance, i.e. are there some that are no longer active? Do we need to establish any new committees?
- Updates from Faculty Alliance (Maria, Scott and Sharon)



Faculty Senate

UNIVERSITY *of* ALASKA ANCHORAGE

**Faculty Senate Retreat
Final Report
October 1, 2018**



UAA/KPC Faculty Senate members pictured (left-right) Gary Turner (KPC director), Scott Downing (1st Vice President), Maria Williams (UAA Faculty Senate President), Megan Osslander-Gobeille, Paul Dunscomb, Herminia Din, Ryan Harrod, Catherine Sandeen (UAA Chancellor), Toby Long, Kitty Deal, Cathy Coulter, Jennifer Brock (2nd Vice President), Grace Leu Burke, Dorn Van Dommelen, John Stalvey (UAA Interim Provost), Cheryl Siemers, Jeff Meyers, Sam Thiru, Tim Hinterberger, Kelly Smith, Sharon Chamard (Past President), Stefanos Folias, Yvonne Chase, Larry Foster.

CREDIT: Photo provided by KPC Advancement

Introduction

The Faculty Senate retreat was held on Friday August 17th at the Kenai River Campus. We had over 30 Senate members who attended in person, or via distance.

We were welcomed by Director Gary Turner and his staff and faculty of KPC. Past President Chamard presented initial findings of the Faculty Morale Survey, new incoming Chancellor Sandeen delivered a 15-minute address, and Interim Provost Stalvey gave a 5-minute address.

In the afternoon session the senate divided into five working groups and addressed two broad themes – COMMUNICATION and RESPECT and reviewed a third strand of each group's choice.

The Faculty Morale survey was a springboard for the Retreat break out session, which was focused on discussing broad themes that have proven to be a challenge for our institution. The notes that each of the five groups submitted are in the appendices.¹

Faculty within the entire UA system have been adjusting to a UA Statewide administration that has not always recognized nor understood shared governance in higher education. In addition to budget stress, changes from UA Statewide have created challenges for UAA. These challenges include Statewide IT decisions in which the UAA main campus was not properly consulted, issues with the roll out of Strategic Pathways, and perhaps most notably the dissolution of the Colleges of Education at UAF and UAA. Additionally, local UAA campus initiatives that have created a challenging atmosphere include the following:

- Tier I GER move from CAS to CTC
- Too many *Interim* top level administrative positions
- Facilities issues that have impacted curriculum/courses
- Discussion of possible restructure/reduction of Faculty Workloads in the area of service at the dean level without faculty input
- On-line trainings which have focused on compliance rather than building a positive culture (Title IX, anti-bullying, etc.).

Please note that all of the Statewide and more localized UAA scenarios listed are not necessarily negative. What the Faculty Senate objects to is the *process* in how they were introduced and *rolled out*, leaving out faculty and even staff consultation, undermining the benefits of shared governance.

In addition to the above issues, several major UAA-wide initiatives such as, Reaffirmation of Accreditation, UAA 2020, and the Diversity and Inclusion Action Plan have involved faculty at all stages, yet often faculty have not been credited with their service in this arena.

¹ Past President Sharon Chamard conducted a major Morale Survey via Faculty Alliance. For the UAA Faculty Senate Retreat, she included UAA specific data. The final report will be completed by December 2018.

The focus of the retreat was to look at two themes: communication and respect, while examining the importance of transparency and mentoring. The retreat also identified potential solutions to the problems. Discussion of solutions was particularly helpful in highlighting the willingness of the Faculty to move the agenda forward in creating a highly functional and more engaged working and collaborative environment.

“Encourage transparency of decision making: encourage leadership (Chancellor, Deans, etc.) to share rationale and evidence for decision making.”

One of the discussions centered on the possible adoption of a ‘Tenets of Organizational Culture’ document. The private sector has been developing and implementing these documents to create a more highly functional working environment. This will be an ongoing discussion with the Senate and is just one way that UAA can move forward in making a more respectful, transparent workplace that truly engages faculty, staff and administration at all levels of problem solving and solutions.²

“In the cases where decisions are being billed “tough decisions” to save money show the data on cost savings and state what the justification is.”

A new Chancellor and Vice Chancellor of Administrative Services will help the University move beyond concerns with interim leadership. The Faculty Senate Executive Board is optimistic that new incoming leadership will offer a positive, stable environment. We welcome them and want to keep the Faculty Senate involved in all communications.

Retreat Findings

The academic culture is challenging in today’s 21st Century reality of a more commodified educational system. In Alaska we have had the additional stress of challenging budgets at the statewide due to low oil prices. Decisions have been made quickly and have not provided enough time for consultation or collaborative decision making. Tenets of shared governance, which should be the heart and soul of the academic structure, are often ignored. When faculty and/or staff have complained about changes happening too quickly or happening in the summer when most faculty are off contract, we have often been met with even more divisive decision making. This situation has been exacerbated by ongoing interim leadership, including

² Links to examples of Tenets of Organizational Culture and/or Behavior

<https://www.strategy-business.com/article/10-Principles-of-Organizational-Culture?gko=71d2f>

<https://www.forbes.com/sites/strategyand/2016/02/21/10-principles-for-mobilizing-your-organizational-culture/#1aee60993912>

<https://mentor.unm.edu>

Interim Provost (3 years), Interim Chancellor (18 months), and Interim Vice Chancellor for Administrative Services (18 months).³

In Fall 2018, UAA has seen a new VC of Administrative Services, a new Chancellor, and we hope there will be a nationwide search for a new Provost initiated soon.

“Start by Consulting Faculty = should be #1 on new Chancellor’s priorities.”

Although it would be easy to point the finger of our morale-challenged University to ‘Interim fatigue’, we must address and challenge the status quo and provide a new model of behavior in order to move forward in a positive direction of shared governance, better communication, and an inclusive strategic planning process.

This document, based on the Retreat and Morale Survey, addresses problems and provides possible solutions.

Challenges with Statewide

UAA is part of the UA Statewide system; however, we remain separately accredited and maintain a distinct ‘personality’ and profile from both UAF and UAS. Our community campuses likewise maintain unique qualities and strengths that reflect their local communities’ needs and demographics.

UA Statewide has been critiqued by faculty for a lack of shared governance and the lack of a transparent communication structure. Minimal, often nonexistent, communication with affected faculty in decisions (IT, School of Education reorganization, Strategic Pathways, etc.) are seen as evidence. In particular, the decision to combine the Colleges of Education at UAA, UAF, and UAS has highlighted the lack of communication. The faculty at UAA generated documents that expressed concern surrounding accreditation and management issues, but President Johnsen pushed through this initiative. The faculty concerns surrounding accreditation in particular proved to be justified, which resulted in partial backtracking by Statewide, further adding confusion to the process. There needs to be a communication structure that alerts faculty, staff, and students in advance of sweeping changes. There are also challenges in transparency in decision making and budgets. Although the UAA Faculty Senate is part of the Faculty Alliance, the relationship between Faculty Alliance and Statewide has been strained and faculty advice has often been ignored. Shared governance is also shared accountability and is needed for alignment of both UA and UAA’s institutional priorities.

“Communication is not just about talking, it’s also about listening.”

Disagreements are inevitable in shared governance structures and especially during budget crunches. The challenges UA and UAA face warrants vigorous discussion and debate. These

³ In 2015 a Provost Search was underway, however the Chancellor at the time appointed Sam Gingerich for a two year term. and after Chancellor Case’s retirement in 2017, Gingerich was appointed as Interim Chancellor, and he appointed one of his former colleagues, Duane Hrcir as Interim Provost in AY 2018. Currently we have John Stalvey as Interim Provost, former Dean of CAS.

discussions will and should occur, but without bullying, stonewalling, and paternalistic behaviors. This type of behavior worsens the situation, makes consensus difficult, and leads to ill-advised decisions. This behavior also inhibits the free flow of ideas that is necessary to developing effective, long-lasting solutions.

It is understandable that decisions, especially those involving budgets, might need to be made quickly, but in these instances a better mechanism for communicating these decisions needs to be established. The public is aware of these budget decisions, making it vitally important to communicate to the public that UAA is still a viable institution whose doors are still open and that UAA is working hard to be a good steward of state funds.

“An effort needs to be made to get information out as quickly as possible. Surprise is generally not a good thing. Telegraph your blow. There are plenty of forums in which this can be done.”

The role of deans at UAA appears to be based on a budget management model that uses a cookie-cutter approach to solve problems. Since the state of Alaska has been suffering a painful budget decline, the University and the Deans have been notorious for non-inclusivity and a lack of openness in budget adjustments. For example, when faculty lines become available via retirement or resignation, they are often not replaced. But worse, the decisions to close these lines are not always discussed with the affected departments.

CAS has eliminated most of its Term positions without examining the curricular impacts and has cut the service component from the workloads of Term faculty, thereby silencing their voice in governance processes. Some departments are limping forward with an inadequate number of faculty which directly impacts student success. Given the focus on students success in the 2020 core values, budget decisions should have been made more thoughtfully. Including faculty in these discussions helps identify more creative solutions and helps faculty better understand why positions are not being replaced and/or eliminated. In some cases, deans have adjusted faculty workloads, adding non-resourced items, and have not provided explanations. With better and more respectful communication, the deans and faculty could have a better *shared understanding* of why a tough decision is being made. Using a shared governance model, deans and faculty could find the best solution to address challenging budget situations.

Academia is a place of challenge and debate and a place of diverse opinions, backgrounds, and theoretical lenses. This makes the university a dynamic place. The balance between challenge and debate must be guided by respect and thoughtful dialogue. Often the deans at UAA do not acknowledge the different aspects of the diverse pedagogies and disciplines, and often use a ‘cookie cutter’ approach to budgets and problem-solving, which does not serve the diversity of disciplines at UAA.

The role of deans in Academia has changed – shifting toward fundraising and capital campaigns and away from day to day management of Colleges. This would be an ideal model for UA and UAA, given our budget challenges. For the most part, the deans at UAA are not actively involved in capital campaigns, fundraising, or community and/or alumni drives. The focus of the UAA

deans is on budget maintenance, which is understandable given the State's financial issues. However, it is highly recommended that the dean's re-focus their energy towards bringing in additional funding. Pressuring faculty to generate tuition and teach more and more students risks undermining the quality of our product. The faculty in general are aware of the need to increase enrollments, but it is challenging when faculty are teaching more classes and teaching more students while doing more service because faculty line items go unfilled in their respective departments. It has put tremendous strain on most faculty and perhaps looking at new ways in which re-visioning or remodeling the dean's roles with a focus on fundraising, capital campaigns, alumni drives, etc. would be a logical move.

"Require that Dean's Job description highlight communication with faculty. Follow-up with Faculty evaluation of administrators on this theme [of communication]."

Recommendations

The Retreat reflected issues at the statewide level as well as UAA. We recommend the following, which is applicable to both the Statewide as well as UAA:

Inclusive strategic planning needs to be implemented. This can be accomplished by using existing governance structures more effectively and making changes where they are necessary to include all parties at the table. Shared governance is both a *structure* and a *process*. This is an important point; currently there is too much focus on structure rather than a truly engaged process of decision making. Faculty and faculty governance need to be involved in decision making in a meaningful way, which is currently not the case.

Be transparent in decision making; leadership needs to take responsibility for their decisions, especially if it has negative impact on faculty, staff, and students. Budget justifications and cost benefit analyses need to be made available.

True collaboration needs trust, Trust depends on transparency and will take time to rebuild.

Communication, both internally and externally needs to be addressed immediately. Communication channels are inconsistent (email, division meetings, FCDD, etc.) and not organized. Internal communications from Full Council of Deans & Directors to Colleges, Chairs, Directors, and staff needs to be systematized. Often major initiatives are filtered by the deans or not shared with their faculty. Other than Green and Gold, external communication is inconsistent and often non-existent. We need more and better avenues to get the word out on the amazing accomplishments that happen at UAA.

***"celebrate other's accomplishments/successes
celebrate our own accomplishments/successes"***

Respectful Behavior: A lack of respectful communication and respectful behavior continue to be an issue. It is clear from the Retreat, and the Morale Survey, that there is a fair amount of paternalistic and bullying behavior from the Deans to the Faculty. This must stop immediately. If this were to change, it could transform UAA. Perhaps UAA needs to adopt an official policy of behavioral culture – one that is built upon communication, respect, and shared governance.

“The moral strength of any organization is measurable by how it treats its most vulnerable members, so we are especially committed to hearing the voices of and protecting our most vulnerable colleagues (e.g. non-TT faculty, staff, and students).”

Celebrate accomplishments: UAA does an inconsistent job of celebrating the accomplishments of its staff, faculty, and students – both internally and externally. Increase support for faculty initiatives and ceremonies. Often faculty have ‘stepped up to the plate’ and established on-line courses and lifted their class caps, in order to generate more tuition dollars. They have adjusted and adapted their pedagogies to accommodate this, yet are rarely acknowledged for the work they have put into making these changes. Perhaps the deans, chancellor or provost can host an annual dinner or luncheon that celebrates faculty that have published books or secured large research grants. Many Universities have such events. It is a lovely recognition of faculty research and builds morale.

Leadership Training on mentoring, providing a safe work place where all ideas are welcome. NCBI training, HERS Training, and other leadership training emphasizes a culture of respect, rather than hierarchy. Faculty and administrators both could benefit from professional and leadership development – especially in the area of shared governance. Faculty that move into administrative positions are often not provided adequate training or mentoring. Training would ensure a much smoother transition and create a better environment for all.

Re-examine the Role of the Deans. The focus of the UAA deans is on budget maintenance, however, it is highly recommended that the dean’s re-focus their energy towards bringing in additional funding through capital campaigns, alumni drives, and community outreach so the greater community is aware of all the activities and successes at UAA with faculty, staff, and students.

“Require that Dean’s Job description highlight communication with faculty. Follow-up with Faculty evaluation of administrators on this theme [of communication].”

Highlights from the Faculty Morale Survey

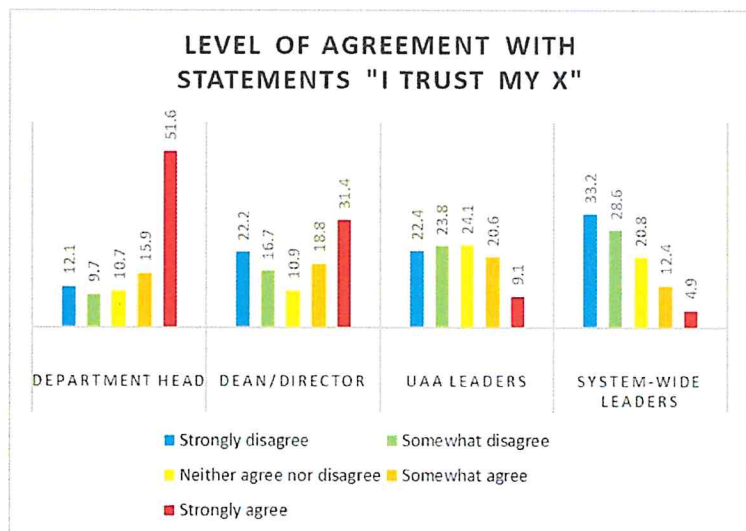
Preliminary results from the 2017-2018 Faculty Morale Survey focused on the 337 responses from UAA faculty members. The survey was conducted on Qualtrics and was open from April 22 to May 10, 2018.

Two-thirds of respondents said in the past year their morale had either declined a great deal (33.9%) or somewhat (32.6%). Ten percent said their morale had either improved a great deal (1.6%) or somewhat (8.6%). Roughly a quarter of respondents (23.4%) said their morale had not changed one way or another in the past year.

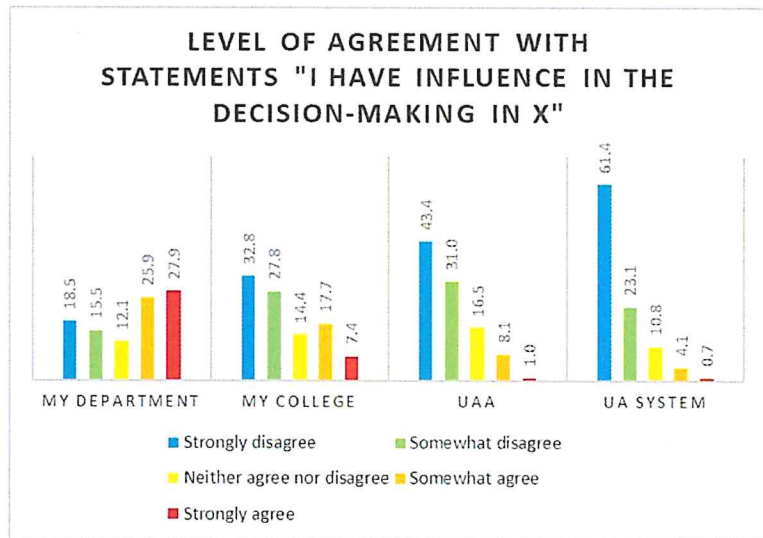
Change in level of morale was strongly related to satisfaction with resources, particularly with those provided by the university to support teaching. Faculty who reported their morale had declined a great deal were also generally very unsatisfied with resources provided to support their teaching. Similar patterns were seen for other relationships between change in morale over the past year and satisfaction with the level of support for research, service, and administrative activities, where the most dissatisfied faculty were more likely to report a large decline in their morale.

Overall, there were higher levels of agreement with the statement “the leadership of X is performing well” the closer X is to the faculty member organizationally. Faculty in general thought their departmental leadership was performing better than their college leadership, which was seen as performing better than UAA leadership. Statewide leadership was rated as performing least well. Those who said their morale had declined somewhat or a great deal had lower levels of agreement compared to those whose morale had increased or stayed the same.

Other questions on the survey asked about trust in leaders at various levels of the university and the statewide system. Responding faculty had much higher levels of trust for leaders closer to them organizationally (department heads) than for system-wide leaders. With respect to morale change, faculty who said their morale had declined somewhat or a great deal in the past year also trusted their leaders (at all levels) less than did faculty whose morale increased or stayed the same.



Faculty who participated in the survey said they have more influence over decision-making at the lower levels of the institution. This was related to degree of morale change; faculty who agreed or strongly agreed they have influence over decision-making were much more likely to report increases or no change to their morale in the past year, while faculty who said they had little influence over decision-making typically said their morale had declined.



Other variables, such as faculty rank and tenure status and length of employment at UAA were not related to changes in levels of morale, but faculty who said they worked long hours in a typical week (55 or more), were more likely to report their morale had declined a great deal in the past year.

In sum, there are several factors associated with a decline in faculty morale: dissatisfaction with resources provided to support teaching, research, service, and administrative activities; low assessments of leadership performance, low levels of trust in leaders, a sense of lack of influence over decision-making, and working long hours.

Notes from all Four break out groups

1st Breakout Question: Communication

Time allotted: 30 minutes

1:45-1:55: Many Faculty have indicated communication, particularly between faculty and administrators, is a big issue. Take 10 minutes to brainstorm specific ways in which this is a problem.

- Statewide wanted the College of Ed to be one college, the faculty from all three campuses said it wouldn't work, some generated documents, some met with Johnson directly, they were not listened to. Of course the accrediting body said no, but all of the outward messages are that Ed is one college. They're not. None of it makes sense, there is no rationale, it feels very political. We are not just not listened to, we are **willfully blocked out**. Our enrollments are down, students believe there is no program at UAA. Every message to the public is still that there is only one college of ed, which is not true. We need our dean and director to go on a PR campaign to assure people we still exist.
- In terms of education, there are outside groups that feel that they should have a say in how it happens (this is an issue through the nation) and it feels like they have Johnson's ear. This feels insidious. The accreditation helps in this case
- The south wing of the second floor of ADM serves as a black hole into which complaints are delivered, but nothing comes out. Sometimes there is a sweeping memo from upper admin or statewide.
- This has clearly been an issue for a long time, apparently there was a memo re: the Tier I GER that pointed out that this was a big problem that needed more study and action. . . from 1995. Given that we have known about this for so long, it is shocking that it was such a surprise. Informational meetings were only held after the whole issue had blown up.
- Everyone wants to be consulted, but very few people want to take responsibility. There needs to be a process and people at least need to feel that their input is being listened to.
- Facilities on main campus could better improve communication, i.e. Video conference challenges at UAA. KPC and KoC appear to have better set-ups. UAA has Tier 1, Tier II, Tier II rooms – but they are controlled by departments and/or colleges –
- MEDIA – UAA needs to be better served in this area. KPC and KoC appear to have much better communication to their local communities and local media.

I have included problems and solutions in this section

1. Timeliness: Communicate information from senate meetings to faculty in timely manner.

2. Summary: Summarize key decisions of faculty senate meetings in follow-up communication.
3. Transparency: Encourage transparency of decision making by encourage leadership (chancellor, deans, etc.) to share rationale and evidence for decision making.

Theme #1: Communication

- Lack of rationale explained
- Filtered & blocked info by Deans. Information not getting through to faculty
- Limited communication pathways
- Info overload – email system bad at sorting
- Lack of direct dissemination

Theme 1: Communication:

- Physical separation across campuses impacts faculty – all faculty are responsible to communicate with each other & our admin.
- some hesitancy/barriers are: time for unstructured time & hierarchy issues – you need to understand UAA's structure
- top down decisions with little regard to input from faculty - which also carries over to Respect
- In the absence of timely information rumors will prevail

Meaningful engagement of faculty in decision making should occur at the onset of any academic issues

Dean's executive decision making is unilateral. WL Service reductions communicated poorly – what does this mean?

ADMIN – once they ID a problem – they should ask Faculty or engage faculty right away in problem solving

Start by Consulting Faculty = should be #1 on new Chancellor's priorities

Transparent Budgets are important

Communication from FCDD to Colleges, Chairs needs to be systematized

1:55-2:15: Brainstorm possible solutions to this problem. Put a star next to the top 2-3 ideas that your table thinks have the potential to make the best positive change on campus. Bonus question: if this were a tenet of our organizational culture, how would good communication be put into a statement as an ideal?

- An effort needs to be made to get information out as quickly as possible. Surprise is generally not a good thing. Telegraph your blow. There are plenty of forums in which this can be done.
- Don't ask questions that you don't want answers to.
- Communication is not just about talking, it's also about listening.
- Communication training for administrators – there are not a whole lot of transferable skills between being a good faculty member and being tapped to be an administrator.
- 360 degree feedback for people in positions of responsibility.

- Opportunities for informal interaction with no agenda, just proving to Statewide and the Regents (and UAA upper admin?) that we are human beings. Invite them to see what we do with students.
- In the cases where decisions are being billed “tough decisions” to save money, show the data on cost savings and state what the justification is.
- Are we communicating what we’re doing? It doesn’t hurt for the faculty to be asked periodically by Advancement what we are doing (the cutbacks in staff does not facilitate this).
- How do we embed communication as a tenant of organizational culture?
 - It’s frankly hard to answer this right now on account of the demoralization.
 - We model the type of behavior we wish to impart to our students.
 - We value transparency and a two-way flow of information.
 - The moral strength of any organization is measurable by how it treats its most vulnerable members, so we are especially committed to hearing the voices of and protecting our most vulnerable colleagues (e.g. non-TT faculty, staff, and students).
- Require that Dean’s Job description highlight communication with faculty. Follow-up with Faculty evaluation of administrators on this theme [of communication].
- Re-evaluate the role of the Dean’s at UAA – if it is purely bureaucratic – then we should have Faculty that rotate to Associate Dean, and Dean for 6 year time frames. Why do we spend so much money on Dean Searches – when faculty could do the job. IF we are recruiting Deans from outside, then they should be fundraising
- Central website/blog/wikki housing important information
 - Can have discussion threads
- Update Faculty Handbook
 - Good to have repository of knowledge/info

Possible Solutions

- encourage faculty to seek out positions on committees & special projects to access admin. & different faculty
- faculty could teach a ‘weekend’ class across campuses
- faculty could ‘swap’ across campuses – short or long term
- persistent lobbying by Faculty Senate E-Board to Provost/Chancellor to get support from the “Top”
- Provide information in a timely fashion
- access to New Admin to provide communication expectations early

2nd Breakout Question: Respect

Time allotted: 30 minutes

2:15-2:25: Many faculty have indicated that they do not feel respected on campus. Take 10 minutes to brainstorm specific ways in which this is a problem.

- “You might love UAA, it does not love you”
- Paternalistic culture exists – this must change – primarily from the Deans
- Community campuses are often or have been ‘step children’
- Gender Bias exists – this must change
- Seriously? Lapel pins for 15 years of services? 25? 35? Really? You’ve got to be joking. All of the ways in which our accomplishments can be recognized have gone away. What are the savings from not doing Convocation? The recognition of your colleagues at an official event is important.
- There was a former CAS dean who used to put together a PPT of all the things that faculty had accomplished in the past year, and it used to be a big deal to be included on that PPT.
- Some of the problem is revolving door administrators who do not know the faculty well.
- It’s important to understand that **the people who do the value-added work at this institution are the faculty through the teaching and research that we do.**
- It seems that lately what the administrators want out of the faculty is our compliance. This is lazy mockery of data-driven decision making.
 - The Title IX training was more about checking a box than actually making any attempt to change our culture.
 - Focusing on enrollments and SCH over providing a good environment where students and faculty can be supported and successful.
 - We should be thoughtfully transforming our issues into actions rather than promoting a compliance, box-checking mentality.
- Faculty are having additional non-resourced items put into their WLs. There are instances where faculty are not being communicated with in the hiring of other faculty into their own department. Editing of faculty WLs without explanations.
- Arbitrary actions of deans clearly show lack of respect to faculty and are injurious to faculty morale. They don’t do good things for students either.
- Removing all vestiges of faculty review from the CBA didn’t help, because we are increasingly supervised by people who have no disciplinary knowledge of what we do.
- General lack of professional interactions with students
- Bully-like behavior among staff/faculty/administrators
- Perception that HR represents Management more than faculty
- Note: administrators can be respectful in personal interactions, but disrespectful in behavior towards department
- Note: lack of respect not a problem overall/everywhere
- RESPECT

- - the larger the department or college, the harder it is to feel appreciated
- - * emails can be easily misunderstood, or be less than respectful & sent out to a large audience
- - vanity or competition
- - tenure vs. non-tenure track faculty – appr
- - * a lot of what faculty do is “behind the scenes” and not visible – unknown

Problems

1. Administration decision making without adequate faculty input (Tier One, etc.)
2. Lack of administration support for ceremonies like promotion and tenure.
3. Across the board reductions in faculty service seems to indicate lack of faculty trust in their ability to make workload decisions. Work creep: continuing to be asked to do more with less.

2:25-2:45: Brainstorm possible solutions to this problem. Put a star next to the top 2-3 ideas that your table thinks have the potential to make the best positive change on campus. Bonus question: if this were a tenet of our organizational culture, how would respect be put into a statement as an ideal?

- Respect is a lot of things
 - Respect for process, including WLs and other things
 - Respect for faculty time, and the fact that everything faculty are expected to do takes time (student advising, service)
 - Respect for expertise – we are disciplinary experts (e.g. hiring faculty into departments without that department’s input)
 - Respect for judgement – the opposite of this is the obsession with compliance, petty administrative tyranny
- **We would like to see outcomes-based culture rather than compliance-based culture.**
We do need to be careful as to who decides the outcomes.
- There seems to be a lot of fear
- There is a definite lack of understanding of the responsibilities of mentorship – it’s not in the WLs, and the chair is no longer officially mentoring faculty in their departments through even seeing AARs etc. Junior faculty are not being protected and mentored by their own department, but are being evaluated only at a loftier level by people outside their discipline.
- Constructive action: re-examine chair supervision activities in the CBA – this is long-term
- We do recognize that many of the people who handle compliance are good people who truly believe in their jobs, but the question is whether they are blocking us or helping us
- Respect as a tenant of organizational culture

- What are you here to do? Are you here to facilitate the primary function of this institution (which is teaching students) or are you impeding it?
- Here the museum's document has a lot of good language

Solutions

1. Having a faculty regent (though this would be a UA wide step forward)
2. Increasing support for faculty initiatives and ceremonies
3. More support from administration for faculty discussion and input on issues of service.

- ☐ - Small, easy-to-do recognitions of good work (not nomination for an award)
- Cultivate gratitude/thanks for the good things
 - People who do their job well
 - Making your job easier
- Communicate to students how to behave in a professional manner

Possible solutions

- celebrate other's accomplishments/successes
- celebrate our own accomplishments/successes
- have admin consider faculty input in decision making
- * embrace open dialogue, being polite – provide training on etiquette
- increase socialization – can break down barriers & increase understanding
- provide mentors for not-yet tenured & non-tenure track faculty
- provide (require) trainings on communication & respect
- * provide more info to admin & community on what faculty do to build public awareness of accomplishments

NCBI Training for Administration and Cabinet

HERS Training

Leadership Training

3rd Breakout Question: Group's Choice

Time allotted: 30 minutes

2:45-2:55: Take 10 minutes to brainstorm other items that your group believes are the most pressing issues facing our campus (i.e. transparency, budget, mentoring, etc.).

- Complete lack of process for spending discretionary budgets (or the process is hidden)
- We have been in a cycle lately where administrators have had to say no a lot – the issue is that there are ways to say no without being a complete asshole
- **We've had a lot of administration here in the last five years, but we've had precious little leadership**
- Institutional culture comes from the top down, it needs to be modeled, and it needs to be appropriately rewarded and punished
- Let's talk about mentoring

- There is not only not a lot of mentorship for faculty who are becoming chairs or administrators, but also not a lot of mechanism for tapping and grooming people to slide into leadership positions in the future
- With the lack of new hires, moving faculty into these positions has become an exercise in cannibalism – look at all the departments who have had junior faculty leave
- The commitment to Alaska is difficult enough, and we're not making it easier
- We faculty senators are a self-selecting group of people who've chosen to engage with the organization, but there are a lot of colleagues who just want to do their jobs, and the institution is not making life easier for these faculty either
- As an organization, we need to commit ourselves to identifying and preparing people to move up within the system, and this includes having people come in at the bottom.
- The discussion focused on the importance of mentoring of faculty and administration. Resources and long term support is needed to sustain mentoring activities.
- There were also discussions of the importance of transparency in making budget decisions, which also is connected to respect and communication.
- The primary discussion of solutions returned to encouraging leadership to be as transparent as possible, use evidence-based decision making, and communicate rationale for decisions clearly and thoroughly.
- UAA remains a commuter campus – we need to expand the SUB; food choices are awful; parking is expensive. If UAA is going to be a destination – needs to bring community to campus – draw them in.

1:55-2:15: Brainstorm possible solutions to this problem. Put a star next to the top 2-3 ideas that your table thinks have the potential to make the best positive change on campus. Bonus question: if this were a tenet of our organizational culture, how would it be put into a statement as an ideal?

- Who do we want to be and what do we value? Do we value it as lived practice or do we just say that we value it? Think about this in the context of our strategic plans – we need to measure what we value
- There needs to be some degree of accountability for people who are actively not behaving according to our shared values
- There needs to be an anti-bullying policy – we do have a bullying problem at UAA. This needs to be well-defined so that it doesn't turn into a catch-all to get rid of people we don't like. Or that the dean doesn't like.
- How do other institutions do this?
- Faculty lines should be a priority
- Changes should be considered if they fit us and our needs, not just the 'flavor of the month' (i.e. prioritization, strategic pathways, Alaska college of Education)
- Use of consultants when expertise exists among the faculty

- Deans need to be fundraising – capital campaigns, donors, alumni drives – most Deans do this at other universities

Theme 3: Faculty Governance as the Driver

- UAA is middle of the road on leadership
- how do you put faculty governance at the center of decision-making
- faculty should be able to have more of a voice in WL's – especially in area of Service!

Solutions

- use new admin coming in to drive home that Shared Governance is THE WAY UAA operates
- inform faculty of opportunities to serve on influential boards
- strategically place strong faculty leaders in positions where influence can be best used
- use the Faculty Senate Executive board as contacts to push info to the higher admin
- push for a faculty member to be on the BOR
- position strong faculty influence on working on the next strategic plan
-

tablets in classrooms – like ASK

Pilot use of technology

Standing Desks in classroom

Academic Innovations funding?

CBA needs to be respected by administrators



Faculty Senate

UNIVERSITY of ALASKA ANCHORAGE

1st Vice President Report

November 2018

The following article appeared in the October 30 edition of The Northern Light.

Faculty Senate Represents UAA Mission and Values

The UAA Faculty Senate Executive Board appreciates the opportunity to address the op-ed article “UAA Faculty Senate Needs Restraint”, published in the October 9 edition of the Northern Light. The author of the article recognizes that the Senate “serves as a forum for faculty to discuss, vote, and recommend policy to UAA leadership” and also acknowledges that “faculty input is valuable in any reform”. We agree with those sentiments, but disagree that clashes with executive leadership necessarily indicates faculty need more restraint.

The Faculty Senate serves as the collective voice of the faculty, embodying the mission and values of the institution through its responsibility for programs, curriculum, teaching, research, and academic policy. When administrative policies or decisions clash with the University’s mission and values that tension comes to the surface in the form of Faculty Senate resolutions in which the faculty voices its perspective. As importantly, the Faculty Senate serves as a voice for responding to University of Alaska Statewide decisions that may negatively affect UAA’s ability to meet its mission and serve students most effectively.

Faculty Senate resolutions concerning Strategic Pathways and the performance of UA Statewide represented an example of a tension between administrative decisions and those values. Administrators may have the values of the institution in mind when they make decisions, but the various effects and consequences of administrative decisions cannot be known without the integral involvement of the voice for those values, the faculty.

The work of faculty is grounded in evidence-based approaches to addressing issues. The work of administration should be the same. When administrative decisions are made that lack transparency and don’t include an evidence-based approach to decision making (or that evidence is not shared effectively) faculty often question those decisions. Initiatives that are pushed forward without faculty involvement are often more difficult to implement and may undermine the very success they were designed to achieve.

We agree that USUAA serves an important function at the University as the collective voice of students. We include student representatives appointed by the USUAA on the Faculty Senate Undergraduate Academic Board (UAB), Graduate Academic Board (GAB), and General Education Review Committee (GERC), the committees that oversee programs and curriculum at the University. While those seats are currently unfilled, we welcome student input on curriculum matters. Students led the initiative to incorporate an Alaska Native themed GER Initiative into the curriculum and we wholeheartedly endorsed that initiative. It embodied the values at UAA of diversity and inclusion. Student success is at the center of our institution and we highly value student perspectives on the work of the university.

Administration must make decisions concerning the allocation of resources. Ensuring those decisions reflect the mission and values of the institution is the primary purpose of faculty governance and shared decision making. Restraining the role of the faculty and the Faculty Senate in the name of expediency risks long-term damage to the University, its mission, its values, and student success.

UAA Faculty Senate Executive Board



TO: UAB

FROM: Sandra Pence, GERC Chair

RE: Removal of GER status

DATE: October 12, 2018

The GERC requests removal of General Education Requirement status for two courses:

LSSS A111 Cultural Foundations of Human Behavior

LSIC A488A Capstone Project I: Design & Research

These courses are outdated (last updated 2006) and the program has been notified. The program does not plan to offer these courses and does not object to removal of GER status.

Unanimously approved by UAB on October 26, 2018

Academic Assessment Committee October Report to UAA Faculty Senate for November 2, 2018 Faculty Senate Meeting

Committee Membership

Scott Downing - KPC, Cynthia Falcone - KOD, Annette Horning - MSC, Deborah Mole - LIB, Bill Myers - CAS, Jonathan Bartels - COE, Albert Grant – CTC, Kathi Trawver – COH (co-chair), Rachel Graham – Faculty Senate (co-chair), Vacant (6 seats) – CBPP, CoEng, PWSC, Faculty Senate (3 Seats), Susan Kalina – OAA (Ex-officio)

Plans Reviewed

- International Studies, BA, Program Representative: Bill Myers, Professor of History and Chair of International Studies

Informational Plans Reviewed

- Biological Sciences MS

Upcoming Plans

- Apprenticeship Technology AAS
- Chemistry BS
- Geological Sciences BS
- Creative Writing & Literary Arts MFA

Information Items

- AAC&U webinar: [Finding and Designing Assignments for the "Tricky" VALUE Rubrics](#) – Tuesday, October 30, 2018 from 10:00-11:00 in ADM 201
- Annual Academic Assessment Reports – Due October 15, 2018 on [IR-Reports](#)
 - i. 97 reports (78%) submitted as of October 17th
- General Education assessment workshops and forums
- 2019 Annual Academic Assessment Retreat – proposed date Tuesday, May 14, 2019
- 2019 Annual Academic Assessment Seminar – proposed date Friday, September 6, 2019 or Friday, September 13, 2019

At our October 5th meeting we had a follow-up meeting with David Marshall, our speaker from the fall retreat.

His impressions after visiting:

- We have a positive vibe around evaluating our effectiveness
- Our bridges across units (student success, faculty, staff and support) is good
 - But while we have them at the table the conversation can still be improved and their involvement in efforts can be further developed (true for all universities)
- The collaboration around Gen. Ed. Assessment is strong
- Support is wonderful and assessment is out front in our university
- “Gen Ed is not foundational, but integral”



Next steps and ideas

- Faculty teaching gen. ed. classes could work with student support for student workers
- Co-curricular transcripts
- Utilize the efforts of Whitney Brown and collect data with her/from her
- Find something we are already doing and find connections to assessment
- Map gen ed outcomes to co-curricular programs (OK State model)
- Canvas employers and internship sites
- Bringing David back:
 - Do a full 3-hour charrette
 - Bring in K-12 or student success
 - Work on mapping
 - Bring in employers
- Caution: avoid initiative fatigue
- We look at what our unique resources are at UAA campuses and come up with unique learning outcomes

Submitted by: Rachel Graham, AY18 Co-Chair

Date: 22 October 2018

ACDLITE Report to the Faculty Senate November 2018

ACDLITE Members

Veronica Howard, Chair;	Toby Long, Co-Chair		
Kitty Deal	Alpana Desai	David Fitzgerald	Getu Hailu
Barbara Harville	Matt Kuplik	Joseph Lefleur	Micah Muer
James Oleksyn	Lynn Paterna	Lorelei Sterling	Ammie Tremblay
Cindy Trussell	Yoshito Kanamori		

Visiting Speakers:

Adam Paulick (IT), Dave Dannenberg (AI&E)

[Click HERE to review September 2018 Meeting Minutes](#)

Meeting began at 9:08a

- **Fall Technology Survey**
 - Distributed to Faculty Listserv, announced through Blackboard
 - As of 10/26, over 100 responses!
 - Preliminary data shared with the IT Service Center to help guide technology changes in the classroom
 - Results to be presented at the November 2018 meeting
- **Website Copy - Draft Language to be updated**
 - Toby Long and Lorelei Sterling will be drafting these changes
 - ACDLITE's goal is to get the website up to date and to make this an avenue of disseminating information to faculty senate and the university at large
- **Academic Innovations & eLearning (AI&E) Update (Dave Dannenberg)**
 - Composite score for website accessibility for each individual department due next year through the Office of Civil Rights.
 - [Blackboard Ally](#)
 - Ally, when turned on, will show every non-accessible item and Dave Dannenberg can get a report in late fall/early spring.
 - Ally training announced to faculty via email.
 - Faculty Support for Accessibility
 - So much work to get this done, can we get a course buyout for faculty to give them time to fix this?
 - Chancellor is aware of these concerns and will be talking to the president.
 - Adjuncts at Kodiak were paid to do training and paid to sit with an instructional designer to improve it ([see report](#)).
 - Blackboard Ultra
 - ACDLITE endorsed moving to the 2016 ULTRA theme in September to help improve accessibility.
 - The look of Blackboard may change soon, but will continue to function in mostly the same way.
 - Themes might be no longer customizable we will wait and see
 - ACDLITE will be invited to preview,

- Mobile experience should be improved
 - ID hiring: 2 more: 1 permanent and 1 to focus on accessibility;
 - LMS administrator will be hired, Dave leading the search, ID and IT are represented, want a faculty representative hopefully from ACDLITE.
- **Information Technology (IT) Updates (Adam Paulick)**
 - CITO top candidates were interviewed by the President, decision in the next few weeks, no internal candidates
 - Door locks and physical security issues: keys and wolf cards
 - Vendor in bad shape: 350 doors are controlled by card access:
 - 90% are on a system we don't have support for; need better policies for overall;
 - Dorms are okay, have a better system with support
 - Email policy close to published
 - Updates from president will be incorporated.
 - Persistent forwarding by faculty and staff is no longer allowed.
 - IT will contact folks who have it; and in future it will be blocked.
 - Classroom upgrades:
 - IT Services is planning to invest in classroom technology improvements or upgrades.
 - Upgrades have been carry forward, ad hoc, and in emergencies.
 - Beverly Cotton Shuford is in support of regular updates for classroom tech; 100k budget soon to be invested in upgrades.
 - ACDLITE is playing a regular hand in this process.
 - Note: adding a Tier 3-level podium computer in a classroom is 90k; strategic investment is incredibly important!
 - Feedback appreciated about where best to dedicate these resources.
 - Email suggestions to uaa_acdlite@alaska.edu
 - Desktop service:
 - Roving IT working well.
 - Skype issues:
 - Working on replacing enterprise voice for skype with a Cisco product.

Meeting ended at at 11:14a

**Next Meeting: Friday November 9, 2018
 10:00 a.m. – 12:00 p.m.
 SSB 120B**



Friday, October 19, 2018
3-4:30pm
ADM 102

October Meeting Minutes

2018-2019 Co-Chairs

P	Erin Hicks, Physics & Astronomy	P	Thomas Chung, Arts
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2018-2019 Members

P	Carrie Aldrich, Writing	E	Wei-Ying Hsiao, Education
E	Jeane Breinig, Vice Chancellor of Alaska Natives & Diversity	P	Kathy Kelsey, Biology
P	Sigrid Brudie, Library	E	Beth Leonard, Alaska Native Studies
E	Yvonne Chase, Human Services	P	Emily Madsen, English
E	Amber Christensen Fullmer, Human Services	E	Vanessa Meade, Social Work
P	Herminia Din, Arts	E	Virginia Miller, Health Sciences
P	Gabriel Garcia, Health Sciences	E	Kat Milligan-Myhre, Biology
P	Songho Ha, History	P	Anita Moore-Nall, Health Sciences
P	Hiroko Harada, Languages	P	Kimberly Pace, Political Studies and Women's Studies
P	Ryan Harrod, Anthropology		

P= Present; A= Absent; E= Excused



October Meeting Minutes

I. Roll call and welcome

Meeting convened at 3:05

II. Report from meeting with Accreditation team

Nine of FSDC's members attended the requested meeting with two of the Accreditation team members. The consensus was that the meeting went well in that we were able to discuss each of the topics we wish to highlight and that we were able to address each of the questions asked of the committee. It was reported that the summary presentation from the Accreditation team included praise for UAA's efforts toward diversity and inclusion.

III. Report from Diversity Dialogue and Free Speech events last week

Several FSDC members attended these events and reported that they were well received by the community and prompted thoughtful discussion. The Diversity Dialogue "Ethnic Studies: Value and Meaning, Then and Now" presented by Prof. Daniel Phil Gonzales, Professor of Asian American Studies at San Francisco State University, and the Free Speech Forum were both held Oct. 12th.

IV. Effort to add inclusion reporting on Annual Activity Reports

a. Generate report on existing survey results?

The FSDC Website & Database subcommittee will be discussing this and will present their recommendation at our November meeting.

b. Advocate for including optional box on Electronic Annual Activity Reports?

FSDC co-chairs met with Prof. Clare Dannenberg who shared an idea for adding a component to faculty annual activity reports for reporting of activities relevant to diversity and inclusion. FSDC co-chairs presented this idea and it was decided that the committee will vote on what level of support the committee will provide to the initiative during our November meeting. The following topics were mentioned in discussion regarding this topic:

- Annual Activity Reports are in the process of being moved to an electronic format and a task force will be convened to identify what will be included on this electronic report. It is therefore timely to propose that diversity and inclusion be added. Any changes to the currently Annual Activity Report format would require approval through UNAC.
- The addition of an optional space to include diversity and inclusion activities on annual activity reports was proposed as solution to providing space to report on these important activities without the implication that they are required as part of faculty workloads.



- This would facilitate a university wide assessment of faculty diversity and inclusion activities as well as faculty/departments/programs gaining recognition for their work toward diversity and inclusivity at UAA and in our community.
- FSDC recognizes the need for an accurate assessment of what is being done by faculty toward diversity and inclusion. Our Diversity Database survey carried out two years ago has at least in part gathered this information. The FSDC Website & Database subcommittee will consider both generating a report based on existing survey results as well as how to frame the second implementation of this survey to capture an even more complete representation of what activities faculty are involved in across our campus.

V. Subcommittee Updates

- a. Diversity & Inclusion GER: SLOs (Tom)
Subcommittee met and incorporated Dan Kline's notes from the GER forum. Language being finalized.
- b. Diversity & Inclusion GER: Benchmarks (Erin)
Goals will be established when Erin attends DAC subcommittee chairs meeting later this month. Solicitation for subcommittee members will be sent out and several FSDC members have already express a willingness to contribute.
- c. Multicultural Postdoctoral Fellowship Program Working Group (Erin)
This group meet for the first time Oct. 19th and identified what reference materials were needed to proceed with the group's task of formalizing the Fellowship selection process. The group also discuss the needed to ensure that a framework was in place for ensuring the Fellows success once arriving at UAA. The group aims to submit recommendations to the Provost's office by mid-December.
- d. Multicultural Postdoctoral Fellowship Program: Professional Development
- e. FSDC Website & Diversity Database (Emily)
Working to identify someone with access to edit the website. FSDC member bios have been collected. Aiming to have a website up by the end of fall semester.
- f. Internationalization (Songho)
Songho will report on progress after meeting with leadership to be scheduled.

VI. Break out into FSDC Subcommittees: Establishing Goals & Timeline

FSDC broke into the subcommittees listed below and work accomplished during this session and since the October meeting will be presented during the FSDC November meeting.



VII. Announcements

- a. We need a community campus representation on FSDC, please invite your colleagues.
- b. Chancellor Sandeen announced as Faculty Senate earlier this month that UAA will be moving forward with a Center of Women and Gender Studies.

Subcommittee Breakout Session, members present:

Diversity & Inclusion GER Student Learning Outcomes:

Thomas Chung (chair)
Erin Hicks
Gabe Garcia
Hiroko Harada
Carrie Aldrich
Anita Moore-Nall

Multicultural Postdoctoral Fellowship - Professional Development

Ryan Harrod (chair)
Anita Moore-Nall
Kathy Kelsey

FSDC Website & Diversity Database

Emily Madsen (chair)
Sigrid Brudie
Gabe Garcia

Diversity Dialogues

Herminia Din (chair)
Kimberly Pace

Research and Creative Activity Committee

November 2018 Report to the Faculty Senate

The Faculty Senate Research and Creative Activity Committee (RCAC) met on October 12th. Present were committee members Robert Boeckmann, Jill Flanders-Crosby, Nate Hicks, Britteny Howell, and Zeynep Kiliç.

Members of the committee met with one of the UAA Accreditation Site Visitors on October 9th to discuss the status of Research & Creative Activity at our institution. This was a fruitful Q&A session, and it was evident that the site visitor was interested in and encouraging of the plan to implement electronic activity reporting at UAA.

The committee communicated with Chancellor Sandeen to express our willingness to help with the new Task Force on Research Administration.

To continue moving toward a rollout of eAAR at UAA over the next twelve months, the committee chair met with colleagues from Faculty Services, the Office of Institutional Effectiveness, and UAA Procurement, and worked with the Interim Provost. A plan for eAAR rollout staffing was developed, and a nearly final contract with Digital Measures is on the table. One important next step is to form an eAAR Steering Committee, which is the subject of a Resolution presented at this Faculty Senate meeting.

The committee is working on a faculty-wide survey to gather a broad sample of faculty concerns about barriers to Research & Creative Activity at UAA. The committee will then work to identify the issues with the greatest impact, and it will work with other UAA bodies (e.g. Office of Research & Graduate Studies) to resolve as many of these as possible.

The committee chair has continued to communicate with the Interim Vice Provost for Research, and will be working at his request to provide broader and more inclusive criteria for Creative Activity in future UAA Innovate award solicitations.

The next committee meeting is scheduled for November, 11/9, at 1 pm in ECB 204.



Faculty Senate

UNIVERSITY of ALASKA ANCHORAGE

Resolution 110218-1

Creation of an Ad Hoc Faculty Senate Committee on Service and Non-course Teaching portions of Workload Agreements

WHEREAS, the Service component of Faculty Workload Agreements is highly important; and

WHEREAS, the Service component of the Faculty Workload Agreement has historically been allocated at twenty percent; and

WHEREAS, service on institutional committees, be they related to Faculty Governance, or at the Departmental, College, University, or Systemwide levels, and other work to benefit the institution, is essential to the proper functioning of the university and to shared governance; and

WHEREAS, public service to the community is central to UAA's mission, is vital to maintain UAA's recognition by the Carnegie Foundation as a Community Engaged University, and serves to enhance the interests and prestige of UAA; and

WHEREAS, professional service benefits faculty through opportunities for professional development and enhances the reputation of UAA regionally, nationally, and internationally; and

WHEREAS, individual commitments toward Faculty Service can vary widely in time commitment (Governance, Statewide committee-work, Department and discipline, College, Community, and Professional involvement, public service, etc.); and

WHEREAS, inconsistency exists among many colleges and departments in terms of which activities are classified as Service and which activities are classified as Non-course Teaching; and

WHEREAS, Non-course Teaching is another inconsistently reported but important component of Faculty Workload Agreements; and

WHEREAS, UAA has reaffirmed a strong commitment to student success, for which Non-course Teaching activities by faculty are vital; and

WHEREAS, there is a need to develop guidelines to document the time commitment required for various activities on Faculty Workload agreements;

THEREFORE BE IT RESOLVED, the University of Alaska Anchorage Faculty Senate is creating an Ad Hoc Committee on the Service and Non-course Teaching portions of Workload Agreements. The Committee will help capture the varieties of faculty Service and Non-course Teaching, develop a guide to distinguish faculty Service and Non-course Teaching activities, and identify guidelines for credit for common faculty Service and Non-course Teaching activities that recognizes the differences in time associated with those activities.



Faculty Senate

UNIVERSITY of ALASKA ANCHORAGE

Resolution 110218-2

Creation of an Ad Hoc Faculty Senate Committee: “Electronic Annual Activity Reporting Steering Committee”

WHEREAS, the Faculty Senate Research & Creative Activity Committee (FS-RCAC) has determined that there is broad and strong support among all stakeholders for a move to electronic annual activity reporting (eAAR) at UAA, and

WHEREAS, the Faculty Senate adopted Resolution 020218-2 to recommend a UAA-wide trial of eAAR using Digital Measures Activity Insight to begin in Fall 2018, and

WHEREAS, it was subsequently determined that a Fall 2018 UAA-wide rollout would be too aggressive of a timetable to ensure a smooth and successful launch, and

WHEREAS, a revised timetable for eAAR platform availability in Spring 2019 for early adopter “beta testing” and for final rollout to all UAA faculty for (voluntary) eAAR submission in Fall 2019 is now the best option, and

WHEREAS, the eAAR rollout process should begin immediately to meet this revised timeline, and

WHEREAS, the eAAR rollout process involves determination and customization of the eAAR platform features specific to various colleges and units and therefore requires input representing all UAA faculty stakeholders,

THEREFORE BE IT RESOLVED, the Faculty Senate is creating an Ad Hoc Committee, “Electronic Annual Activity Reporting Steering Committee,” which is to be comprised of faculty representing, at a minimum, each college for which customization of eAAR occurs: College of Arts and Sciences, College of Business and Public Policy, Community and Technical College, College of Engineering, College of Health, and the Consortium Library. The Committee will further include administrators or personnel representing, at a minimum, Faculty Services, Institutional Effectiveness and/or Institutional Research, and Information Technology. The Committee will work together and with Digital Measures personnel to ensure that customization

and functionality of the eAAR platform is achieved consistent with the timeline for Fall 2019 UAA-wide rollout. To that end, it is envisioned that members of the Committee will serve through the Spring 2019 academic semester, and that the Committee will meet with varying frequency (weekly to monthly) dependent on milestones of the rollout timeline.



FACULTY SENATE REPORT

November 2018

University Advancement Office

Vice Chancellor Megan Olson

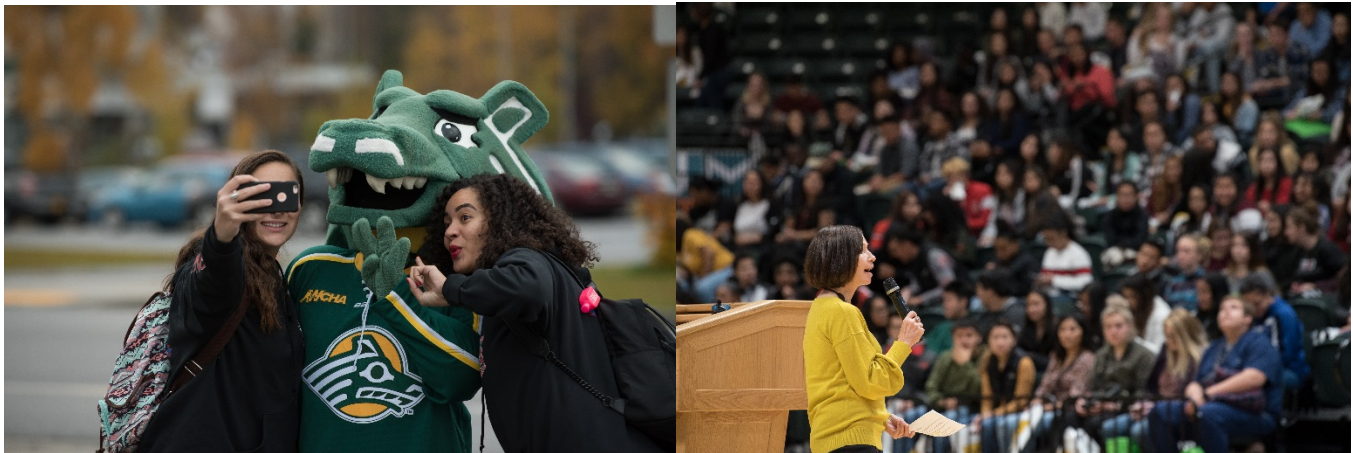
VICE CHANCELLOR'S OFFICE

UAA Virtual Tour: <https://www.uaa.alaska.edu/admissions/virtual-tour>

University Advancement will be recruiting for two new Development Coordinator positions in the near future as well as a Donor Relations Officer.

ALUMNI RELATIONS NEWS/UPDATES

Academic Preview Day was Fri. Oct. 5 and had over 1000 attendees. The largest turn out ever!



Homecoming Breakfast | Fri., Oct. 12 | 7-9:30 a.m.

Hundreds of graduates gathered at Lucy Cuddy Hall for Homecoming Breakfast. The annual early-morning alumni celebration featured a performance of the alma mater by the UAA Glee Club, a greeting from new UAA Chancellor Cathy Sandeen and a welcome from Anchorage Mayor Ethan Berkowitz about the valuable role UAA plays in the city, where 1 in 10 adults is a graduate. Guests honored the achievements of this year's trio of Alumni of Distinction awardees and generously gave in support of student scholarships. The gathered alumni community raised more than \$26,000 in donations for UAA programs and scholarships, all by 9 a.m.



Alumni of Distinction from left to right:
Josie Wilson-Alumni Humanitarian Award;
Jason Hart-Alumni Emerging Leader Award;
Jennifer Thompson-Alumni of Achievement Award.

For more information of each of these Alumni of Distinction go to:

<https://www.uaa.alaska.edu/about/university-advancement/alumni-relations/help/alumni-of-distinction-awards/index.cshhtml>

JCPenney Suit-Up Event | Sun., Nov. 4 | 6-9 p.m.

The Anchorage JCPenney Store will be open after normal hours for students and alumni to get everything they need to look sharp for that next interview. Knowledgeable volunteers will be on hand to offer wardrobe advice, Sephora will be providing free mini makeovers and samples, and the Portrait Studio will be available to provide professional headshots starting at \$29.99. Best of all, attendees receive a 40% discount with their purchase. If you're an expert at dressing for success, volunteer and share your insight. Register for the event at uaa.joinhandshake.com by Sat., Nov. 3. Must have UAA ID number to enter the store and receive discount.

Veterans Day Appreciation Coffee | Mon., Nov. 12 | 1-3 p.m.

Alumni and students who served in the armed forces are invited to a Veterans Day event at the Alumni Association office. Drop in for coffee and cake to refuel and reconnect with your Seawolf community. The Alumni Association office is located in the UAA/APU Consortium Library next to Kaladi Brothers Coffee.

DEVELOPMENT NEWS/UPDATES

MAJOR INDIVIDUAL & CORPORATE GIFTS

GCI Communications paid \$50,000.00 towards their pledge to the Building Futures Fund
Anchorage Fracture and Orthopedic Clinic paid \$10,000.00 towards their pledge to the Building Futures fund.

Interim Provost John Stalvey donated \$5,000.00 to the CAS; Crossing the Finish Line Completion Scholarship and \$1,000.00 to the CBPP Excellence in Leadership.

Chancellor Sandeen pledged \$5,000.00 each to the UAA Annual Fund for Excellence and UAA General Scholarships.

GCI Communications paid \$50,000 towards their pledge for the Building Futures fund.

Anchorage Fracture & Orthopedic Clinic paid \$10,000.00 towards their pledge for the Building Futures fund.

The Atwood Foundation donated \$13,500 towards the Seawolf Debate.

Gretchen Cuddy donated \$10,000.00 for a TIG Welder and a Commercial Sink for the Community and Technical College.

Jane Klopfer donated \$5,000.00 for a TIG Welder and a Mixer for the Community and Technical College.

Betsy Lawer donated \$5,000.00 for a Commercial Sink for the Community and Technical College.

The Carr Foundation donated \$5,000.00 to Lemonade Day Alaska.

NEW FUNDS

KPC Alyeska Scholarship

To provide financial assistance for tuition and other related educational expenses to Alaska Native students attending Kenai Peninsula College.

Dr. John Devens Endowed Scholarship

To provide financial assistance for tuition and other related educational expenses to students at Prince William Sound College.

PHONATHON and ANNUAL GIVING

Ruffalo Noel Levitz (RNL) began working with UA in FY18 to implement a system-wide Phonathon program, housed at UAA's calling center, and that program continues now in FY18. Since beginning FY19 calling on 8/27/18, the program has raised \$46,669 in pledges and cash gifts from 470 donors for UAA.

UNIVERSITY RELATIONS NEWS/UPDATES

OCTOBER

MEDIA

UAA appeared in more than 400 news articles in October. Coverage highlights include:

- KTVA coverage of Academic Preview Day following ASD/Alaska Middle College student for day to see event through her eyes (10/05)
- Alaska Journal of Commerce featured Alumni of Distinction in Movers and Shakers (10/10)
- KTUU covered Girls in Aviation Day hosted by UAA at Aviation Technology Complex; partnered with community groups to offer event (10/13)
- ADN, KTVA and ABC/Fox covered gubernatorial debate hosted by USUAA and Seawolf Debate (10/15)
- ABC/Fox coverage of Women Entrepreneurship Week event; KTVA Daybreak featured interview with UA Center for Economic Development analyst Richelle Johnson and UAA alumna and female entrepreneur Fernanda Conrad (10/16 & 10/17)
- Alaska Public Media hosted College of Health faculty on Talk of Alaska to discuss their research regarding domestic violence and sexual assault; October is Domestic Violence Awareness Month. (10/23; posted 10/24)
- ABC/Fox's coverage of opening week at Lucy's, UAA Culinary Arts and Hospitality Administration's on-campus restaurant and learning lab (10/26)
- KTVA Daybreak's Mic Check in the Morning featured UAA Theatre's "Playhouse Creatures" faculty director and student actors (10/26)

Summary

Although our community total is down slightly this month, we increased the amount of social media content published to platforms by 39.6 percent. The content focus for this month included chancellor activities, event promotions, Title IX training and features from the Green and Gold.

Community

Twitter: 6,629 (+0.8%)

Facebook: 18,946 (+0.6%)

Instagram: 3,890 (+2.2%)

LinkedIn: 40,213 (-3.4%)

Community Total: 69,678 (-1.6%)

Analytics

Twitter: 77.3k impressions (-19.8%), 1,725 engagements (-21.6%)

Facebook: 223.8k impressions (+19.9%), 1,251 engagements (+123.4%)

Instagram: 82.4k impressions (-8.4%), 2,455 engagements (-1.8%)

LinkedIn: 57.8k impressions (-8.7%), 2,379 engagements (+62.9%)

Community Total: 441.3k impressions (+1.1%), 7,810 engagements (+16.2%)

Reporting Sept. 26-Oct. 26

University Relations is collaborating with Enrollment Services/Student Affairs to develop an aggressive marketing campaign geared achieve three major goals:

1. Increase awareness, interest and conversion (enrollment yield) of prospective UAA students throughout Alaska and the lower 48, with an emphasis on Anchorage/Mat-Su cohorts
2. Achieve high level of awareness of and support for UAA among influencers of prospective students and donors
3. Foster and maintain a “college-going culture” in Alaska with an emphasis on the value of an education from UAA

Tactics include highly targeted use of advertising, media relations, digital marketing and collaborative efforts with community businesses/organizations. Tactics also include improved message delivery through use of video across available delivery mechanisms (e.g., UAA website, email, social media). Near-term tactics underway in November, escalating in Feb-March through the end of the spring semester and into summer to impact decision-making for Fall 2019/20 enrollment.



STUDENT AFFAIRS REPORT for FACULTY SENATE

NOVEMBER 2018

Admissions

Please join us in welcoming Cassie Keefer to UAA as the Executive Director of Admissions. This new position will lead the New Student Recruitment, Communications, and Admissions functional areas.

Admissions has made the GPA entry a required field in the application for admission for high school students. Admissions staff will make incomplete admission decisions based on the self-declared GPA within a week of the student's submission.

The UAA application day campaign has begun in the Anchorage School District and expanded this year to include select Mat-Su District schools. Students meet with the admissions counselors and submit their application for admission. Admissions also hosts an application day at UAA on December 7.

- Oct 22: Eagle River High School
- Oct 23: Wasilla High School
- Oct 25: Mat-Su Career and Tech
- Nov 6: East High School
- Nov 7: Service High School
- Nov 8: Bartlett High School
- Nov 13: Dimond High School
- Nov 14: West High School
- Nov 15: Chugiak High School
- Nov 16: South High School
- Nov 20: Palmer High School
- Nov 28: Colony High School
- Nov 30: King Tech High School
- Dec 7: On-Campus Application Day, 4:30–8:00 pm

Admissions will host the annual Counselor Appreciation Dinner for Alaska high school counselors in November when many are in Anchorage for their Alaska School Counselor Association Conference.

Career Exploration and Services (CES)

CES Director Molly Orheim co-presented "Career Coach Best Practices" with Teri Cothorn during the Association for Career and Technical Education (ACTE) Professional Development Conference at the Captain Cook on October 31.

CES staff, Molly Orheim and Courtney Petrosky, will conduct three presentations at the 2018 Leadership Conference for UAA students on Saturday, November 3. The session topics include "Branding 101: Employers & Your Online Identity;" "Backpack to Briefcase: Connecting Capabilities to Competencies;" and "Resume, Resume, What Are You?"

The JCPenney Suit-Up Event will be held downtown at the 5th Avenue Mall on Sunday, November 4 from 6:00–9:00pm. This is an exclusive professional dress shopping event for current UAA students and recent graduates (class of 2015–2017). Participants can shop career dress apparel at an extra 40% off during this event. Students can shop for everything they need to finish their look for that next interview or job, including suits, dresses, sport coats, dress pants, shoes, and accessories. Pre-registration is required by 11:59 pm on Saturday, November 3. Students can pre-register through their Seawolves@Work account at uaa.joinhandshake.com.

Dean of Students Office: Student Conduct; Alcohol, Drug, and Wellness Education; and Care Team

The Alcohol, Drug, and Wellness Educator Brittney Kupec hosted a variety of awareness and educational events to support National Collegiate Alcohol Awareness Week, October 15–19. Events included a "Day of Conversation," hosted in collaboration with Recover Alaska, the College of Health Sciences, Psychological Services Center and several faculty members. Topics ranged from alcohol in the media, the spectrum of misuse, coping skills and co-occurring disorders, masculinity and alcohol, and interpersonal violence. During the "Sober is the New Drunk" session, students in recovery as well as campus resources served on a panel to discuss what recovery looks like for college students. The Student Health and Counseling Center (SHCC) Peer Health Educators also led an engaging session on bystander intervention in alcohol



STUDENT AFFAIRS

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related situations. Throughout the week approximately 300 students engaged in the various efforts surrounding alcohol awareness and education. The most recent issue of the Lavatory Lowdown also featured safe drinking, which is posted in 13 buildings on campus.



Panel Speakers for "Sober is the New Drunk," a discussion on recovery on campus. Speakers (from left to right): Shannon Dieke, UAA Student; Virginia Walker, SHCC; Jane Garrow, SHCC; Alexandra Ellis, UAA Student; Grace Orlun, Psychological Services Center; Grant Sasse, Psychological Services Center; and Brittney Kupec, Alcohol, Drug, and Wellness Educator.

On October 12, the Care Team provided training to Learning Commons Tutors on how to identify students in distress and make appropriate referrals.

Care Team Coordinator Lisa Terwilliger received the September 2018 Staff Council Staff Recognition Award for promoting the Care Team, sharing care for students, starting the Care Team Book Club, and supporting students in crisis.

Student Conduct & Ethical Development Coordinator Megan Wilbur led a presentation and training on UAA's academic integrity policy and prevention strategies to the Writing Department.

Military & Veteran Student Services (MVSS)

This month MVSS has completed initial VA benefit processing, tuition and fee submission and DoD tuition assistance processing for Fall 2018 for over 1,300 students and is now

preparing for Spring 2019 processing.

The search to fill the vacant MVSS Benefits Specialist position has entered the final stage and will be filled within the next two weeks.

MVSS has supported new student recruiting efforts by participating in Preview Day, staffing the Kenai Central High School College Fair, and supporting Application Days at local high schools. Historically high numbers of students are using transferred VA benefits, so MVSS staff are meeting with local high school counselors to help them understand how to best support their students who will be using VA benefits.

Lastly, MVSS has been working with the Student Veterans of UAA in their canned food drive collection efforts and their preparation for the Haunted Halloween Fun Night.

Multicultural Center (MCC)

On October 16, the MCC, in conjunction with Alaska Public Media and UAA Student Activities hosted a screening and discussion of the film, *Dawnland*. This film discussed truth, reconciliation and healing associated with Native Americans who were placed in dysfunctional foster care families within the State of Maine from the 1970s to the 2010s. Social Work Faculty member Dr. Donna Aguiniga facilitated the post-screening discussion.

During October 2-4, MCC Director Dr. Andre Thorn, UAF Vice Chancellor for Student Affairs Dr. Keith Champagne, and Founder and CEO of Student African American Brotherhood (Brother to Brother) Dr. Tyrone Bledsoe participated in a series of meetings with stakeholders from the UAF Campus, Fairbanks North Star School District leaders, and community leaders, on establishing a chapter of Brother to Brother at UAF. This organization focuses on programs and activities designed to improve retention, persistence and graduation among men of color both at the middle and high school level, as well as the University level. Dr. Bledsoe's activities have contributed to an over 80% retention rate for men of color throughout the nation (over 200 campuses). MCC hopes to bring the Brother to Brother organization to UAA to positively impact student success of minority male students at UAA.



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Native Student Services (NSS)

NSS hosted the UAA Indigenous Day Celebration on October 8. The celebration showcased Indigenous faculty and Alaska Native services and how they positively impact the student experience at UAA. Indigenous foods, drumming and cultural attire filled the entire campus. Chancellor Sandeen provided a welcome and Associate Vice Chancellor for Alaska Natives and Diversity Dr. Jeane Breinig acknowledged the Dena'ina land upon which UAA now sits.



UAA Indigenous Day Celebration participants enjoying the dancing and drumming.

NSS sponsored a recruitment table at the Elders and Youth Conference, October 15–16 at the Dena'ina Center. The Elders and Youth event was sponsored by the First Alaskans Institute.

Office of the Registrar

The spring 2019 schedule is viewable in UAOnline beginning October 29. Spring priority registration begins Friday, November 9, and concludes with open registration for all University of Alaska students on Monday, November 26.

The fall semester withdrawal deadline is Friday, November 2.

Degree-seeking students and students living on campus must complete their annual Title IX training in UAOnline or in person by November 2 to participate in spring priority registration. Students that do not complete the training will have a registration hold placed on their account for the duration of

spring priority registration. The hold will be automatically lifted after the student completes the training or priority registration ends (November 26), whichever comes first. Students should contact the Dean of Students Office with questions about satisfying this requirement.

The summer 2019 schedule is now available to academic schedulers for editing in CLSS. Finalized summer 2019 schedules are due in CLSS by January 11, 2019.

As of October 29, Banner 9 will become available for use in production to all departments. A notable change from Banner 8 to Banner 9 is that you can access it anywhere you have the internet. It's accessible on all mobile devices, and has a modern look and feel with consistent navigation. Banner 8 will no longer be supported by the vendor, Ellucian, as of January 2019. This means the more use Banner 9 receives before the end of calendar year 2018, the better chance users have to become familiar with the new interface.

Office of Financial Aid (OFA)

The Department of Education recently published the new cohort default rates and UAA saw a 6.87% decrease in our rate, going from 13.1% to 12.2%. To further impact the default rate, the Office of Financial Aid has entered a partnership with Student Connections to provide outreach to UAA borrowers that are delinquent on their student loan payments and let them know about their loan status, repayment options, provide financial literacy on budgeting and other money management skills, and generally connect them with loan services to help them avoid default.

Financial Aid staff are busy planning the 2019/20 application processing cycle and are preparing to start downloading and processing 2019/20 Free Applications for Federal Student Aid (FAFSAs). The goal is to send new UAA students applying for admission into the fall 2019 semester, a financial aid award letter by the end of December 2018. The 2019/20 award letters will be formatted differently in order to align with recently released best practices proposed by the National Association of Student Financial Aid Administrators (NAFSAAs) best practices.



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In addition to recently presenting at the Anchorage College & Career Fair and South High School, the on-campus fall semester workshop series is currently underway with FAFSA, Satisfactory Academic Progress (SAP), scholarship, and financial literacy sessions. OFA asks the campus community to help spread the word to students regarding the financial aid workshop schedule.

Residence Life

The Department of Residence Life's Faculty in Residence, Dr. Joel Potter, has been working with students in academic advising, serving on the Residential Campus Care Team, and programming on campus. He is currently hosting a series called "Big Questions (with even bigger pies)" which is designed to challenge residents in critical thinking, increase their openness to ideas other than their own and expanding their horizons.



Dr. Joel Potter, Faculty in Residence, at the October 18 program of "Big Questions..." talking with students about life and the question "What are we?"

Residence Coordinator Meredith McIntire collaborated with Women's Studies Chair Kimberly Pace and Amber Fullmer, a faculty member in Human Services, to put on a forum entitled Intimate Partner Violence & Safety Forum. This took place on October 17 in North Hall with sixteen students and staff in attendance.

The Department of Residence Life distributed the Quality of Life Survey to all students living on campus on October 11.

The survey closed on October 24. Results from the survey will help inform the future approach to programming and needs for on-campus living, well as point to areas of improvement for the facilities and program overall.

Student Health & Counseling Center (SHCC)

The Health Promotion Team, including Student Peer Health Educators, will be traveling to Kenai Peninsula College to engage students, staff, and faculty in the "Bringing in the Bystander" sexual assault prevention training, November 8-9. This same team has been invited to present at the Lead On Summit on November 3 in Anchorage, which is focused on 13-18 year old student leaders. This training, organized through the Alaska Network on Domestic Violence and Sexual Assault, will focus on bystander intervention for at-risk alcohol situations.

The SHCC has seen several students with influenza-like illnesses. It is not too late to obtain a flu shot. Traveling flu clinics, open to staff, faculty, students, and community members, are listed below:

- Nov. 7: Professional Sciences Building, Rm 100L1
- Nov. 14: Administration and Humanities Building, Lobby
- Nov. 21: Social Sciences Building, Rm 100C1

Student Life & Leadership (SLL)

This month SLL Director Sarah Garner announced her departure from UAA effective Monday, December 3. A search is currently underway for this position, as well as the SLL Fiscal Coordinator position.

The Northern Light (TNL) Executive Editor, Samantha Davenport, resigned effective September 28 and on October 8 Levi Brown was named the new Executive Editor.

SLL has proposed modifications to the existing Student Activities Fee as a part of the four-year review cycle for mandatory student fees. SLL staff presented on these proposed modifications at the Student Fees Open Forum, facilitated by USUAA Student Government, on October 29 from 2-3pm in the Student Union Den. The USUAA General Assembly will hear a formal presentation of these



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modifications on Friday, November 16, at which time student government members will discuss and decide whether to endorse these modifications.

On Saturday, October 28, Student Clubs & Greek Life hosted its annual Haunted Halloween Fun Night in the Student Union at 1:00–6:00 pm. As in previous years, approximately 40 student clubs and Greek organizations hosted activities for kids and families who participated. Funds raised went directly to Big Brothers Big Sisters as well as the student clubs and Greek organizations who participated.

Student Life & Leadership Upcoming Events:

- **33rd Annual “No Big Heads” Annual National Self-Portrait Juried Exhibition**—Oct. 18–Nov. 7
Hugh McPeck Gallery, Student Union
- **“Ask Me Anything!” Chat with the Chancellor**—Tuesday, Oct. 30, 2:00–3:00 pm
Student Union Den
Moderated by USUAA Student Government
- **“North to the Future” Student Leadership Conference, featuring Guest Speaker George Martinez, Special Assistant to the Mayor at the Municipality of Anchorage**—Saturday, Nov. 3, 8:30–5:00 pm
Student Union
Free for UAA Students, UA System, and local area students by request.
Advance registration is strongly encouraged at: tinyurl.com/UAALeadershipReg2018.
- **Singles Night: Fabulous ‘50s! featuring DJ Spencer Lee**—Thursday, Nov. 8, 7:00–9:00 pm
Student Union Dean
Free for UAA students taking 6+ credits with ID
- **Foundations Art Show Opening Reception**—Monday, Nov. 19, 5:00–7:00 pm
Student Union, Hugh McPeck Gallery
- **USUAA Thanksgiving Feast**—Thursday, Nov. 22, 11:30 am–1:30 pm
Gorsuch Commons, Creekside Eatery
Free for UAA students, staff, faculty, and general public.

Student Outreach & Transition (SO&T)

Congratulations to the University Hub Team for winning the Homecoming Office Decoration Competition and the online Facebook poll. The Decorating Team included Courtney Petrosky, Career Exploration Coordinator, Yvonne Carter, Transition Advisor, and Maia Luick with New Student Recruitment. The homecoming contest theme of “Carnival” inspired this decorating team, who chose to create their design in green and gold, which included a “balloon pop”, “duck shoot,” “palm reading,” and “ring toss.” The Winner’s Trophy is now held in the University Hub.



SO&T staff with trophy for winning the Homecoming Office Decoration Competition.

The SO&T Team is championing the “Complete Title IX Haven Training by November 2, 2018 Campaign,” along with many other UAA colleges and departments. Volunteers are needed to serve at the info tables, taking place across the campus. You can sign up for the Title IX Tabling at:

- Student Union: <https://www.signupgenius.com/go/5080e49aaad2fa5ff2-fall6>
- Rasmusen Hall: <https://www.signupgenius.com/go/5080e49aaad2fa5ff2-fall7>
- Social Sciences Building: <https://www.signupgenius.com/go/5080e49aaad2fa5ff2-fall8>

Title IX Haven Training is required for institutional compliance, and it supports a culture of respect for our campus



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community. There are incentives for students to complete the training by November 2. Let's spread the word and encourage students to complete this training each year.

The UA Scholars Award Reception will be held on Tuesday, November 6 at the Wendy Williamson Auditorium at 7:00 pm to recognize the top 10% of the graduating class of each high school in Alaska. President Johnsen and Chancellor Sandeen will personally congratulate these students. Participants will be able to meet with representatives from UAA, UAF, and UAS while enjoying refreshments in the Lucy Cuddy Hall following the recognition event. This event marks 20 years of celebrating UA Scholars.

TRIO Programs

Six UAA TRIO professionals attended the Northwest Association of Educational Opportunity Programs' 2018 Conference, The Legacy of Leadership. The featured Keynote Speaker was Dr. Arnold Mitchem, President Emeritus of the Council for Opportunity in Education, who has been an advocate for low-income, first-generation students and individuals with disabilities since the 1960s.

SSS Director Kelly Foran served a third year as Co-Chair of NAEOP's Emerging Leaders Institute training and also presented at the conference about the SSS Peer Mentoring program at UAA.



TRIO Directors Kelly Foran and Kaitlin DeMarcus, the 2017 recipients of the Dr. Arnold Mitchem Award for Advocacy, pictured with Dr. Arnold Mitchem and Maureen Hoyler, President of the Council for Opportunity in Education

TRIO Student Support Services (SSS)

(SSS) participant Jennifer Spencer was selected as one of nine TRIO students from the region to receive a \$1500 Friends of NAEOP Scholastic Achievement Award. Jennifer, the only Alaska student selected for this award, attended the conference in Eugene, Oregon, and shared her story at the Scholarship Luncheon.



Scholastic Achievement Award recipient Jennifer Spencer pictured with UAA's SSS and Upward Bound staff, and the President of the Alaska Association of TRIO Programs.

SSS Program Assistant Tania Rowe completed the year-long Emerging Leadership Institute as part of NAEOP's 2017-18 cohort. Tania begins her second term as Secretary/Treasurer of the Alaska Association of TRIO Programs.

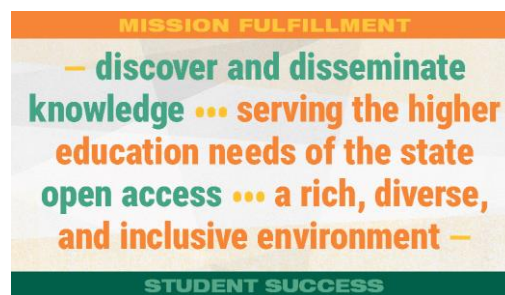


NAEOP's 2017-18 Emerging Leaders Institute. SSS Program Assistant and Staff Council Member, Tania Rowe, pictured third from the left.

NWCCU Accreditation

On October 8-10 UAA hosted the NWCCU review team for the reaffirmation of accreditation site visit. The team met with over 140 individuals from UAA's campuses and also held three open forums. While UAA will receive the final decision sometime in February, it's worth taking a moment of celebration after more than two years of intensive self-study preparations. Congratulations everyone, and a huge thank you to faculty, staff and student governance!

Thank You! Thank You! Thank You! Thank You! Thank You! Thank You!



Curriculum

College Curriculum Committees

Vice Provost Kalina is meeting with college curriculum committees to learn about how curriculum processes work within their colleges, update them on the Associate of Applied Science program revisions, and answer questions they might have.

Compliance

Credit Hour Review

In compliance with the credit hour policy (BOR P10.04.035), UAA sampled 100 sections across the colleges from the draft Spring 2019 schedule. Of the sampling of sections, fourteen were identified where the required minimum contact hours did not appear to match the scheduled contact hours. Of those, one was scheduled in conjunction with a zero-credit lab, five included practicum/laboratory time or other off-campus components, five were rescheduled to add time, one includes an online component to supplement missing contact hours, and two will update the curriculum to reflect current practice.

Program Student Learning Outcomes Assessment

[Academic Assessment Homepage](#)

[IR-Reports Academic Assessment Repository](#)

Annual Academic Assessment Report (Deadline October 15, 2018)

As of October 29, 96% of the reports have been posted. The deans and community campus directors are now providing feedback to the programs.

Annual Academic Assessment Seminar: *Where Learning Matters*

Faculty and staff from every UAA campus participated in the Annual Academic Assessment Seminar on Friday, September 7th. Dr. David Marshall, Senior Scholar at the National Institute for Learning Outcomes Assessment (NILOA), was the keynote speaker. Professor Dan Kline (General Education) and Professor Kristen Ogilvie (Anthropology) were featured in a showcase of UAA assessment.

Materials from the Seminar are posted on the [Assessment Seminars, Retreats, and Workshops website](#).

The Faculty Senate Academic Assessment Committee, Academic Affairs, and the Center for Advancing Faculty Excellence are exploring bringing Dr. Marshall up in January to lead some charrettes during the Winter Teaching Academy.

General Education Workshop Series

Dan Kline, General Education Director, will facilitate a series of workshops and forums in AY19. The series will repeat in the Spring, culminating with the GER/AA/AAS Assessment Soiree in May.
(Note: registration links below allow participants to register for the date's workshop, forum, or both.)

Date	Location	Time	Title	Register
Fri 11/16	LIB 302A	10:00-11:30	GER Assessment Workshop 3: Assignment Design & Assignment Scaffolding	Register
		11:30-12:30	GER Forum: General Education & ePortfolios	
Fri 12/7	ADM 201	10:00-11:30	GER Assessment Workshop 4: GER Across the Curriculum	Register
		11:30-12:30	GER Forum: Looking Ahead in General Education	
Mon 5/6 - Tues 5/7	LIB 307	9:00-2:00	GER/AA/AAS Assessment Soiree	Register

Cyclical Academic Program Review

The programs up for review in AY19 and supporting materials are posted on the [Academic Program Review website](#) and in the AY2019 folder on [IR-Reports](#).

Program Accreditation

The **Computer Science BS** and **Clinical-Community Psychology PhD** hosted site visits in October. The **Paramedical Technology AAS** program will host a site visit in December.



**NOVEMBER 2018
INFORMATION UPDATE**

CENTER FOR COMMUNITY ENGAGEMENT AND LEARNING

- **During the NWCCU accreditation visit, Dr. Stephanie Witt attended two meetings about UAA's Core Theme 5: Public Square.** On October 8th, the Center's Director and Associate Director met with Dr. Witt to address questions about and discuss the university's work around Core Theme 5. On October 9th, the UAA Faculty Community Engagement Council met with Dr. Witt to further discuss the university's implementation of Core 5. The university's efforts around the Public Square and community engagement received a commendation from the accreditation team.
- **The RFP for the Dr. Alex Hills Engineering and Civic Engagement Award has been posted.** Student proposals are due November 9th. This \$2500 award supports undergraduates in a service project that addresses an engineering and technology-based problem with a local organization.
- **Dr. Jessica Barlow will provide the keynote address at the Urban & Rural in Alaska Conference on November 16th.** Dr. Barlow is the Vice President of the Educational Partnership for Innovation in Communities (EPIC) Network, and oversees efforts to grow the network internationally in collaboration with national and international agencies. She is a professor in the School for Speech, Language and Hearing and is the Executive Director of the Center for Regional Sustainability (CRS) at San Diego State University. Barlow also has led sustainability-focused study abroad programs for students and curricular workshops for faculty. This year's conference will also feature breakout sessions, the popular rapid fire presentations, and two concurrent afternoon sessions. The conference will be in the Lucy Cuddy Center and Rasmuson Hall.
- **CCEL Public Scholar Students are working on the national *Up to Us* competition to educate young adults about U.S. fiscal policy and debt.** They will host a Walk the Debt event on November 8th on the skybridge between the Student Union and ECB to visually represent the national debt. The Public Scholar Students will host *Up to US: Fiscal Policy & the U.S. National Debt: An Interactive Discussion* on November 15th in SSB 118 from 6:30-8:00pm.
- **Think Tanks monthly on Thursdays in LIB 307: Next Think Tank on 11/15** co-hosted by Micah Hahn and Libby Roderick, who received a CCEL Resilient Communities grant in May 2018 and are working with the Municipality of Anchorage. The MUNI brings a question: **How can Anchorage strengthen its Climate Action Plan?** Save upcoming dates: 2/21, 3/21, 4/11.

CENTER FOR ADVANCING FACULTY EXCELLENCE

- The UAA/APU **Books of the Year** program is bringing renowned Indigenous author and activist **Winona LaDuke** to the Anchorage and Kenai campuses for multiple events November 8-10. Please join us and invite your students! www.uaa.alaska.edu/books-of-the-year
- Based on information from a September 21 **webinar on “Sparkshops” presented by Professional and Organizational Development in Higher Ed** (the national organization for faculty development), CAFE will begin offering short (10-15 minute) workshops directly to departments on very specific topics and strategies related to effective teaching, learning, and student support. This approach, championed by the faculty development center at Boise State, has almost doubled the number of faculty there who benefit from faculty development services. Chairs/directors will receive more information via email and at the monthly gathering led by Clare Dannenberg. Look for a “Sparkshop” in your department soon!
- On September 25, CAFE co-hosted a session entitled **“Meet Me in the Middle.”** The session explored the multiplicity of issues related to having greater numbers of high school students on campus and in classrooms with the launch of the UAA/ASD Middle College in Anchorage. Led by Claudia Lampman (Vice Provost for Student Success), the workshop featured a panel that included a national guest speaker, UAA-affiliated speakers with Middle College experience, the ASD Middle College Principal, and more. The session drew a mix of faculty, staff, and Student Affairs professionals.
- CAFE was active in supporting the **Accreditation Site Visit** October 8-10, serving in ways both official and informal. CAFE Director Shawnalee Whitney and Director of General Education Dan Kline were interviewed by a member of the site visit team in a joint session. It was great to see how well UAA did in the reaccreditation process, and we thank everyone who was associated with that effort.
- UAA’s **Difficult Dialogues** Director and CAFE Associate Director Libby Roderick presented multiple sessions at the Difficult Dialogues National Resource Center conference at the University of Maryland October 17-19.
- CAFE’s Faculty Associate for Teaching and Learning, Stasia Straley (CBPP), led the first of two sessions on **“Great Ideas for Teaching Students”** on October 23. The GIFTS series invites faculty to share creative ways to engage students in discussions, problem-solving, critical thinking, and more. Faculty in attendance represented CAS, CBPP, and ENG. **Another session is scheduled for November 7**, but each session will be unique. Other sessions will be added in the future; faculty may attend as many as they wish.
- **Preparing your File for Tenure and Promotion: Processes, Procedures, Considerations**, was offered by Marian Bruce (Faculty Services) and Patty Linton (Senior Associate Dean, CAS) on October 26. This session – offered for the first time in the fall as well as the spring -- provided essential information for those going up for 4th year review, tenure, or promotion at all levels.

CENTER FOR ADVANCING FACULTY EXCELLENCE (continued)

- Clare Dannenberg, Faculty Associate for **Faculty Leadership Development**, continues to host a **monthly gathering of chairs/directors of academic departments** to provide support and training around leading academic units. The sessions, held in the morning of the first Tuesday of each month, have been received enthusiastically by chairs/directors. The October session explored leadership styles. The November session will consider motivating faculty around key department goal(s). There are plans for a guest speaker in December.
- CAFE Director Shawnalee Whitney moderated a statewide event entitled: “Whose Freedom? Whose Speech?” on October 12, as part of a statewide initiative asking “**What if Free Speech and Civility Could Coexist?**” The Seawolf Debate team, a panel of respondents, and nationally renowned attorney and author Erwin Chemerinsky spoke to questions of free speech and inclusivity on campuses, followed by audience questions and answers. The event (recording available at www.alaska.edu/freespeech) launches a series of related activities on all three MAUs, including a workshop for faculty, staff and students by CAFE’s Associate Director, entitled: “**Controversial Topics and Difficult Dialogues: Effectively Engaging Students in Critical Conversations.**” That event will occur in late November.
- UAA’s **Difficult Dialogues** Director and CAFE Associate Director Libby Roderick offered a workshop on Implicit Bias for search committee members in the CBPP on October 23 and workshops for faculty and students on the Mat-Su campus including one on engaging students in difficult dialogues (October 9) and another on race and equity issues (October 30).

ACADEMIC INNOVATIONS & eLEARNING

Administrative:

- Dr. Heather Nash was awarded the **2018 WCET Sally M. Johnstone Award**. This award recognizes a professional who has made an outsized contribution to the technology-enhanced learning community with the intention of recognizing thought leadership, excellence in practice, and demonstrated leadership capabilities.
- Dr. Heather Nash and Dr. Dave Dannenberg co-presented ***Accessible Content: An Institutional Case Study*** at the WCET Annual Meeting on October 25.
- AI&e submitted a Saltonstall-Kennedy grant in partnership with Alaska Fish and Game to develop *Scale Academy*, an online training program that will train salmon scale age readers. Understanding the age of a fish helps biologists forecast and manage future runs, thus contributing significantly to sustainable fisheries. If funded, the project will begin in fall 2019.
- **We are hiring for several positions this fall.** Brief updates below:
 - (2) Instructional Designer III – final interview stage
 - LMS Administrator – Application open for candidate resumes
 - Title III Activity Director - Application open for candidate resumes

ACADEMIC INNOVATIONS & eLEARNING (continued)

Faculty Support Services:

- AI&e will launch a **Quality Matters mini-grant program** to encourage faculty members to engage with QM online course design. Applications will open Nov. 7.
- Quality Matters Improving Your Course Online Nov. 9-30
- **Winter Teaching Academy dates set for Jan. 9-11.**

Title III ROLL Grant:

- The Title III Robust Online Learning Grant received a favorable report from its external evaluator after the annual site visit in September. Year 4 will focus on online student support efforts in partnership with Student Affairs and other key departments across campus.

eWolf ePortfolio:

- The external UAA accreditation review team took an interest in our cultural identity efforts with Native Student Services and requested additional information from eWolf with respect to scope and size of this effort.
- **eWolf Faculty Associates** continue to enhance and broaden current e-portfolio use within their respective programs. Between targeted workshops and facilitating discussion groups, this group is proving to be great ambassadors in our effort to grow eportfolio use. eWolf hopes to continue this beta program next academic year depending upon budget resources.
- The eWolf team continues to collaborate with CAFÉ and Faculty Services regarding support for P&T efforts with a focus on process improvement for next year.
- eWolf leadership participated in an internal review of the Salt Lake Community College's (SLCC) e-portfolio program. SLCC's portfolio efforts are recognized by the American Association of Colleges and Universities.
- The eWolf team hosted a visit from George Steele (NACADA). Dr. Steele's work with UAA on flipped advising models was well-received and discussions to develop pilots continue.
- Just a reminder that as of January 1, 2019, new eportfolio sites will not be able to be created in the Classic version of Digication.

ACADEMIC INNOVATIONS & eLEARNING (continued)

eLearning: Distance Student Support Services:

- eLearning Blackboard Orientation for Students was deployed to 5,300 UAA online students for the Fall semester.
- RegisterBlast, a new eLearning online exam scheduler, was rolled out this semester allowing students to schedule their own exam appointments 24/7. This frees up staff who would otherwise be manually scheduling these appointments. To date, 2,500 individual appointments have been scheduled for the fall semester.
- 1,450 individual exams have been administered through the Testing Center in GHH.
- RPNOW has been deployed in 90 courses.
- eLearning Services are providing proctor/distribution services to 130 courses.
- As part of National Distance Learning Week (NDLW), Nov. 5-9th, eLearning will help students stay connected via twitter @UAAeLearning and we will have daily giveaways for students.

INSTITUTIONAL EFFECTIVENESS, ENGAGEMENT AND ACADEMIC SUPPORT

- UAA's **Performance '18**, the annual review of UAA's highlights and performance on selected metrics, is now available online at <https://www.uaa.alaska.edu/academics/institutional-effectiveness/>.

INSTITUTIONAL RESEARCH

- The annual **Fact Book** has been printed and distributed. Limited paper copies are available, however, it is also available at the IR web site at the URL below.
<https://www.uaa.alaska.edu/academics/institutional-effectiveness/departments/institutional-research/fact-book.cshtml>

Office of Alaska Natives & Diversity

November 2018

Diversity and Inclusion Action Plan

The Diversity and Inclusion Plan (D&IAP)) chaired by Dr. Boeckmann, Dr. Thorn and Dr. Williams, completed Spring 2017 is posted on the Chancellor's website.

<https://www.uaa.alaska.edu/about/administration/office-of-the-chancellor/diversity-and-inclusion-action-plan/index.cshtml>

D&IAP Progress to Goals:

Bruce Shultz and Jeane Breinig convened the first meeting of the re-organized and re-purposed Diversity Action Council. This development is in response to

Objective III: Develop a system of accountability

The D&IAP's recommendations for Diversity Action Council (DAC) for reorganization/repurposing have been accepted. The DAC held its first meeting on Friday September 21 chaired by Bruce Schultz, Vice Chancellor for Student Affairs and Jeane Breinig, Associate Vice Chancellor for Alaska Natives & Diversity. The new DAC membership includes several new senior leadership positions. The DAC is charged with overseeing the D&IAP including developing benchmarks and an accountability system.

Objective II: Provide framework for advocating and managing diversity.

The D&IAP plan recommends UAA establish two separate senior leadership roles pertaining to Alaska Natives & Diversity. As recommended in the D&IAP, the Associate Vice Chancellor for Alaska & Diversity is now a permanent position. The search committee is in process for initiating search for the D&IAP's recommended second leadership position for a Chief Diversity Officer.

Objective IV: Examine and support UAA student success.

To ensure D&IAP student success recommendations are incorporated into UAA's 2020 plan, the Vice Provost for Student Success, has incorporated two subcommittee to address the D&IAP's student success recommendations. The Alaska Native subcommittee is examining co-location and reorganization of Alaska Native serving programs and Academic programs. The second subcommittee is providing recommendations to support economically disadvantaged students.

Objective V: Diversify Curriculum and Instructional Strategies.

The Alaska Native themed GER course requirement for students is in place for FALL 18. The Faculty Senate Diversity Committee continues their work developing enhanced curriculum and supporting the new Multicultural post-doctoral positions.

Multicultural Post-doctoral positions. The Provost's office supported searches for five new multicultural post- doctoral positions AY 17-18. Two searches were successful and UAA welcomes two new faculty in Health and Alaska Native Studies. Previously approved searches in Philosophy, Psychology, and Sociology are in progress.

Advisory Council for Alaska Native Education & Research (ANERAC)

ANERAC supports the Student Success recommendations to co-locate and reorganize Native serving academic and student serving programs. The recommendation to co-locate has started with establishing an Alaska Native faculty office in Native Student Services (NSS). Sharon Lind, professor in College of Business and Public Policy, and Aleut Corporation board chair has moved into NSS office space. In addition, a survey will be sent to all Colleges and Units requesting information about the kinds of activities they do in their areas to contribute to Alaska Native student success.

Indigenous Peoples Day

October 8, 2018 several events were hosted on campus. NSS held an open house/potluck noon -3 pm. Information booths for Alaska Native serving programs in the Rasmusen Hall also took place noon -3:30; and a panel presentation occurred with UAA faculty, APU, and IIsagvig College 4:00 – 5:30 pm.

Native American Heritage Month

Several events are planned on campus including Alaska Native Studies Undergraduate Research Symposium on November 9 11:30 – 1:00 and a Giving Thanks celebration at 6:00 pm.

Student Success

Faculty Senate Report 11.2.2018, Claudia Lampman, Vice Provost for Student Success

- This semester there will be three faculty forums titled: ***Small Changes that can make a Big Difference: The Crucial Role of Faculty in Student Success***. This will be a repeating 90-minute, interactive session co-facilitated by Claudia Lampman, Vice Provost for Student Success and Professor of Psychology and Shawnalee Whitney, Director, CAFÉ and Associate Professor and Journalism and Communication. Dates and times are:
 - Tuesday, November 6th from 5:30-7:00pm in LIB 307
 - Tuesday, November 20th from 8:30-10:00am in LIB 307
 - Wednesday, December 5th from 2:30-4:00pm in LIB 307
- The Office of Academic Affairs and Academic Innovations and eLearning are sponsoring a ***Textbook Affordability Fellows Program*** led by Veronica Howard and Dave Dannenberg, and D'Arcy Hutchings. Recruitment will begin in Spring 2019.
- **Academic Pathways Updates**
 - The Academic Pathways Steering Committee, Chaired by Carrie King, Professor of Dietetics & Nutrition, has drafted course maps for each first year baccalaureate pathway and created a template. These course maps focus on completion of foundational courses in math, writing, and communications in the first year and are using course-level success rates for students entering at various levels of preparation to guide recommendations. Associate degree first year course maps will be drafted next. Goal is for First-Year Advisors to use these maps to help students register for Fall 2019 courses.
- **EAB Student Success Collaborative – Seawolf Tracks Implementation Plan DRAFT attached**

Seawolf Tracks Implementation Plan - DRAFT

Phases	Primary Academic Advisors (professional and faculty)	Student Support	Academic Leadership	Instructional Faculty	Student Mobile App
Phase I (Fall 2018)	<ul style="list-style-type: none"> ▪ All primary academic advisors (professional) trained on use of advising platform. ▪ Complete assignment of professional advisors in Banner. 		<ul style="list-style-type: none"> ▪ Provost, Deans, and VPSS encourage 100% adoption rate of advising platform by academic advisors. ▪ Recruit faculty liaisons from each college. ▪ Begin tracking usage by advisors. 	<ul style="list-style-type: none"> ▪ Recruit faculty for pilot of early alert and progress report tools. 	<ul style="list-style-type: none"> ▪ Promote app download to first year students. ▪ Conduct quick polls on how student's learned about app and mid-semester feeling overwhelmed. ▪ Wait to turn on appt. scheduling function until Spring 2019.
Phase II (Spring 2019)	<ul style="list-style-type: none"> ▪ All primary academic advisors (faculty) trained on use of advising platform. ▪ Complete assignment of faculty advisors in Banner. ▪ Assemble campaign committee. 	<ul style="list-style-type: none"> ▪ Key student support offices brought into platform (e.g., Transition advisors, CARE team, Residence Life, Dean of Students). 	<ul style="list-style-type: none"> ▪ Training on Institution Reports and Predictive Model January 23rd at FCDD. ▪ Provost and VPSS request review of IRs. 	<ul style="list-style-type: none"> ▪ Pilot faculty use of early alerts and progress reports in small sample of high DFW/high-enrollment 100-level courses; training to be held January 2019. 	<ul style="list-style-type: none"> ▪ Promote download of app for all students to use for scheduling appointments with advisors to register for Fall 2019 classes.
Phase III (Fall 2019)	<ul style="list-style-type: none"> ▪ Train academic advisors at community campuses. 	<ul style="list-style-type: none"> ▪ Bring Tutoring and additional student support offices into platform. 	<ul style="list-style-type: none"> ▪ Work with academic departments to identify success markers for each major to complete risk model. 	<ul style="list-style-type: none"> ▪ Encourage use of early alerts and progress reports by all faculty at all campuses. 	<ul style="list-style-type: none"> ▪ Bring mobile app to community campuses, if desired. ▪ Target specific special populations.

