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

2018-2019 Officers

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<th>Position</th>
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2018-2019 Senators

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<td>Pace, Kimberly</td>
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<td>Hicks, Nathaniel</td>
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<td>Hinterberger, Tim</td>
<td>Pence, Sandra</td>
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<td>Johnson, Steve</td>
<td>Shamburger, Carri</td>
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<td>Sterling, Lorelei</td>
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<td>King, Carrie</td>
<td>Thiru, Kanapathi ‘Sam’</td>
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<td>Metzger, Colleen</td>
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<td>Graham, Rachel</td>
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III. Agenda Approval (pg. 1-4)

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

V. Guest Speaker
   A. Korina Atkinst & Dorn Van Dommelen, International Education Committee
   B. Carrie King, Academic Pathways Update
   C. Kendra Sticka & Denise Runge, Online Learning Advisory Council (OLAC)
   D. Laura Zamborsky, Financial Literacy Program
   E. Dan Kline, Passport Update
VI. Officer’s Reports
   A. President’s Report (pg. 10-11)
   B. First Vice President’s Report (pg. 12-13)
   C. Second Vice President’s Report (pg. 14-15)
      i. Special Report: Administrator Training (pg. 16-23)
   D. Past President’s Report

VII. Consent Agenda
   A. Undergraduate Curriculum
      i. Courses
         Chg ATC A351: Flight Dispatcher Operations
         Chg ATP A101: Pre-Professional Flying
         Chg ATP A218: Commercial Flying I
         Chg ATP A219: Commercial Flying II
         Chg ATP A220: Commercial Flying III
         Chg ATP A301: CFI Flying
         Chg ATP A305: Airplane Multiengine Land Rating
         Chg BIOL A452: Human Genome
         Chg CE A423: Traffic Engineering
         Chg CE A424: Pavement Design
         Chg CE A425: Highway Engineering
         Chg DH A424: Community Dental Health II
         Chg DNCE A170: Dance Appreciation
         Chg DNCE A262: Theory and Improvisation
         Chg DNCE A361: Approaches to Dance Composition
         Chg DNCE A370: Interdisciplinary Dance Studies: Issues and Methods
         Chg ECON A210: Environmental Economics and Policy
         Chg ECON A310: Energy Economics
         Chg ECON A333: Experimental Economics
         Chg ECON A337: Development Economics
         Chg ECON A351: Public Finance
         Chg ECON A456: Behavioral Economics
         Chg ENGL A478: Public Science Writing
         Chg ENGL A499: English Honors Thesis
         Chg FREN A301: Advanced French I
         Chg FREN A302: Advanced French II
         Chg MATH A113: Numbers and Society
         Del SOC A242: Introduction to Family, Marriage, and Intimate Relationships
         Del SOC A250: Guns in American Society
         Del SOC A310: Sociology of Aging
         Chg SOC A361: Social Science Research Methods
         Chg THR A492: Seminar in Theatre or Dance
B. Graduate Curriculum
   i. Courses
      Chg HS A698: MPH Practicum-Project
      Chg HS A699: MPH Practicum-Thesis

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
F. Academic Computing, Distance Learning and Instructional Technology and e-Learning (pg. 24-25)
G. Budget, Planning, and Facilities Advisory Committee
H. Diversity Committee (pg. 26-29)
I. Faculty Grants and Leaves Committee
J. Institutional and Unit Leadership Review Committee (pg. 30)
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
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

B. Interim Provost, John Stalvey

C. Vice Chancellor of Administrative Services, Beverly Shuford

D. **Vice Chancellor of Advancement, Megan Olson (pg. 31-35)**

E. **Vice Chancellor of Student Affairs, Bruce Schultz (pg. 36-41)**

F. **Vice Provost of Academic Affairs, Susan Kalina (pg. 42-44)**
   i. Accreditation Update

G. CIO, Adam Paulick (pg. 45-46)

H. United Academics Union Representative, Sharon Chamard

I. Office of Institutional Effectiveness, Engagement and Academic Support

J. **Associate Vice Chancellor for Alaska Natives and Diversity, Jeane Breinig (pg. 47-48)**

S. Vice Provost for Student Success, Claudia Lampman

XI. **Informational Items & Adjournment**

A.
I. Call to Order

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

2018-2019 Officers

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

2018-2019 Senators

| P | Allen, Mary Dallas | E | Graham, Rachel | P | Nabors, Forrest |
| P | Ampong, David | E | Ha, Songho | P | Ohle, Kathryn |
| P | Bridges, Anne | P | Harrod, Ryan | P | Orley, Soren |
| T | Brown, Barbara | P | Harville, Barbara | P | Ossiander-Gobeille, Megan |
| P | Cason, Jackie | E | Hicks, Erin | E | 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 |
| P | Dunscomb, Paul | T | 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 | P | Leu Burke, Grace | P | Toscano, Sharyl |
| P | Fortson, Ryan | P | Long, Toby | P | Van Dommelen, Dorn |
| P | Foster, Larry | P | Metzger, Colleen | P | Venema, Rieken |
| P | Grabarek, Lukasz | T | 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
D. Removal of GER Status (pg. 30)

Consent agenda unanimously approved

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
   Gokhan Karahan gave a verbal report.

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)
      Motion to approve
      35 Approve, 0 Oppose, 2 Abstain
      Motion passes

B. Creation of an Ad Hoc Faculty Senate Committee: “Electronic Annual Activity
   Reporting Steering Committee” (pg. 42-43)
      Motion to approve
      32 Approve, 3 Oppose, 1 Abstain
      Motion passes

C. Motion to approved IDEA Recommendation from Joint Ad Hoc Committee on Faculty
   Course Evaluation System
      Motion to approve
      27 Approve, 8 Oppose, 1 Abstain
      Motion passes

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. 
December 7, 2018
FACULTY SENATE PRESIDENTS REPORT

Sending kind and calming thoughts to all the UAA faculty, staff and students. The University has responded very well post-earthquake and they are assessing the facility damage. Thank you to all the UAA facilities personnel and UPD for ensuring all of our safety.

Our working Faculty Senate meeting, scheduled the day of the earthquake was cancelled. Below was the agenda:

November 30th working FS meeting: 10:30-12:30
1. Updating our bylaws & constitution (1st reading in Feb. FS meeting - 2nd reading and voting will be in March FS meeting)
2. Sunsetting Academic Integrity committee
3. Jennifer Brock: powerpoint - follow up on Retreat
4. Other items - Chancellor’s Task Force - ask for volunteers; ask for most up-to-date committee membership lists

The most pressing issue is revising and updating our Faculty Senate By-laws and Constitution. The Faculty Senate Executive Board will do the initial revisions so we can have a first read by our February Faculty Senate meeting, with a hoped for vote in March. In the meantime, I have reached out to all the Chairs of standing committees to propose a January meeting, and if that is not possible, we will do the work via email.

The Ad Hoc committee on Service has been formed and we have scheduled our first meeting for Monday 12/10/18.

The Ad Hoc committee on electronic reporting for Faculty Annual Activity Reports has also been formed and scheduled their first meeting. It is chaired by Nate Hicks.

The Ad Hoc committee on Internationalization is awaiting word from interim Provost Stalvey on the placement for the ESL program. This is a time sensitive issue.

Plans for 2019 include doing a QUALTRICS Survey of all UAA faculty regarding the common course block schedules. As you all know, UAF has a 60-minute hour, while UAA has a 50 minute course schedule. The Faculty Alliance has been tasked by President Johnsen and Vice President
Layer to come up with a solution. UAF has done a survey, and so UAA will also do a similar survey, and I also hope to engage USUAA as well, so we get student input. Expect this in January 2019.

[Signature]
Attended the UA Statewide Leadership Workshop November 14 and 15 in Fairbanks.

The workshop titled *Realizing Alaska’s Future 2020-2040* brought together 130 of the university's academic and administrative leaders, governance representatives, student leaders and faculty to discuss plans and opportunities for the UA system, including discussions on the FY20 budget, advocacy for the university, and building a culture of respect.

President Johnsen’s presentation, *Leading the Way to Alaska’s Future*, reviewed the State’s needs, the current budget request, and the following strategies for helping the state meet those needs.

**Taking care of the basics**
- Campus safety and respect
- Competitive and fair compensation
- Facility maintenance
- Efficiency / Productivity

**Leveraging partnerships**
- K-12 (dual enrollment, teachers, leaders)
- Industry / Employers (ANCSA corporations, tribes, health care, resource development, gas line, maritime, military)
- Local, state, and federal agencies
- International universities and NGOs

**Leading innovation and creativity**
- Commercialization of UA research
- Creating new technologies, solutions to problems
- Integrating traditional and new knowledge

**Growing our own**
- Construction and vocational
- Teachers and health care professionals
- Engineers
- Researchers
- Student recruitment, retention, and completion
Building on our competitive advantages

• Energy
• Climate change
• Indigenous studies
• On-line courses / programs in areas of excellence (e.g., Arctic studies, project management/logistics, Indigenous studies, Homeland Security, OneHealth)

Taking the long view

• Foster long term strategic planning
• Focus on quality
• Invest in leadership

For more information on the Leadership Workshop including the agenda and presentations, go to  https://www.alaska.edu/pres/leadership/
Faculty Senate, Board, and Committee Vacancies

Faculty Senate
- There are currently no vacancies within Faculty Senate or on the E Board!

Board and Committee Vacancies
- **Undergraduate Academic Board (UAB)**, Meetings are held every Friday, except the first, 2:00 to 5:00
  - 2 Faculty Senate seats
  - PWSC representative
  - SOEd representative
- **Graduate Academic Board (GAB)**, Meetings are held the second and fourth Friday, 9:30 to 11:30
  - 2 Faculty Senate seats
  - CAS representative
- **General Education Review Committee (GERC)**, Meetings are held every Friday, except the first, 12:30 to 1:30
  - USUAA Campus representative
- **Academic Assessment Committee (AAC)**, Meetings are held the first and third Fridays of every month from 11:00 to 12:30
  - 3 Faculty Senate seats
  - CBPP representative
  - CoEng representative
  - PWSC representative
- **Faculty Grants and Leaves (FGL)**
  - CAS representative
  - CoEng representative
  - COH representative
- **University-wide Faculty Evaluations Committee (UFEC)**, Meetings are held every Friday morning from January to March
  - 2 bipartite faculty seats
  - 2 tripartite faculty seat

NWCCU Workshop
On Wednesday, November 14, a team of ten faculty, staff, and administrators traveled to the NWCCU Annual Meeting in Seattle. This team included five UAA faculty (Jennifer Brock, Scott Downing, Larry Foster, Terrence Kelly, and Carrie King). The total attendance of faculty at the Annual Meeting was seven, so the UAA team represented over 70% of total faculty attendance. One of the focuses of the meeting was for the NWCCU to collect feedback on how the Standards could be revised or rewritten to more explicitly promote student success and tie this to mission fulfillment. I pointed out to the NWCCU
representative who was leading this discussion that one very constructive way that the NWCCU could promote student success would be to promote the direct participation of those who have direct contact with student learning (i.e. the faculty) in the accreditation process by encouraging them to attend the Annual Meetings and to train as evaluators. The Faculty Senate EBoard commends UAA leadership, especially Chancellor Sandeen and Vice Provost Kalina, for its repeatedly-demonstrated commitment to include and involve faculty in these processes in a meaningful way.

**Administrator Training**

The 2nd VP’s Special Report from the November 30th Faculty Senate Working Meeting, and the PowerPoint presentation given at that meeting, are attached.
Administrator Training: Existing Capabilities and Options

At the Faculty Senate Retreat, one of the items discussed as a constructive way to address many of the issues facing us as a university was some kind of institutionalized training and ongoing support for administrators, which might be extended to department chairs as well. In this report, capabilities that already exist on campus are discussed, as are options for external resources that might be examined further once the planning process begins in earnest.

The Need for Training

The results of the Faculty Morale Survey presented at the Faculty Senate Retreat in August 2018 revealed significant recent decreases in morale in two thirds of the faculty (for a more extensive discussion of the details and implications of those results, see Faculty Senate Retreat Final Report, October 1, 2018). Further discussion at the retreat confirmed that faculty feel that communication from administration has been lacking (both in the sense that information is not provided transparently and in the sense that faculty feedback is willfully blocked) and that respect from administration has been lacking. The high percentage of interim administrators filling the top roles on campus has been alluded to many times, with one participant summing this up as “a lot of administration but precious little leadership.” However, administrators at UAA have historically received little to no training, and the executive training opportunities that do exist are offered sporadically. Administrator training should be considered essential to the well-being of UAA for the following reasons:

- While communication and respect have certainly been issues on campus, it is not realistic or constructive to expect that administrators will figure out how to “communicate better” without receiving training in how to do so,
- Trainings will give the UAA Chancellor a very material way to support new initiatives (e.g. training in making community connections and working with advancement officers might accompany a capital initiative),
- Training could be opened to Department Chairs as well as administrators, and while Department Chairs are not members of administration per the CBA, training could give them the confidence and skills needed to take the most active role possible in their colleges, and
- Currently there is little succession planning within departments and colleges to the point that many departments must scramble to fill gaps when a faculty member accepts a promotion to administration, and trainings could support systematic identification and preparation of faculty members who have talent for and interest in administrative tasks.
Suggested Training Topics
Planning for a serious administrator training program at UAA will need to identify and prioritize topics that the trainings will cover. A list of suggested topics for training is presented below as a starting place. The list is not presented in any particular order.

- Communication
- Budget
- Collegial departmental interactions
- Academic/organizational culture
- Leveraging the review process for mentorship
- Supporting effective teaching
- Leadership styles – spotting and leveraging different types
- Running effective meetings
- Advancement and working with advancement officers
- Implicit bias, including in hiring processes
- Enhancing community connections
- Team building
- Conflict management

Training might take the form of multi-day face-to-face workshops offered annually (or on whatever timescale is most appropriate to our needs and budget), and could be supplemented by other resources, which might include

- A web-based resource list,
- Development of a UAA Leadership Handbook (for an excellent example along these lines, see Cornell College’s Department Chair’s Handbook, https://www.cornellcollege.edu/academic-affairs/chair-handbook/index.shtml),
- Periodic webinars or other asynchronous training modules (see the Options for Outside Resources section for possible providers),
- Discussion/support groups that meet periodically.

Current Capabilities
While the Center for Advancing Faculty Excellence (CAFE) appropriately has a focus on faculty and not administration, it does have expertise and training materials that can support many of these topics, and should certainly be considered as an existing resource to be drawn upon. In addition to general support and expertise running trainings, orientations, and discussion groups, CAFE has materials that could be incorporated directly into administrator training with little or no modification, particularly its Difficult Dialogues materials (see the Difficult Dialogues webpage at http://www.difficultdialoguesuuaa.org). In particular, Toxic Friday is a multimedia resource (including a book, website, and online video) created to address and prevent faculty-to-faculty bullying in higher education. This resource could especially support training in conflict management and collegial interactions.

Options for Outside Resources
While not exhaustive, this section contains information on outside resources that are worth examining seriously when and if planning begins.
Option 1: A Consultant
A good option if UAA determines that it is not ready to commit to an existing training package or service would be to hire a consultant to help the university delineate its needs. The right consultant (skillful in communication and/or other aspects of executive coaching) could combine this process of exploration and planning with the first face-to-face training session, allowing administrators to receive training and at the same time provide feedback.

An advantage of this option is that it would allow UAA to take a more tailored approach and avoid making a larger commitment in the early stages of making regular training a reality.

Option 2: External Academic Training Services
External services exist to provide training for higher education, many of which are specialized to particular audiences (e.g. colleges of arts and sciences, working with advancement, etc.). Two services that seem to be focused more broadly on higher education leadership training in general are Academic Impressions (https://www.academicimpressions.com) and Magna Publications (https://www.magnapubs.com/index.html). Both services offer webinars, support networks, and conferences. Of these, Academic Impressions seems to focus more on executive coaching and Magna Publications seems to focus more on faculty development, so Academic Impressions might be more appropriate here. Academic Impressions also has a service where they will send a workshop leader to campus, which would be far more cost-effective than sending individual administrators to workshops and/or conferences.

Advantages of this option are that these services are well-established and based on national best practices. Whether or not on-campus training is utilized through these services specifically, webinars could be used to supplement a face-to-face training program. Student Affairs has used Academic Impressions webinars from time to time and reports that they are of high quality.

Option 3: UNM Mentoring Institute
The University of New Mexico (UNM) Mentoring Institute (https://mentor.unm.edu) does not focus on administrator/executive training (in fact, its mission is to improve mentorship for faculty, staff and students), however, since mentorship will be part of a successful training and support program for administrators, this option might be a good supplement to UAA’s training plan. The UNM Mentoring institute focuses on research-based best practices in mentoring, and works with a variety of nonprofit and academic institutions outside of UNM. Available services include organizational evaluations and the development of institution-specific training programs. The UNM Mentoring Institute also runs an annual conference, which UAA has sent faculty to in the past.

Contributors
I would like to thank the people who have contributed information to this effort:

- Shawnalee Whitney, Director, Center for Advancing Excellence
- Bruce Schultz, Vice Chancellor for Student Affairs
- Anita Lee, Professor of Health Sciences, Eastern Connecticut University and HERS Associate Director of the Residential Program
- Dianna Sadlouskos, Managing Partner and Founder, Higher Education Consulting and HERS Faculty
Administrator Training
Capabilities and Options

Special Report by the FS 2nd VP

The Need for Training

- While communication and respect have been issues on campus (see discussion of Faculty Morale Survey, Faculty Senate Retreat Final Report, October 1, 2018), it is not realistic or constructive to expect that administrators will figure out how to “communicate better” without receiving training in how to do so,
- Trainings will give the UAA Chancellor a very material way to support new initiatives (e.g. training in making community connections and working with advancement officers might accompany a capital initiative),
- Training could be opened to Department Chairs as well as administrators, giving them the confidence and skills needed to take the most active role possible in their colleges, and
- Trainings could support systematic identification and preparation of faculty members who have talent for and interest in administrative tasks (currently succession planning is an issue in many colleges and departments).
Training Areas

• Communication
• Budget
• Collegial departmental interactions
• Academic/organizational culture
• Leveraging the review process for mentorship
• Supporting effective teaching
• Leadership styles – spotting and leveraging different types
• Running effective meetings
• Advancement and working with advancement officers
• Implicit bias, including in hiring processes
• Enhancing community connections
• Team building
• Conflict management

Possibilities for Other Support

• Development of a leadership handbook (see Cornell College’s Department Chair’s Handbook, https://www.cornellcollege.edu/academic-affairs/chair-handbook/index.shtml)
• Web-based resource list
• Sponsorship of periodic webinars for administrators
• Formation of support groups that would meet periodically to share best practices

Workshops for faculty to learn and discuss best practices are already held regularly by CAFÉ Image: CAFÉ website
Current Capabilities

- CAFE appropriately has a focus on faculty and not administration, but has general expertise and training materials that could support many of these topics
- General expertise includes that needed to run trainings, orientations, and discussion groups
- Some CAFE materials, particularly its Difficult Dialogues materials, could be incorporated into administrator training with little or no modification
  - Toxic Friday could support training on collegial departmental interactions

Outside Resources: Consultant

- The option:
  - Start with a consultant, possibly a communications consultant
  - Invite this person to campus to meet with administrators and do a multi-day combined training/listening session to kick off the training and determine our needs moving forward
  - Use the consultant’s advice together with the feedback collected during the event to form a more concrete plan
- Advantages
  - Would not require any institutional commitment beyond the one-off expense of hiring the consultant during the stage of determining needs

Toxic Friday is a multimedia resource—a book, website, and online video—to address and prevent faculty-to-faculty bullying in higher education (see CAFÉ Difficult Dialogues webpage).
Outside Resources: External Training Services

- The option:
  - External services exist to provide training for higher education, many of which are specialized to particular audiences (e.g. college of arts and sciences, working with advancement, etc.)
  - Two services that seem to be more broadly focused toward higher education leadership training in general:
    - Academic Impressions (https://www.academicimpressions.com)
  - Both offer webinars, support networks, and conferences
  - Academic Impressions also has a service where they will send a workshop leader to campus

- Advantages
  - These services are well-established and based on best practices
  - On-campus trainings could be supplemented by webinars throughout the academic year

Outside Resources: UNM Mentorship Institute

- The Option
  - Does not focus on administrator training per se (mission is to improve mentorship for all students, faculty, and staff), but might provide valuable insights into best practices in mentoring
  - Institute works with nonprofit and educational institutions outside UNM, services include organizational evaluation and development of institution-specific training programs
  - UAA has sent faculty to the annual UNM Mentoring Conferences in the past

- Advantages
  - Focuses on research-based best practices in mentoring
Thank You

• People who have contributed to this effort
  • Shawnalee Whitney, Director, Center for Advancing Excellence
  • Bruce Schultz, Vice Chancellor for Student Affairs
  • Anita Lee, Professor of Health Sciences, Eastern Connecticut University and HERS Associate Director of the Residential Program
  • Dianna Sadlouskos, Managing Partner and Founder, Higher Education Consulting and HERS Faculty
ACDLITe Report to the Faculty Senate
December 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), Heather Nash (AI&E)

Click HERE to review November 9 2018 Meeting Minutes

- LibGuides LTI Integration into Blackboard - Lorelei Sterling
  - UAA/APU Library looking for faculty partners to try library resource integration into their courses
  - Library requests a default link to be included in the template Blackboard Shell.
    - The link can be altered, hidden, or deleted at the preference of the instructor.
    - The link can help highlight the foundational role that library resources play in higher education.
  - ACDLITe supports the inclusion of the UAA/APU Library LTI Integration link into the template Blackboard shell (vote: Nine yea, two abstain), requests that Faculty Senate consider this formally and pass a motion.
  - Picture 1 (integration), picture 2 (landing page)

- 2018 AI&E Accessibility Pilot - Heather Nash & Kitty Deal
  - Project Powerpoint, summarizing major contributions
  - AI&E-produced Kodiak Pilot Final report
  - Accessible Course Review Tool developed by Title III Grant
  - Kodiak College Instructional Council response AI&E Report, expressing concerns about project and how results were shared with the larger faculty

- Distance Learning OLAC Evaluation - Dave Fitzgerald
  - Evaluation of distance programs Overview/Guidelines (specifically see #3)
  - Dave Fitzgerald encourages faculty to review the guidelines for quality as many of these impact our ongoing eLearning offerings. These guidelines also refer to many policies that we do not have in place as an institution.

- Fall Technology Survey - Veronica Howard
  - Results of survey data are ongoing, but encourage specific themes for the eLearning Luncheon:
    - OER/textbook affordability
    - Accessibility/universal design for learning
    - Brief Blackboard feature training

- eLearning Luncheon - Veronica Howard
  - Planning for eLearning luncheon ongoing - tentative date Friday February 15, 2019
Volunteers needed! If interested, please email uaa_acdlite@alaska.edu

**Academic Innovations & eLearning (AI&E) Update (Dave Dannenberg)**
- Blackboard upgrade - Faculty are invited to help test the new Blackboard learning environment. For more information: [https://goo.gl/forms/tXAGkXOF3iWyl3](https://goo.gl/forms/tXAGkXOF3iWyl3)
- Blackboard Learn and Collaborate Roadmap recordings
- Three Instructional Designer vacancies currently open, searches ongoing
- One LMS engineer vacancy currently open, searches ongoing
- OLAC has started meeting; full council meets quarterly, four subcommittees (learning technologies, policy and process, data, and accessibility) meet more regularly. Next meeting in December.
- Proposal to revise technology fees moving forward to be approved or rejected by student government. Rather than having separate distance learning, eportfolio, and technology fees, the fees would be combined into a single fee (flat rate of $75 per semester OR $11 per credit hour fee). Revenue is projected to be equivalent to current fee structure while simplifying billing for students.
- Heather Nash received the Sally M. Johnstone Award from WCET. This award recognizes a professional who has made an outstanding contribution for their 'rank' to the technology-enhanced learning community with the intention of recognizing thought leadership, excellence in practice, and demonstrated leadership capabilities. This award is meant to honor up and coming leaders in higher education.

**Information Technology (IT) Updates (Joe Fugere)**
- Video conferencing RFP is supposed to be available for draft review next week.
- CITO position has been selected, more information forthcoming soon
- Security expert position to be filled by Brandon Wood. His position as infrastructure director now open; interviews will begin in two weeks.
- Network team lead position no longer vacant. Don Johnson started with IT.
- New Tier 3 (structure side) Alex Taylor - moved from OIT in Fairbanks.
- Feedback requested: hours for the support center for the winter holiday closures. Historically, these days have had very low call volume. The committee recommends announcing closures widely, maintaining staff on-call support over holiday times in lieu of formal scheduled hours.
  - Thanksgiving: M-W 7a to 6p to meet need, suggest closing Sat & Sun of Thanksgiving Week since only around 4 total calls came in over this weekend historically. Members express some concern over closing call center during this time.
- [Classroom Technology Upgrades Update](#)

**Next Meeting:**
Friday, December 14, 2018
10:00 a.m. – 12:00 p.m.
SSB 120B
Faculty Senate Diversity Committee November Report

Attendance at meeting held November 21, 2018 3-4:30pm in ADM 102.

### 2018-2019 Co-Chairs

| P | Erin Hicks, Physics & Astronomy | P | Thomas Chung, Arts |

### 2018-2019 Members

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

P= Present; A= Absent; E= Excused
I. Roll call and welcome

Meeting convened at 3:05

II. Vote on support of effort to add diversity and inclusion activities to faculty Annual Activity Reports

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 during the October meeting.

At our November meeting members reported back on their thoughts and the thoughts of fellow faculty members. While many positives were discussed including the potential resource of information on faculty inclusive and diversity activities, FSDC ultimately voted not to support this new change at the moment. It was felt that more of a framework needs to be put in place at UAA before placing any expectation on faculty that they participate in these activities, even if only a perceived expectation with an optional box. However, we have already begun a voluntary database of faculty reports on diversity and inclusivity activities at UAA, including instruction, and the general sentiment was that the work we are involved in to implement the new diversity GER is pointing out the curriculum that reflects UAA’s success in this area. It is our hope that this database and the GER effort can satisfy the need to better understand diversity and inclusivity activities across UAA’s campuses.

III. Subcommittee Updates

a. Diversity & Inclusion GER: SLOs (Tom)

Subcommittee has resolved the language of the SLO’s enough to begin the second assessment of the course inventory. This reevaluation has begun and has changed
the status of several potential courses in terms of their eligibility for the diversity GER.

b. Diversity & Inclusion GER: Benchmarks (Erin)

Erin Hicks reported that this action will be completed as part of the goals achieved by the Diversity Action Council “Enhance Diverse Curriculum” subcommittee in FY19.

c. Multicultural Postdoctoral Fellowship Program Working Group (Erin)

Erin Hicks reported that the Working Group has nearly finalized their recommendations for the program and will submit these to the Provost’s office by mid-December as originally planned. Key developments include confirmation that administration intends to transition Multicultural Postdoc Fellowship positions to tenure track, and that it is being recommended that the deans’ offices discuss the future hiring needs in department interested in proposing to host a Fellow prior to submitting a proposal.

d. Multicultural Postdoctoral Fellowship Program: Prof. Development

This subcommittee discussed several opportunities available to the Fellows during their October meeting and are exploring ways to complement these existing activities.

e. FSDC Website & Diversity Database (Emily)

Emily will be attending website creation training. Committee discussed needing to decide what the website should look like and what content should be included. Most member bios have been sent to Emily and will be available to add to the website. A draft will be brought before the committee for feedback.

f. Internationalization (Songho)

Songho reported that no response has been received about the creation of an international student center and the effort to provide more support for international students and faculty. Committee discussed the potential for assisting international student in a cultural climate of xenophobia.

IV. Update on search for “Chief Diversity Officer” (Erin)

Erin Hicks reported that the Chief Diversity Officer position was originally planned to be an interim position, and an internal search, but the transition has now been made
to a permanent position which requires a national search. Before proceeding with a search the committee has recommended that the seek clarification regarding how this position is expected “to hold the institution accountable” and what resources will be available to achieve this goal.

V. Break out into FSDC Subcommittees

Committee members needing to discuss matters specific to their subcommittees were offered time to conduct these discussions.

VI. Next Meeting: December 21st 3-4:30 ADM 102 - how many will be in attendance?

No meeting was planned for December. If a meeting becomes necessary then it will be scheduled by Dec. 7.

VII. Announcements

a. We need a community campus representation on FSDC, please invite your colleagues.

b. Student Diversity Award submissions due Dec. 7th
The work of the IULRC is to survey faculty and staff on the administrators of their respective institutional units.

A brief recap on the phases of the IULRC’s work:

- The Provost determines which institutional unit leaders will be surveyed each year.
- Surveyed institutional leaders participate in the modification of a standard survey instrument developed by the IULRC.
- Surveys are distributed to faculty by ITS during the spring semester.
- Results of surveys are delivered from ITS to the Provost.

This fall semester the IULRC has met with the Provost to discover which institutional units on campus will be surveyed this spring. CTC and the Library are the most likely candidates. An open question is whether this list will include community campuses.

The executive board of the Faculty Senate has requested a meeting with the Chancellor to discuss the question of the community campuses, whose directors report to the Chancellor, not to the Provost.

Before the end of this term work must begin to prepare for the surveys during spring semester. This includes meeting with leadership of ITS, meeting with the deans or directors of the respective institutional units that are scheduled to be surveyed.

Prepared by Forrest Nabors, Chair, IULRC
FACULTY SENATE REPORT
December 2018

University Advancement Office

VICE CHANCELLOR’S OFFICE

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

University Advancement is actively recruiting for two new Development Coordinators:

University Advancement is actively recruiting for one Donor Relations Officer:

ALUMNI RELATIONS NEWS/UPDATES

Native American and Alaska Native Heritage Open House | Fri., Nov. 30 | 1-3 p.m.
All are welcome to celebrate culture, share traditions and honor Native American and Alaska Native contributions to our community! Commemorate Native American and Alaska Native Heritage Month at the UAA Alumni Center with alumni, faculty, staff and students. Bring your research, art, music and more, and connect with your Seawolf community! The UAA Alumni Center is located in the UAA/APU Consortium Library next to Kaladi Brothers Coffee. Refreshments will be provided.

CAMPUS EVENTS

Save these commencement dates!

Fall Graduate Degree Hooding Dec. 15 and Commencement Ceremony Dec. 16

Don’t forget to RSVP for the Graduate Degree Hooding Ceremony on Dec. 15 and Commencement on Dec. 16. Please RSVP by Dec. 7 to confirm your seat at these ceremonies.

A link to RSVP and additional information can be found on the commencement website at www.uaa.alaska.edu/commencement.
MAJOR INDIVIDUAL & CORPORATE GIFTS

Stantec Consulting Services, Inc donated $50,000.00 toward ANSEP.

Alaska Trauma and Acute Care Services pledged $35,000.00 to the UAA Surgical Technologist Program

Sound Wellness Alliance Network donated $9,707.95 to the PWSC Health and Fitness Center; Ski for Free and Nutrition Kitchen.

American Honda Motor Co donated $5,000 to the Women's X-Country Running Scholarship.

Vernon Smith/International Foundation for Research in Experimental Economics donated $22,000.00 to the Vernon Smith Economic Science Lab.

Sherry and Don Shiesl donated $5,000.00 to the Marie Narhi Shiesl Scholarship.

NEW FUNDS

Excellence in Social Work
To provide support for the School of Social Work at the University of Alaska Anchorage.

UAA International Students Thanksgiving Dinner
To provide support for the International Students Thanksgiving Dinner program at the University of Alaska Anchorage.

UAA Nights of Achievement
To provide support for the Nights of Achievement program at the University of Alaska Anchorage.

UAA Seawolf Success
To provide support for the Seawolf Success program at the University of Alaska Anchorage.

Tony Mullin Engineering Scholarship
To provide assistance for tuition and other related educational expenses to engineering students at the University of Alaska Anchorage.
PHONATHON and ANNUAL GIVING

Ruffalo Noel Levitz (RNL) began working with UA in FY18 to implement a coordinated, system-wide Annual Giving program, and that program continues now in FY19.

In FY19 so far, the Phonathon student fundraising program has raised $64,925 in pledges and cash gifts from 558 donors for UAA.

Other FY19 Annual giving efforts, including direct mail appeal letters, email solicitations, and digital advertising, have raised $11,140 from 92 donors for UAA.

UNIVERSITY RELATIONS NEWS/UPDATES

MEDIA

Media Mentions and Noteworthy Coverage
Note: 2019 Alaska Teacher of the Year Danielke Riha is UAA alum several outlets have covered
- 11/02 – Chance encounter ignites Riha's path to teacher of the year | KTVA-TV
- 11/01 – Danielle Riha named 2019 Alaska Teacher of the Year | KTVA-TV
- 10/30 – University of Alaska Anchorage launches first Alaska chapter of National Academy of Inventors | Alaska Public Radio Network Online
- 10/30 – Redstar Gold Corporation Announces New Exploration Manager | Fat Pitch Financials
- 10/30 – Former UAA student faces charges of making terroristic threats | KTUU-TV Online
- 10/27 – Gina Hays of Anchorage | Alaska Public Radio Network Online, 49 Voices
- 10/27 – When it comes to Alaska, Portugal, The Man is "Feelin' it still" | KTUU-TV Online
- 10/26 – Mic Check in the Morning: 'Playhouse Creatures' opens at UAA | Daybreak - KTVA-TV
- 10/26 – Eagle River 5-year-old becomes newest member of UAA basketball program | Alaska Star - Online
- 10/26 – Pressing Events for the weekend of Oct. 26 | The Anchorage Press Online
- 10/26 – Hailey Swirbul on the USST Park City Training Camp | FasterSkier.com

NOVEMBER SOCIAL MEDIA

Summary
We continued to cover campus and chancellor activities on UAA’s institutional accounts. The content focus for Facebook has changed to include more campus updates, student stories and chancellor activities.
Analytics

*Full month analytics and trends for November are not yet available. These figures are where we stand as of November 19.*

**Community**
Twitter: 6,664
Facebook: 19,038
Instagram: 3,977
LinkedIn: 42,103
**Community Total: 71,782**

Twitter: 53.4k impressions; 926 engagements
Facebook: 160.3k impressions; 1,547 engagements
Instagram: 46.2k impressions; 2,455 engagements
LinkedIn: 57.8k impressions; 1,169 engagements
**Community Total: 295.1k impressions; 5,428 engagements**

Top Posts
Our most viewed posts this month were posts on behalf of the Office of Development and Alumni Association.

1. **Twitter:** Chancellor “get out and vote” graphic for early voting at the UAA Student Union; 1,711 impressions, 34 engagements
2. **Facebook:** National Scholarship Month feature, Marisa Escher; 5,280 impressions, 583 engagements
3. **Instagram:** Photo view of downtown Anchorage from west campus; 2,458 impressions, 207 engagements
4. **LinkedIn:** Announcement, alumni meetup with Tina Teaford in Washington, D.C.; 3,072 impressions, 44 engagements

*Reporting Oct 26-Nov. 19*

University Relations is continuing to collaborate 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, and 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.
Admissions

The 2018 UAA Viewbook was the recipient of the Silver Award for Communications by The Big One 2018 Awards. The Big One Awards is hosted annually by AIGA Alaska to celebrate award-winning design in Alaska’s design community.

UAA Office of Admissions student recruitment team has hosted nine application days at Anchorage and Mat-Su area high schools this fall and will complete four more before the end of the year. To date these events have generated over 600 applications.

Save the date for these upcoming spring events:

- Junior Day at UAA: March 1, 2019
- Kids2College: April 12, 2019

The Spring Semester Admissions 2019 late application deadline is December 15, 2018.

Career Exploration and Services (CES)

First Destination Survey (FDS) data is now in. The first ever, First Destination Survey conducted by a UAA career office was sent out May 2017 and completed October 2018. FDS are critically important and commonly used nationally to assess post-graduation career and employment outcomes. This data is used by institutions to improve organizational performance and assess regional and academic program accreditation standards. FDS data can also be used to enhance the UAA student success story. A full report will be issued mid-January 2019. Here is a preliminary summary:

- 28% Response Rate (1,740 FDS surveys were sent to post-graduation students and 484 responded);
- 58% are working, 24% looking for work, 14% continuing education, 3% not looking for work, 1% accepted volunteer work, and 0.8% went into the military.
- CES learned that 52% of UAA students work and live in Alaska after graduation (42% in Anchorage).

On November 4, CES helped facilitate the JC Penney Suit-Up Event, in which 124 students and alumni attended, along with 16 UAA staff volunteers. The top participation by college were: College Business and Public Policy 30%, College of Arts & Sciences 27%, and College of Health 13%; and Alumni 8%. Interestingly, the first-year student participation rate was 31%, higher than other class groups. There are plans to continue this event annually.

CES hosted the Women in Law Enforcement Fair on October 24; nine law enforcement organizations attended and 1,214 students attended. On November 8, the UAA Fall Career Fair hosted 34 employers; 1,769 students attended.

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

The Alcohol and Drug Core Survey has been launched to collect data for 2018. This survey goes out to a random sample of all UAA students every four years to collect data on current alcohol and drug use, as well as attitudes, perceptions of use of peers, and perceived risk and harm. Data collected from this survey is used to guide prevention efforts and resources on campus.
The Alcohol, Drug, and Wellness Educator Brittney Kupec partnered with Student Life and Leadership, Student Health and Counseling Center Peer Health Educators, as well as Office of Equity and Compliance Prevention & Education Coordinator Bridget Coffou to put on a program about consent and alcohol during Single's Night. Students could play a game to decide whether a person in a scenario would be able to give consent or not when alcohol is involved.

On November 15, the Care Team hosted a program, called “Seeking Shelter” along with Commuter Student Services and the Hunger and Homeless Support Network to gather housing professionals to explore avenues in the community for rapid rehousing for homeless students. The following agencies sent representation: AWAIC, Neighborworks, Anchorage Homeless Coalition, Gospel Rescue Mission, Choosing Our Roots, and Cook Inlet Tribal Council. Four UAA students attended as well.

Student Conduct & Ethical Development Coordinator Megan Wilbur and Student Conduct Administrator Steve Hawkins presented to a group of Writing faculty members on October 26 about issues surrounding academic integrity, plagiarism, and updates and changes to UAA's policy on those issues.

Disability Support Services (DSS)
Fall 2018 Commencement Speaker Katherine “Katie” Irwin is a UAA student success story. Deaf since birth, UAA senior Katie Irwin will reflect on memorable academic triumphs during commencement at the Alaska Airlines Center on December 16. A beneficiary of UAA’s 2020 platform, Irwin credits DSS and the university with providing innovative solutions to barriers for students with disabilities. State-of-the-art American Sign Language interpreting services, led by DSS Interim Director Anne Lazenby (as well as ongoing DSS staff and UAA faculty support), created an accessible, equitable environment in which Irwin excelled. As a DSS student worker, Irwin collaborated on a variety of special projects, including DSS’ well-known “Don’t ‘Dis My Ability” empowerment campaign. While at UAA, Irwin developed diverse life-transferable skills and a robust professional portfolio. Inspired by her university experiences, Irwin frequently shares her student success story via campus and community presentations. Irwin is contemplating graduate studies at UAA.

Military & Veteran Student Services (MVSS)
MVSS partnered yet again with the Department of Labor for the annual Veterans and Military Spouse Career Fair that was held in the University Center on November 16. There were more than 150 employers on site as well as several workshops conducted to help participants with the hiring process.

For the first time, UAA offered an application fee waiver for veterans, service members and their families in honor of Veterans Day. The application fee waiver was available November 8-15. During this week, more than 50 individuals took advantage of this offer.

MVSS also partnered with SVUAA for their Veterans Day Bake Sale. The club was able to sell out of all of their goodies, raising a significant portion of the funds needed to send two of their officers to the annual Student Veterans of America Leadership Conference.

Multicultural Center (MCC)
On November 18, MCC, in partnership with International Student Services, hosted the 4th Annual International Student Thanksgiving Dinner. This event allowed UAA international students representing over forty countries to come, share, and create a new Thanksgiving tradition with fellow Seawolves. Approximately 135 students, supporters, and guests attended. Chancellor Sandeen was present to give welcome greetings and to acknowledge the Dena’ina-Athabaskan land that UAA sits on.

The MCC is partnering with the Anchorage branch of the NAACP, Shiloh Community Development Incorporated, the Business Boutique, and the UAA Black Student Union to plan and implement a Black History Month of programs during the month of February. The 2019 celebration will have the theme “Black Migration: All Roads Lead to Alaska.” Stay tuned for additional information and details.
Native Student Services (NSS)

NSS partnered with Native Student Council and Alaska Native Studies to host the annual Giving Thanks Potluck on November 16 at Lucy Cuddy Hall. This event welcomed a host of students, faculty, staff, and community leaders who enjoyed a feast of Alaska Native subsistence foods and traditional Thanksgiving fare. Interim Director E. Andre Thorn was provided a certificate of thanks from Native Student Council.

On November 28, NSS worked in partnership with the Multicultural Center to host a film screening and discussion of Rumble: Indians that Rocked the World. This film highlighted an array of talented indigenous individuals who pioneered the Native music scene.

Office of the Registrar

The Office of the Registrar hosted multiple “lessons learned” sessions with academic schedulers following their first submission of semester schedules using CLSS, UAA’s new academic scheduling software. Feedback was overwhelmingly positive. Schedulers appreciated the software’s ability to warn them about scheduling errors prior to submission, the option to quickly filter for scheduling data, and the elimination of forms for special room requests and selected topics courses.

The summer and fall 2019 semester schedules are already available for editing in CLSS. All summer schedule changes are due in CLSS by January 11. The summer schedule will be viewable to students in UAOnline on February 4. All fall schedule changes are due February 15 with the fall schedule viewable in UAOnline on March 18.

Final exams are December 10-15. Faculty and students are encouraged to search for their final exams early to confirm the time and location of each: http://phb.uaa.alaska.edu/sfra/finalexams. Only full semester-length, on campus classes (excluding labs) have a final exam period automatically scheduled by the Office of the Registrar, and only those finals appear in the final exam search. Faculty may email uaa.scheduling@alaska.edu with final exam questions or concerns.

The deadline to apply for fall graduation is December 7. Students submit their graduation application in UAOnline. Commencement is Sunday, December 16, at the Alaska Airlines Center. All summer 2018 graduates and fall 2018 graduation applicants are invited to participate.

Office of Financial Aid (OFA)

The Office of Financial Aid has already received over 2,500 Free Applications for Federal Student Aid (FAFSA) for the 2019/20 academic year. Over 700 of those students were selected for verification and have received a request for additional information. New students should receive their 2019/20 award letters by the end of December.

Current students will not receive next year’s award letter until the end of the spring semester. All students should submit their FAFSAs as early as possible since some types of financial aid, like the Federal Supplemental Education Opportunity Grant (FSEOG), are limited and awarded to eligible students based on their FAFSA application date.

Students attending spring semester can expect financial aid disbursements to begin on January 4.

The spring workshop schedules for Savvy Seawolf—Financial Literacy programming is available on the OFA website.
The student health clinic served 1,911 students in October and 1,136 students in November. Outreach flu clinics around campus, as well as the health center, have provided 477 influenza vaccines this fall.

The Health Promotion Team traveled to Kenai Peninsula College to present “Bringing in the Bystander” sexual assault training. This was their first opportunity to provide training at this campus and they received an enthusiastic welcome.

Residence Life
The Department of Residence Life has been actively engaging residential students with over 200 events and programs in the residence halls. The events range from Elder Tea Socials in the Cama-i Room to making Self-Care Kits with residents. Another community building practice in the residence halls and apartments is Resident Advisors developing meaningful relationships with their residents. They do this by having intentional one-on-one conversations throughout the semester to help residents feel a deeper connection to UAA.

Residence Life and Housing are planning for the 2019-20 Living Learning Communities (LLCs) which includes a review of the current offerings and looking for new opportunities with campus partners.

Student Health & Counseling Center (SHCC)
In October, Georgia DeKeyser, APRN, who served as the Director of the SHCC, announced her retirement. Georgia worked at the health center for twenty years and served as the director of the clinic for the last five years. Ralph Bagley, APRN, and Mary Woodring, APRN, are serving as interim directors for the health center.

In support of students during their final exams, the SHCC offered the annual free soup lunch on December 5 from 11:00 am until 2:00 pm in the Rasmuson Hall Lobby.
include eLearning/ePortfolio/Technology, Student Activities, and Transportation. In November 2018, USUAA also hosted elections that included a student government fee modification and constitutional amendments, as well as its annual Thanksgiving Feast program for UAA students, staff, faculty, and the general public on Thanksgiving Day.

In Student Media news, Wright Franklin, former KRUA 88.1 FM Station Manager, resigned from his position as he anticipates graduation, and the student-run radio station is currently accepting applications to fill this senior leadership position on its staff. The Northern Light, UAA’s student-run newspaper, has been hard at work to develop new and innovative ways of reaching students under the leadership of new Executive Editor, Levi Brown. Check out their latest project, TNL in 2, which brings UAA the top five stories of the week in less than two minutes (facebook.com/tnlupdates/posts/10156908414672320).

Effective December 3, Sarah Garner, Director of Student Life and Leadership, will be leaving the university. Associate Director, Kim Morton, has agreed to serve as interim director while a search is underway.

Student Life & Leadership Upcoming Events:

- SLL Director Search Open Forums—Thursday, Dec. 6 & Tuesday, Dec. 11, 11:00 am-noon
  
  Student Union, Lyla Richards Conference Room 103
  Candidates: Kim Morton (Dec. 6), Sean Griffin (Dec. 11)
  UAA students, faculty, staff, and community members welcome to participate.

- USUAA General Assembly Meetings—Fridays, 3:00 pm
  Student Union, Lyla Richards Conference Room 103
  Meetings are open to the public.

Student Outreach & Transition (SO&T)

SO&T welcomes two new team members. Mae Ditty, Administration Assistant for SO&T has extensive experience in finance, administration, and marketing, advanced technological skills, and quality customer service. Bill Michaelson, Student Employment Technician for CES comes with a wealth of project administration, customer service, and client management experience.

SO&T staff are thankful for their Celebration Committee, who make SO&T team times memorable. Courtney Petrosky, Career Exploration Coordinator, Rachel Chiang, Senior Fiscal Manager, and Katherine Pascua, Scholars @ UAA Transition Advisor are the coordinators of all student and staff celebrations. Thanks for contributing positively to staff morale.

TRIO Programs
TRIO Upward Bound (UB)

TRIO Upward Bound (UB) hosted Senior Scholarship and College Admission Day at UAA on November 12. Twenty-six high school students completed personal essays, scholarship portfolios, and submitted applications for scholarships and college admissions at the University Center.

Participants in the UB Senior Scholarship & College Admission Day.
On October 25, UB hosted a Career Exploration Day on the UAA Campus for 15 UB students. Staff and faculty from Dental Hygiene/Assisting and Fine Arts led engaging hands-on activities that exposed students to various career pathways.

Students participating in UB Career Exploration Day.
NWCCU Accreditation

NWCCU Annual Meeting “Standards That Matter: Educating the Head, Heart, and Hands”
The Chancellor and a team of UAA faculty, staff, and administrators attended the NWCCU Annual Meeting on November 14. This was the first meeting run by the new NWCCU President, and it was an opportunity to hear about NWCCU’s review of its own processes and standards moving forward.

UAA folks who attended with the Chancellor: Jennifer Brock, Scott Downing, Larry Foster, Ryan Hill, Susan Kalina, Terry Kelly, Carrie King, Beverly Shuford, and Cheryl Wilga.

Curriculum

Undergraduate Certificate General Education Working Group
An Undergraduate Certificate General Education Working Group has been charged with putting forward a proposal to bring undergraduate certificates into compliance with NWCCU Standards for related instruction and to align the general education requirements for certificates with general education requirements for associate degrees.

Compliance

Syllabi Archive
Moving forward, all syllabi will be collected in fall and spring semesters. The deans/campus directors’ offices will collect the syllabi and upload them into IR-Reports.

As faculty develop their syllabi, they can find the most current course student learning outcomes in the CIM course approval system, or the course content guide archive (for courses not yet fully updated in CIM).

Program Student Learning Outcomes Assessment

Academic Assessment Homepage  IR-Reports Academic Assessment Repository

Annual Academic Assessment Report – 100% complete!
All active programs have submitted their annual academic assessment reports!!!! Thank you!!!!! The deans/community campus directors are now providing feedback to the programs.

Intentional Assignment Design – Charrettes!!
Building on his plenary at the September 2018 Annual Assessment Seminar, Dr. David Marshall will conduct two charrette-based sessions at the Winter Teaching Academy on January 10 and 11. These workshop charrettes will focus on intentional assignment and activity design for student learning across the campuses, including Academic Affairs and Student Affairs. Each session will focus on
developing assignments and activities that can be assessed for a particular outcome. Thursday will focus on Oral Communication and Friday will focus on Critical Thinking.

Participants bring an assignment or activity to share and discuss.

**General Education Workshop Series**
Dan Kline, General Education Director, will facilitate a series of workshops and forums in AY19. The series repeats in the spring, culminating with the GER/AA/AAS Assessment Soiree in May. Faculty are making good progress in the GER workshops toward defining a high-level Student Learning Outcome and four shared indicators for Critical Thinking, and the GER forums have addressed different criteria for rethinking General Education at UAA. *(Note: registration links below allow participants to register for the date’s workshop, forum, or both.)*

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Time</th>
<th>Title</th>
<th>Register</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fri 12/7</td>
<td>ADM 201</td>
<td>10:00-11:30</td>
<td>GER Assessment Workshop 4: GER Across the Curriculum</td>
<td>Register</td>
</tr>
<tr>
<td></td>
<td></td>
<td>11:30-12:30</td>
<td>GER Forum: Looking Ahead in General Education</td>
<td></td>
</tr>
<tr>
<td>Fri 1/18</td>
<td>LIB 302A</td>
<td>10:00-11:30</td>
<td>GER Assessment Workshop 1: Curriculum Mapping &amp; Shared Assessment</td>
<td>Register</td>
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<tr>
<td></td>
<td></td>
<td>11:30-12:30</td>
<td>GER Forum: Diversity &amp; Inclusion GER Initiative</td>
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<tr>
<td>Fri 2/22</td>
<td>LIB 302A</td>
<td>10:00-11:30</td>
<td>GER Assessment Workshop 2: Student Learning Outcomes &amp; Rubric Development</td>
<td>Register</td>
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<tr>
<td></td>
<td></td>
<td>11:30-12:30</td>
<td>GER Forum: The Interstate Passport</td>
<td></td>
</tr>
<tr>
<td>Fri 3/22</td>
<td>LIB 302A</td>
<td>10:00-11:30</td>
<td>GER Assessment Workshop 3: Assignment Design &amp; Assignment Scaffolding</td>
<td>Register</td>
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<tr>
<td></td>
<td></td>
<td>11:30-12:30</td>
<td>GER Forum: General Education &amp; ePortfolios</td>
<td></td>
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<tr>
<td>Fri 4/19</td>
<td>LIB 302A</td>
<td>10:00-11:30</td>
<td>GER Assessment Workshop 4: GER Across the Curriculum</td>
<td>Register</td>
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<tr>
<td></td>
<td></td>
<td>11:30-12:30</td>
<td>GER Forum: Looking Ahead to GenEd Revision</td>
<td></td>
</tr>
<tr>
<td>Mon 5/6 -</td>
<td>LIB 307</td>
<td>9:00-2:00</td>
<td>GER/AA/AAS Assessment Soiree</td>
<td>Register</td>
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<tr>
<td>Tues 5/7</td>
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**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 templates for those programs are due to the deans by February 1st.

**Program Accreditation**

- The **Human Services AAS/BHS** and the **Art BA/BFA** were granted continued accreditation in November.
- The **Paramedical Technology AAS** will host an accreditation site visit in December.
International and Intercultural Affairs

Faculty-Led Programming
UAA's Dr. Dorn Van Dommelen is leading a faculty-led program to Dakar, Senegal this summer with the help of CIEE, offering a class on International Development. Please contact Dorn with questions. All qualified students are welcome to apply!!!

Supporting Student Abroad Opportunities
Education Abroad is partnering with the Dean of Students, Office of Equity and Compliance, Environmental Health & Safety and Risk Management, Student Life & Leadership and the Faculty Senate Ad Hoc Committee on Students Abroad to develop a streamlined checklist for opportunities outside of regular education abroad programming. Examples include attending a conference in another country or traveling with a student club.

Student Participation
16 students studied abroad in the Fall 2018 semester, and 7 of those students will spend the entire academic year abroad. 10 new students will be departing for Spring 2019. This year UAA students will study abroad in at least 10 countries, including Japan, Germany, Australia, the United Kingdom, Ireland, Spain, Costa Rica, Italy, France and Senegal.
To: Maria Williams, Faculty Senate President
From: Adam Paulick, CIO/Associate Vice Chancellor for Information Technology
Date: December 7, 2018
Subject: Faculty Senate Report

**IT Leadership Updates**
Mark Kondrak, current CIO at Hamline University, was announced as the new system Chief Information Technology Officer. He will be starting on the job in January. The recruitment for the UAF CIO is in the early stages of search committee formation.

**Campus-wide Access and Security Modernization Project**
UAA Facilities, IT and UPD are working together on a project to enhance physical security on campus. The goals of the project include updating the campus security and access policy, modernizing door locking systems and developing integration between systems including cameras and classroom scheduling. Faculty Senators are welcome to join the project steering committee. For more information or to volunteer for the committee, please contact me.

**Video Conferencing RFP**
With broad input from UAA, the other campuses and outside experts, the RFP language has been finalized and was made available to the public mid-November. UAA will have at least one representative on the selection committee. Once the selection of a new system is made, a project will kick off to integrate the new technology in classrooms and with university systems. Training will be a key element moving forward.

**Cyber Security Concerns and Initiatives**
The recent computer compromise at the Mat-Su Borough has many Alaskan businesses and public entities reviewing their cyber security posture. UAA IT Services has been engaged with many organizations involved with the remediation efforts at the borough including the FBI and commercial security vendors. It’s believed the attack began through a successful phishing attempt. While UAA has implemented several new security measures, continued vigilance by faculty and staff is a key element in maintaining a secure computing environment.
On that note, ITS has seen an uptick in targeted phishing attempts. Recent attempts show attackers are using public information to create realistic looking emails that purport to come from individuals in UAA leadership. Be suspicious of unexpected communications and inconsistent communication elements such as an email from a co-worker or supervisor coming from a non-university address.
Office of Alaska Natives & Diversity

December 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 and is under implementation via the new repurposed Diversity Action Council.

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

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 one of the recommendations in the plan.

The D&IAP’s recommendations for Diversity Action Council (DAC) for reorganization/repurposing is now underway. 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. The group has developed subcommittees, has developed charters, and will soon be announcing a call for additional members to join the teams.

**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. In addition, the Student Success subcommittee established in the DAIP is developing a plan to ensure all DAIP recommendations are met.

**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. The DAIP subcommittee is now chaired by one of the FSDC co-chairs.

**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 requested information survey was 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.

**Native American Heritage Month**

Several events were hosted 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. November 30 Alumnae Center hosted a Native American Alumnae Open House.