

## A Resolution of the University of Alaska Anchorage Faculty Senate

Whereas, UA President James Johnsen has strongly promoted Strategic Pathways (SP) as a mechanism to transform the University of Alaska; and

Whereas, significant resources have been allocated and already expended on the SP process, yet there has been no accounting for the actual cost of SP; and

Whereas, the SP process has been advertised as a collaborative process and input to the process has been encouraged, yet the issues or concerns raised by the faculty have had no apparent influence on, and are not addressed by any of the decisions to this point; and

Whereas, resolutions from all three Faculty Senates and the Faculty Alliance in Fall 2016 have made clear the faculty's position and concerns regarding SP and there has been no official response to these resolutions nor have changes been made in the SP process that adequately address concerns presented in the resolutions; and

Whereas, the entire SP process has been undertaken with a stated goal of creating efficiencies and cost reduction of operations, yet to date no financial analysis of the baseline costs, costs of the SP study itself, cost of the approved changes to the programs, reduction in operating costs resulting from the changes, costs of implementation of the changes, payback period, immediate fiscal impact of the changes, or return on investment have been estimated or calculated; and

Whereas, the SP process is presented as an attempt to implement efficiencies and "best practices" yet the very process used ignores sound business practices and provides no sound basis for decision-making based on fiscal impact to the university; and

Whereas, President Johnsen's failure to use established decision-making processes involving shared governance violates accreditation standards and undermines the NWCCU accreditation of UAA; and

Whereas, the After Activity Report on the Gmail project correctly identified multiple critical errors in basic business decision-making and program management that are also present in SP recommendations/changes; and

Whereas, UNAC faculty turnover has more than doubled from four to nine percent in the time that President Johnsen has been in office, and 60% of faculty who left are assistant or associate professors. Faculty morale at UAA is also at very low levels, yet President Johnsen has not only failed to take appropriate action to reverse these trends, but his actions are contributing to high faculty turnover and low morale; and

Whereas, high turnover and low morale are fundamental threats to the continuation of UAA as a high-quality institution and negatively impact mission fulfillment; and

Whereas, while the UAA Faculty Senate recognizes the financial problems facing the university, the actions of President Johnsen have actively harmed UAA, and have caused long-term damage to the integrity, reputation, and viability of UAA.

**Therefore, be it resolved that the University of Alaska Anchorage Faculty Senate has no confidence in the leadership of University of Alaska President James Johnsen.**