

MINUTES

UAF FACULTY SENATE MEETING #63

MONDAY, APRIL 22, 1996

WOOD CENTER BALLROOM

I

2. Motion to suspend for one year the change in the last day of late registration.

B. Motions pending: none

III Comments from Chancellor Wadlow and Provost Keating -

The Chancellor and Provost was not available to give a report.

IV Governance Reports

A. ASUAF - A. Wells

The Elections Board of ASUAF announced the results of last week's ASUAF Presidential elections. Catherine Wheeler, current President of the ASUAF Senate, is the President-Elect for the 1996-97 school year.

ASUAF Legislative Affairs Director Health Hilyard continues to lobby for the students of UAF for passage of the Land Grant bills currently in both the Senate and House. Mr. Hilyard has offered several seminars to explain the bills and their importance to UAF students and has also enlisted the aid of ASUAF Senate members for a letter writing campaign to state legislators.

The Rules Committee of the ASUAF Senate is currently reviewing the Constitution and the By-laws of ASUAF (known as the Blue Book). Minor changes have been suggested by the committee to clarify existing rules and delete those which have become obsolete. The ASUAF Senate will vote on those revisions at their next meeting.

B. Staff Council - R. Pierce

Ron Pierce, President-Elect for Staff Council introduced himself. Ron is the Range Manager for Poker Flat Research Range. Eric and Marie have worked well together in the past and he felt that Don and he would continue building the communication between the two groups. Ron indicated the two areas Staff Council will be concentrating on next year are a training program for staff and a recognition program

C. President's Report - E. Heyne

The President's report was attached to the agenda. Eric indicated that Mlttdown/Campus clean-up will be Friday, April 26. Student Activities is looking for help and encouragement in the clean-up effort. Faculty participate in serving breakfast to the students in the Commons.

D. Faculty Alliance meeting - D. Lynch

A report on the Faculty Alliance meeting was attached to the agenda. Don handed out a new report which gave highlights of the Regents' meeting held in Anchorage on April 18-19.

HIGHLIGHTS OF APRIL 18, 19, 1996 REGENTS MEETING, ANCHORAGE
DON LYNCH, PRESIDENT-ELECT, UAF FACULTY SENATE

The most significant matters affecting the University are:

MAJOR PROJECTS APPROVED BY REGENTS:

New coal-water-slurry system for UAF Power Plant
Fund Raising for Elvey II
Seeking funds for new Marine Science Building at Juneau

Funds from Japan appear probable for Elvey II and NOAA is very interested in the Marine Science facility at Juneau. Funding appears assured for the new coal slurry facility at UAF. In addition, the new cafeteria and dorms for Anchorage seem also probable. Each of these projects will require University matching funds both for construction and maintenance.

Collections II and III

The Academic Affairs committee went through these two collections very carefully. The copyright section of Collection II is not prepared as of this time. A new section was added to the

more communication between Regents and Governance.

Marie Scholle of System Governance and Staff Alliance stressed that these groups will ask to meet with the Business Council particularly regarding the new Job Evaluation System

Ron Pierce, President-Elect of UAF Staff Council, stressed that the combined efforts at lobbying of all the governance groups in Juneau this February appears to have been effective.

Don Lynch, President-Elect, UAF Faculty Senate, stressed the policy issues currently in the process of being approved by the three Senates and Alliance: new statement on Five Year Tenure Review and new statement on Locus of Tenure as well as the Alliance statement on the Meaning of Faculty Consultation. I also stressed that the formal period of governance review of Collection III, policies of most concern to faculty, which started on April 19th would not lead to significant actions as faculty are in final exam commencement weeks and go off contract on May 20th.

Mary Hughes, UAF Board of Visitors, and Charlotte Jensen of Cooperative Extension Service, and someone else from UAF's College of Fellows described briefly the activities of their organizations.

Sean Paul, Juneau Student Organization protested in vain against having lower tuition rates at Kodiak and Prince William Sound than elsewhere in the system. Tom Walker, UAS Student Organization, stated that the culture at UAA militated against effective student governance. Apparently there are specific problems with the administration over student governance in Anchorage which do not exist in Fairbanks.

Reorganization

The student paper in Anchorage announced the cancellation or suspension of 85 courses for Fall 1996. UAA's reorganization is designed to eliminate several acting or interim deans. UAS's reorganization will create faculty clusters administered by a single dean.

Merit Pay

Juneau will use all its merit pay money for equity salary increases for those of its fifty non-bargaining unit faculty who deserve such raises. The President stated that this was within the intent of Regents Policy. UAA and UAF are both using regression analysis consisting of the Preingrade, Oklahoma study, and equity within departments to select people for equity raises. This is to be followed by qualitative judgments by deans and department heads. UAF is proceeding with merit pay. Some colleges have decided to give merit pay to only 30 to 60 percent of faculty. One college, CLA, is developing its system

Enrollment

UAA School of Management has embarked on a public relations campaign using 3,000 television cassettes to be sent to high schools to increase declining enrollments. Will also offer weekend courses in business.

COMMENT: At one point, one of the Regents stated: "The Regents' goal is unity, cooperation, working together." This certainly proved to be the case among the representatives of all the governance groups from all of the campuses. The two Union representatives also vernts o U

Eric indicated that this issue was addressed at the last meeting and this was the version to come out of Faculty Affairs. Norman Swazo spoke in favor of the motion in light of UAF's reorganization for the academic year 1996-97. Don indicated that the Board of Regents is asking an

EFFECTIVE: Immediately

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

VII New Business
A. Election for the 1996-97 UAF Faculty Senate President-Elect

Ballots were passed out to voting Senate members and were tallied during the break.

B. Resolution to ratify election of 1996-97 UAF Faculty Senate President-Elect, submitted by Administrative Committee

Eric announced the results of the election. There was no opposition to ratifying the election and the resolution passed.

RESOLUTION PASSED
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BE IT RESOLVED, That the UAF Faculty Senate ratifies the election of President-Elect on the basis of the following ballot.

BALLOT

PRESIDENT-ELECT

Please vote for ONE individual to serve as the President-Elect of the UAF Faculty Senate for 1996-97.

*** John Craven, Professor
Physics/GI

Michael Jennings, Assistant Professor
School of Education

***President-Elect

C. Evaluating Educational Effectiveness - D. Thomas

Dana offered a motion to adopt a policy for UAF. This is in response from the work done on accreditation last year. UAF is behind in student outcomes assessment which is a requirement of accreditation. Ron questioned the use of persistence as a measurement. There is a significant difference between the full-time on-campus student and the part-time rural based student. The definition of persistence that is applicable to the on-campus

happening to the rural student. Dana indicated that faculty are key to this process. Dana went on to give an example of how one part of the assessment might take place. This will involve extensive faculty work. UAS is ahead of UAF in their assessment program. Dana also indicated that there is no financial commitment from the administration at this time. However, he believes that some would have to be forthcoming for the process to work. Dana urged everyone to keep the process as simple as possible. The motion passed without opposition.

MOTION PASSED

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The UAF Faculty Senate moves to recommend the adoption of a policy on evaluating educational effectiveness as described below

EFFECTIVE: Immediately
Upon Chancellor Approval

RATIONALE: In order to maintain our institutional accreditation, UAF must develop and implement a process of educational evaluation. In addition, the UA Board of Regents has a draft policy requiring such a process which they will consider at their June meeting. Copies of the accreditation standards and proposed BOR policy are available at the Faculty Development Office. The provost has named the following team to coordinate UAF's effort in this regard: Dana Thomas (Chair), Paul Reichardt, Joan Worley, Jin Brown, Meriam Karlsson, Ralph Gabrielli, and Ron Johnson. This team offers the proposed UAF policy below to begin our development and implementation of an educational effectiveness evaluation process. Evaluating educational effectiveness methods may include, but are not limited to, interviews, transcript analyses including persistence, performance, and course taking patterns, student self-evaluations, standardized tests, portfolio samples, capstone courses, course grades, exit surveys, and graduate employee or employer surveys. The Office of Faculty Development will arrange a workshop this fall for training faculty in this area.

UAF EDUCATIONAL EFFECTIVENESS EVALUATION POLICY

In accordance with its mission, the University of Alaska Fairbanks has a continuing responsibility to review and improve performance of students, faculty, and programs. UAF therefore establishes the Educational Effectiveness Evaluation to describe the effects of curriculum instruction, and other institutional programs. The process will be useful for curricular and institutional reform and will be consistent with UA Board of Regents Policy and institutional and specialized accreditation standards.

The university shall ensure the academic freedom of the academic community in the development and maintenance of this process.

Evaluations shall be conducted with regard to the following:

1) Student Information - Students will be assessed upon entry to the university for purposes of course advising and placement, especially in mathematics and English, and for describing the gender, age, ethnicity, and previous education of students recruited, retained, and graduated over time.

2) Evaluation of the CORE Curriculum - Evaluation of the CORE curriculum will include assessment embedded within CORE courses as well as the assessment of students within upper division courses, especially oral and writing intensive courses.

3) Programmatic Evaluation - Each degree and certificate program will establish and maintain a student outcomes assessment process useful for curricular reform and consistent with institutional and specialized accreditation standards.

4) Evaluation of Out of Class Learning - An important element of a student's overall education is learning that occurs outside of classes. Therefore, an evaluation of those activities and student support services impacting a student's education shall be conducted.

D. Motion to amend the minimum high school gpa for admission to the concurrent enrollment (AHEAD) program submitted by Curricular Affairs

Dana recalled the brief discussion about allowing high school students to enter a degree program in their final high school year provided they met certain criteria. There was some discussion at that time about the policy's grade point average requirement of 2.5. When the Senate motion went to the Chancellor, she approved it and wrote that she would like the Senate to consider a higher gpa. It came back to Curricular Affairs and they passed it at a 3.0 gpa. It is back before the Senate for consideration. Rich Seifert spoke against the higher gpa. Ann Tremarello spoke about the program and how students would be admitted to the program. Norman Swazo proposed an amendment to the motion to admit student as a degree candidate with a 3.0 gpa and conditionally admit students with a 2.5 gpa. Sukumar spoke against the motion. Madeline Schatz and Dana Thomas spoke against the amendment. The amendment failed. Don Lynch and Ron Illingworth spoke about the need for good advising and do not support increasing the gpa. The motion failed with a vote of 7 yes, 16 nays, and 1 abstention.

E. Motion to recommend changes to proposed Regents' Policy on Failure to Receive Tenure, submitted by Faculty Affairs

Michael Pippenger remarked that he did not agree with the changes to Regents' policy as proposed but that this motion was to change some of the wording of the proposed policy. There was discussion about how the current policy and the proposed policy differ in allowing faculty to go through the review process more than once. Michele Hebert spoke in favor of the current policy. The motion changing language from (MAY CONTINUE TO SERVE to WILL CONTINUE TO SERVE . . . , BUT MAY NOT STAND..) passed unanimously.

MOTION PASSED (unanimous)
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The UAF Faculty Senate moves to recommend that the proposed language in Regents' Policy on Tenure (OX.01.05) be amended as follows:

CAPS = Additions
[[]] = Deletions

Proposed Regent's Policy OX.01.05
F.5. Failure to Receive Tenure.
{Rearranged}

[[A faculty member may stand]] A CANDIDATE STANDING for tenure prior to the mandatory year of review [[In so doing, the candidate]] MUST PROCEED THROUGH ALL STEPS [[may withdraw at any step]] in the process. [[prior to review by the Chancellor.]] If the decision of the Chancellor is to deny tenure, the faculty member [[shall be offered a terminal appointment]] WILL CONTINUE TO SERVE AS TENURE TRACK FACULTY SUBJECT TO REGENTS' POLICY OX.01.07 (Termination of Faculty Appointment), BUT MAY NOT STAND AGAIN FOR TENURE PRIOR TO THE MANDATORY YEAR OF REVIEW THE DECISION OF THE CHANCELLOR IN THIS INSTANCE IS FINAL.

A faculty member must stand for tenure BY OR in the mandatory review year. [[as defined in section 4.b.(1-4) above.]] If tenure is not awarded IN THE MANDATORY YEAR, the faculty member [[shall]] WILL be offered a terminal appointment for one additional year of service.

EFFECTIVE: Immediately

RATIONALE: The previous wording of this policy stated that a faculty member denied tenure prior to the mandatory year MAY continue as a tenure track faculty, implying the Chancellor could, outside of Regent's Policy OX.01.07 (Termination of Faculty Appointment), issue a terminal contract upon the denial of early tenure. Provost Keating stated in a previous UAF Faculty Senate meeting that was not the intent of the proposed policy. Hence, this change in wording better reflects the intention on the proposed policy.

Dana proposed another motion to keep the current policy on tenure as it relates to candidates withdrawing at any step. After more discussion on the issue the motion passed.

Eric, Don, and Michael will recommend to the Faculty Alliance that the policy remain the same. The second position will be the motion previously passed with the changes in wording.

MOTION PASSED (unanimous)
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The UAF Faculty Senate moves to recommend that Regents' Policy on Tenure (OX.01.05, F.5. Failure to Receive Tenure.) as currently approved remain the same.

F. Regents' Policy on Role of Consultation with Governance, Recommended amendments to draft policy 01.03, Definitions, forwarded to the Senate from Faculty Alliance

Don Lynch indicated that this motion originally came out of UAA to the Faculty Alliance. The original wording came from a policy from Mississippi State. In the most recent revision of Regents' policy a section was added on consultation with governance. This motion adds the definition of consultation.

MOTION PASSED (3 nays)
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enforcing minimum class sizes and canceling more classes we need to discuss this in the Senate. The Senate needs to take the lead on this issue. Eric opened discussion to talk about the issue and to take a course of action.

Dean Hedahl reported that in the response to program assessment under enrolled classes is one of the items the Chancellor is responding to. The deans have been looking at the efficient use of resources and looking at under enrolled classes. There is a subgroup of the Provost Council that is meeting to examine this policy.

Don indicated that historically the idea behind the policy was that there should be minimum class sizes subject to: a) is the course required for the major; b) is the course required for graduation that year; and c) will the Dean approve a deviation from that rule.

Michele Hebert suggested that since there already is a Provost's committee, someone attend the meetings and report back to Faculty Senate. Dana Thomas said that we need to send a message back to the Chancellor concerning the list. One of the things missing from the list is a reassignment of work load. And where is research? Norman Swazo indicated that workload is an issue undertaken by the Faculty Affairs Committee and suggested that it be referred to that committee for follow up. Paul Layer, speaking as a department head within CNS, indicated they were trying to come up with a policy within their college. He felt that each college might come up with different criteria. Also, in talking about distribution of load they were talking about faculty development, reassignment of research and service, and also reassignment of tasks within the unit, so that there would be more development in the educational programs.

Ron spoke about the reorganization of UAF in 1988 which joined the community colleges with UAF and became a new entity. Policies which had been developed for the previously existing UAF with a campus here may not have any relationship to the new entity created after that. Certainly this needs to be reviewed. Don reminded the Senate that under program assessment over a three year period faculty productivity is expected to increase by 15 percent.

Eric asked that Dana Thomas from Curricular Affairs and Paul Layer from Scholarly Activities meet with Faculty Affairs. He also asked that the Faculty Affairs Committee send a representative to the Provost's subcommittee on under enrolled classes.

Dana asked for feedback from the faculty on what direction the committee should take on this. If criteria are established, whether at the college level or whatever, there also needs to be a set of priorities to administrators if a class is under enrolled.

Michael Jennings recommended that the decision be made at the lowest possible unit level because of the diversity within the system. Paul Layer agreed but thought we do need to make sure there are some guidelines to make sure there is some communication or equity among units. Madeline hoped that any rules made would contain a clause that allows exceptions. It was moved and seconded to refer the issue of minimum class size to Faculty Affairs. There was no opposition.

Eric asked how the Senate wanted to respond to the list. Michael said it's an administratively developed list for the benefit of administration without consultation of faculty. Send it back as inappropriate. If they would like our input on developing alternative

IMS is looking at a score card; SFOS Education, particularly in Juneau is having a very difficult time and is very torn on this issue. FITC is research and public service. They don't fit well in the score card

* Development of institutional research data regarding students involved in developmental classes at UAF.

E. FACULTY APPEALS & OVERSIGHT - Diane Bischak

The Faculty Appeals and Oversight Committee has been working in two areas. One is the general area of selection of grievance council faculty members. They have an 8 member subcommittee to serve as a pool of faculty members for hearing panels. Diane will also be nominating a member of the committee to be one of the faculty representatives to the grievance council.

The other areas is the evaluation of academic administrators. The Provost is proceeding with the evaluation of four administrators this spring - Hall, Akasofu, Alexander, and Trent. A subcommittee on Administrator Evaluation will oversee the process of administrator evaluation following the 1990 Senate guidelines. The subcommittee includes DeAnne Hallsten, Nag Rao, and Mark Tureo. They will be reviewing the work of the four administrator evaluation committees.

F. FACULTY DEVELOPMENT, ASSESSMENT & IMPROVEMENT -
Rich Seifert

No report was available.

G. LEGISLATIVE & FISCAL AFFAIRS - Michael Jennings

Michael reminded everyone to get the word out by May 6th. The Legislature will be doing close out. There are a number of bills that concern UA. The land grant bill is one that is of interest to the administration. The information is on the Internet and Wendy Redman updates the list weekly.