

MINUTES  
UAF FACULTY SENATE MEETING #58  
MONDAY, SEPTEMBER 1



Council for ample opportunity to propose revisions based on the first-year experience. There is a lot of material faculty elsewhere have gone through which can be drawn upon. Another part of the policy that is often overlooked is that the Chancellor may allocate differentially to the colleges/schools the amounts of salary increases. The Chancellor doesn't intend to do this in an arbitrary way. Some criteria need to be developed, understood by everyone, and implemented with faculty input.

Program Assessment has now become a day-to-day activity.



Staff Council would like to support the faculty in any way they can, in student recruitment or whatever problems come about. They have been very successful in having the staff morale issue taken care of. They feel that the staff morale is high. They are working hard to keep the students active. They would like to see the faculty gain the morale that the staff has.

C. President's Report - E. Heyne

Eric indicated that it was good to see the faces of the rural faculty. He encouraged everyone to use good audioconferencing citizenship. Eric's report was attached to the agenda and he asked for any questions. Joli Morgan commented that in 20 years in the bargaining unit the union has never stifled his creativity in teaching.

V Public Comments/Questions - none

VI Old Business

A. Assessment Report - D. Thomas & M Hebert

Eric indicated that the assessment report was not authored by Thomas and Hebert but they were on the committee that produced the report. They can answer any questions about the report. The report has been supplied for your information.

Jerry McBeath asked the Chancellor about the two-pronged approach on the evaluation of the C and B list. The Chancellor saw this as a new component of review of the B and C list. She is waiting to see if there is any new ideas looking over the old reports. Jerry also asked about the need for closure on program assessment. Eric indicated that his impression was that the Board anticipates that program assessment is a never-ending process. They want this to be ongoing self-evaluation, self-criticism self-assessment tied to finances. The Chancellor agreed that it was a very accurate statement.

Dana Thomas indicated that as faculty have questions they should feel free to visit with him anytime and he would be happy to share his experiences.

Rich Seifert asked Dana if he felt that the process was never-ending. Dana indicated that his perception of program assessment was dynamic in the sense that when he started he felt it was a one-time thing to bring our budget in line and have a review of our programs. Certainly by the time that he was finished with the initial work he saw that it was probably going to be a continuing process. Rich saw this as a central morale problem and felt that someone should mention this to the Regents. Eric noted that the October Board of Regents meeting will be held in Fairbanks and that everyone has three minutes to speak before the Board.

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The UAF Faculty Senate moves to confirm the membership of the Faculty Appeals and Oversight Committee membership as follows:

- Diane Bischak, Associate Professor, SOM
- Dennis Crawford, Associate Professor, ACE (96)
- Marvin Falk, Associate Professor, CLA
- Greg Goering, Associate Professor, SOM
- DeAnne Hallsten, Professor, CRA
- Alan Jubenville, Professor, SALRM
- Vi dyadhar. Kamath, Professor, SME
- Meriam Karlsson, Associate Professor, SALRM
- Walt Peterson, Instructor, CRA
- Nag Rao, Professor, CLA
- Wayne Vandre, Professor, ACE
- Daniel Walsh, Associate Professor, SME

EFFECTIVE: Immediately

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B. Resolution on Regents' policy on non-bargaining unit faculty compensation, submitted by Administrative Committee

Don Lynch passed out his comments on the proposed policy. Speaking on the resolution, he indicated that Regents policy has nothing in common with what was passed last year. He attended two Regents meeting and a subcommittee meeting which considered this matter. The opinions of the three faculty Senates and the Faculty Alliance were completely, totally, and absolutely ignored. There is no opportunity for the viewpoint of this body or the Alliance to be heard at the Regents except during the public comment period.

The second point is that no more than 80% of the faculty would get raises every year. The raises would range between 2 and 10%. That means that 1/5th of our faculty every year can anticipate never getting a raise. Looking at the budget for UAF, one-third of the state money goes to support instruction. That is the area the Regents are most concerned about. Research faculty bring in \$90 million. Half the faculty are research faculty and can we deny them a paltry 2% raise when they bring in \$90 million a year?

The policy does leave the raises up to the discretion of the Regents. We have told us here and the Provost indicated to us that they want to include the faculty in the evaluation process. We are go—







