

MINUTES  
UAF FACULTY SENATE MEETING #81  
MONDAY, SEPTEMBER 14, 1998  
WOOD CENTER BALLROOM

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The first one should be merely a reminder. Private donations have allowed us to again, this Academic Year, offer small grants to support undergraduate research projects. The application forms have already been distributed, and I assume that you have already seen them. Please encourage your colleagues to publicize this opportunity to our undergraduates throughout UAF's schools and colleges and to impress upon them the tremendous value of "out-of-class" learning experiences like those supported by this project.

Second, I am delighted to announce that Dana Thomas of the Department of Mathematical Sciences has agreed to serve as the Provost's Faculty Associate for Academic Development and Assessment. For the next couple of years Dana will lead UAF's efforts in faculty development as well as our institutional reaccreditation effort. His faculty development efforts this year will focus on UAF's portion of a systemwide program in instructional technology. Working with the staff of the Instructional Technology Center in the library, Dana will deliver a program which will assist UAF faculty members in taking advantage of the infrastructure we have developed over the past few years for "technoteaching." On the accreditation front, Dana will assist all of UAF's academic programs to develop their "outcomes-based" assessment plans. Our institutional accreditation timeline calls for all assessment plans to be in place by the end of this academic year and for pilot runs of implementation to take place next year.

Third, I am pleased to let you know that, upon becoming Provost, I discovered a \$200K line in my office's budget for instructional equipment. For years, our programs ranging from music to biology have been starved for instructional equipment funds. This permanent budget line, created by reallocations called for in Program Assessment, should allow us to at least address our most critical needs in this area. I plan to develop guidelines for distributing this year's funds over the next several weeks.

I will close with some brief comments about this year's processes for promotion, tenure, retention and post-tenure reviews. None of us are completely happy with the process nor the timeline. In fact, if I were present at your meeting, I would suggest a "collective groan" at this point. All I can add to the discussion are assurances that: (1) I have put a premium on faculty involvement in the design of the processes; (2) I have made every effort to abide by the terms of union contracts; and (3) I stand ready to quickly address oversights, errors, or insurmountable problems associated with the present plan. Let's all commit to "making it through this round" and then devoting some time next Spring to assessment and any necessary modifications.

I hope that both as a Faculty Senate and as individual faculty members, you all have a great year!!

#### C. Guest Speaker - Mark Hamilton, UA President

President Hamilton indicated he was delighted to meet the Senate group and hopes it will be one of many and frequent meetings. This group represents a significant source of advice and counsel and guidance and approval. Hamilton wanted to share his broad brush impressions that have occurred to him in the past 30 days. The most important one is a follow up to what the chancellor just mentioned. We have to collectively solve the issue of the youth of this state choosing to go somewhere outside the state for their post-secondary education. Hamilton suspects that open admission has something to do with the perception that this must not be a quality institution. All the facts would argue that that is not the case. Nevertheless,





this regard they are establishing specific workshops to assist faculty in working with technology. This Saturday, September 19, they will have a workshop on putting your syllabus on the web. Dana also encourages Banner training coming up on September 23rd.

Dana will be asking for input for a speaker on faculty development that will come to all three campuses. He wants to bring someone from outside of instructional technology that faculty want to hear. Please call him or write him on email at FFDLT@uaf.edu.

Jani ce Reynolds commented on the need to bring along facilities up to the ma

Senate web page. Everything that has been passed by the Senate since 1988 is on the web. It is listed by topic and by meeting.

V Public Comments/Questions - none

VI Consent Agenda

A. Ratify Resolution of Appreciation for John P. Keating approved by the Administrative Committee May 20, 1998

This was resolution was ratified with the approval of the agenda.

The UAF Faculty Senate Administrative Committee passed the following on May 20, 1998:

RESOLUTION OF APPRECIATION  
FOR  
JOHN P. KEATING

WHEREAS, John P. Keating began his academic career in higher education with a B.A. degree in the Classics and Philosophy (1961) and a M.A. degree in Philosophy (1962) at Gonzaga University; and

WHEREAS, John P. Keating continued with a M.S.Th. degree in Theology (1968) at the University of Santa Clara; and

WHEREAS, John P. Keating continued with a M.S. degree (1971) and a Ph.D. degree (1972) in Social Psychology at Ohio State University; and

WHEREAS, John P. Keating then joined the Academe as an Assistant Professor of Psychology at the University of Washington, Seattle, Washington; and

WHEREAS, John P. Keating further engaged himself in the academic life of the University of Washington by gaining joint appointments as an Adjunct Professor of the Institute of Environmental Studies (1975) and as a Faculty Associate in the Comparative Religion Program (1976); and

WHEREAS, John P. Keating became an Associate Professor of Psychology (1977) and Professor of Psychology (1990); and

WHEREAS, John P. Keating then began his administrative career by becoming the Vice-Provost and Dean of Branch Campuses (1990) for the University of Washington; and

WHEREAS, John P. Keating then became an Alaskan, a tenured faculty member of the UAF Department of Psychology, and Provost of the University of Alaska in 1994; and

WHEREAS, John P. Keating has, throughout his academic career, demonstrated a commitment to academic instruction through the offering of numerous courses at both the undergraduate and graduate level, serving on graduate committees, and giving presentations as guest lecturer; and

WHEREAS, John P. Keating has, throughout his academic career, demonstrated a commitment to academic research through extensive scholarly publications and technical reports in the



field of psychology, public presentations, invited speeches, participation in panel discussions, and the receipt of numerous grants and contracts; and

WHEREAS, John P. Keating has, throughout his academic career, demonstrated a commitment to academic service through broad participation in university and community affairs and participation in professional societies; and

WHEREAS, John P. Keating has shared with UAF and all Alaskans his boundless energy, zest for life, and enthusiasm for the academic enterprise; and

WHEREAS, John P. Keating has encouraged his colleagues through his open door policy and genial personality; and

WHEREAS, John P. Keating will now become Chancellor of the University of Wisconsin at Parkside in 1998; and

WHEREAS, The faculty of the University of Alaska Fairbanks, through its Faculty Senate, wishes to acknowledge the outstanding contributions to higher education and intellectual development of John P. Keating, UAF faculty member and provost; now

THEREFORE BE IT RESOLVED, That the UAF Faculty Senate acknowledges and proclaims to all that John P. Keating has rendered outstanding service to the faculty, staff, students, and administration of UAF and to the citizens of Alaska, and hereby expresses its deep appreciation.

Signed: John D. Craven, 1997-98 UAF Faculty Senate President

Signed: Madeline F. Schatz, 1998-99 UAF Faculty Senate President

May 20, 1998

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VI New Business

A. Motion to establish an Ad Hoc Committee on Unit Criteria, submitted by the Administrative Committee

Madeline indicated that we have some unit criteria coming through the Senate and we need to establish a committee. Three faculty volunteered and Madeline will appoint the others. The motion was approved without opposition.

MOTION PASSED  
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The UAF Faculty Senate moves to establish the membership on the Ad Hoc Committee on Unit Criteria consisting of one member from each of the following Senate committees: Curricular Affairs, Faculty & Scholarly Affairs; Graduate & Professional Curricular Affairs; Faculty Development, Assessment, and Improvement; and Service Committee.

- Alexandra Fitts, Curricular Affairs
- John Olson, Faculty & Scholarly Affairs
- Michael Whalen, Graduate & Professional Curricular Affairs
- Faculty Development, Assessment, and Improvement
- Service Committee

EFFECTIVE: Immediately

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B. Motion to establish an Ad Hoc Committee on Out-of-Class Learning, submitted by the Administrative Committee

Dana Thomas indicated that this would be a challenging committee. The first step is to identify their priorities for evaluation of out-of-class learning. The possibilities are endless. The basic concept is that students receive some portion of their education outside the formal classroom. This institution is having some educational impact on them that goes beyond their individual classes. We want to have a sense of what that impact is and how we might want to change what we are doing to improve it. One example is the use of study groups. Nationally we know that students that are involved in study groups do better not only in class but in life. Other examples might be how students living in dorms compare to those that live off campus. We can look at out-of-class research experiences. We need to define what is important in education for out-of-class learning and what we want to assess in that regard. Madeline indicated that this committee should be faculty driven. The motion was approved without objection.

MOTION PASSED

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The UAF Faculty Senate moves to establish an Ad Hoc Committee on Out-of-Class Learning. Membership will consist of:

Mynard Perkins, Northwest Campus  
 John Fellerath, Student Services  
 Jean Richardson, ASUAF  
 Rick Goeb, Athletics & Recreation  
 James Bici go, Theatre/Music/Arts  
 Lisa Lehman, Library

EFFECTIVE: Immediately

RATIONALE: UAF's Evaluation Of Educational Effectiveness Policy includes an 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 activities and student support services will be conducted." This evaluation should be faculty driven.

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C. Motion to accept the proposed Regents' Policy and University Regulation 09.99.00--Recreational and Intercollegiate Athletics

Harikumar Sankaran moved to postpone action on this motion until the next meeting. Larry Duffy asked about a speaker to explain what the policy change is about. The motion to postpone passed and a speaker will be invited to address the issue at the next Senate meeting on October 12.

MOTION PASSED

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The UAF Faculty Senate moves to postpone action on the proposed Regents' Policy and University Regulation 09.99.01--Recreational and Intercollegiate Athletics until the October 12, 1998 meeting.

EFFECTIVE: Immediately

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D. Motion to accept the proposed Academic Calendar 1999-2000 as submitted by the Registrar's Office, submitted by Administrative Committee

Madeline said the biggest issue with the calendar is that the Board of Regents has mandated a make-up day for the Alaska Civil Rights Day. In order to fit that in we have to give up the study day between the end of classes and final exams. Cliff Lando asked about the constitutionality of the Senate passing something in contradiction to its own policies. He also asked why this impacted the fall semester. Cliff then moved to send this to Curricular Affairs for consideration and recommendation. The motion passed unanimously.

MOTION PASSED

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The UAF Faculty Senate moves to send the motion on the 1999-2000 Academic Calendar as presented by the Registrar to Curricular Affairs for their consideration and recommendation.

EFFECTIVE: Immediately

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E. Motion to amend Section 3 (Article V: Committees, Permanent) of the Bylaws, submitted by Administrative Committee

Ron Gatterdam introduced the three motions. The first motion deletes the University-wide Promotion & Tenure Committee from the Senate bylaws. By the United Academics contract it is no longer a permanent committee of the Senate. The contract calls for governance to suggest names to the provost. It then becomes a committee of the provost. The second motion and third motion deal with changes to the UAF Policy and Regulation book. There are many more changes that need to be made, however, these motions allow the committees to get started so we can proceed with the mandated reviews. The second motion changes the title of the section of the regulations. The third motion deals with the procedure to be followed by governance to provide a list of names to the provost.

Cliff asked for clarification on the Senate committee. This motion would dissolve the committee as it exists now. The first motion passed without objection.

MOTION PASSED

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The UAF Faculty Senate moves to amend Section 3 (Article V: Committees, Permanent) of the Bylaws by deleting E.1. (The University Wide Promotion and Tenure Committee) and renumbering the remaining sections as appropriate.

EFFECTIVE: Immediately

RATIONALE: Procedures for retention, promotion, tenure, and post tenure review will be determined by union contract. The current contracts do require a MAU Peer Review Committee but the Senate's role is only to submit a slate of names for this committee. The MAU Peer Review Committee is not structured as a Senate Committee. The Senate's role in the evaluation process will be delineated in ensuing motions.

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F. Motion to amend the title of Section IV of the UAF Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty, submitted by Administrative Committee

This motion changes the title of the section to include post-tenure review. The motion passed with no objection.

MOTION PASSED

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The UAF Faculty Senate moves to amend the title of Section IV of the UAF Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty as follows:

[[ ]] = Deletion  
CAPS = Addition

IV. [[Consideration of faculty]] EVALUATION PROCESS for RETENTION, promotion [[and/or]], tenure, AND POST TENURE REVIEW

EFFECTIVE: Immediately

RATIONALE: The above is contract language and is consistent with the intent of this section.

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G. Motion to amend the UAF Regulations for the Evaluation of Faculty, Article IV. B., submitted by Administrative Committee

Ron introduced the motion and described the process of selecting names for the evaluation committees. It is the responsibility of governance to present a list of names to the provost. The first part of the motion would create a seven-person committee to handle promotion and tenure. A second committee would be struck in exactly the same manner to handle the pre- and post-tenure review. The third committee is a committee for ACCFT. Ron asked for a friendly amendment to present the list to the provost who will select the committee OR COMMITTEES.

What this involves then is how to provide names to the provost. This is quite different from the existing procedure. This procedure ties the university-wide committees to the peer review committees. Each unit peer review committee would select one of its members to serve on each of the committees. This would provide approximately 15 nominees. There would then be an election by all members of the



Additionally, the chair of the unit peer review committee for each candidate or another committee member designated by the chair will sit as an ad hoc, non-voting member of the university-wide committee during the review of candidates from that unit. The chair of the unit peer review committee or a designee may participate in the discussion of the candidate's application for promotion or tenure and will present the file to the university-wide committee. (Revised by Senate and Approved by the Chancellor 10/21/91)

Each college's/school's representative to the university-wide committee will be elected by the faculty of that college/school during the spring semester. One alternate will also be elected. Terms of service on the committee will be three years, with the terms being staggered so that continuity between committees is maintained. All representatives must be tenured and hold the rank of either associate professor or professor.

The committee shall elect a chair from its membership. The committee shall establish operating rules and procedures in a public meeting and file these with the Chancellor's Office.

Voting members of the university-wide committee shall not serve on any committee, or have input at any other level of review related to promotion or tenure.

The discussion regarding a candidate's file shall be held in executive session, unless the candidate requests an open meeting. The voting process shall be conducted in such a manner that the public may know the vote of each person entitled to vote.]]

#### CONSTITUTION AND OPERATION OF THE UNIVERSITY-WIDE PEER REVIEW COMMITTEES.

- (1) FOR THE PURPOSE OF EVALUATION FOR TENURE AND/OR PROMOTION OF MEMBERS OF THE UNITED ACADEMICS BARGAINING UNIT, A LIST OF THE NAMES OF SEVEN TENURED UNIT MEMBERS WILL BE PRESENTED TO THE PROVOST WHO WILL SELECT THE COMMITTEE OR COMMITTEES. EACH UNIT PEER REVIEW COMMITTEE MAY NOMINATE ONE OF ITS MEMBERS TO SERVE. THE LIST WILL BE DETERMINED FROM THOSE NOMINEES BY VOTE OF ALL FACULTY WHO SERVE ON UNIT PEER REVIEW COMMITTEES. FACULTY SHALL REMAIN ON THE LIST FOR A TERM OF TWO YEARS WITH THE TERMS BEING STAGGERED. NO SPECIFIC PEER REVIEW COMMITTEE CAN BE REPRESENTED BY MORE THAN ONE PERSON. A FACULTY MEMBER MAY NOT STAND FOR PROMOTION DURING THE TERM OF APPOINTMENT TO THE LIST.

- (2) FOR THE PURPOSE OF PRE OR POST TENURE EVALUATION OF MEMBERS OF THE UNITED ACADEMICS BARGAINING UNIT, A LIST OF THE NAMES OF SEVEN FACULTY MEMBERS WILL BE PRESENTED TO THE PROVOST WHO WILL SELECT THE COMMITTEE OR COMMITTEES. EACH UNIT PEER REVIEW COMMITTEE MAY NOMINATE ONE OF ITS MEMBERS TO SERVE. THE LIST WILL BE DETERMINED FROM THOSE NOMINEES BY VOTE OF ALL FACULTY WHO SERVE ON UNIT PEER REVIEW COMMITTEES. FACULTY SHALL REMAIN ON THE LIST FOR A TERM OF TWO YEARS WITH THE TERMS BEING STAGGERED. NO MORE THAN ONE FACULTY MEMBER ON THE LIST CAN BE A MEMBER OF ANY SPECIFIC PEER REVIEW COMMITTEE. A FACULTY MEMBER MAY NOT STAND FOR POST TENURE REVIEW DURING THE TERM OF APPOINTMENT TO THE LIST.
- (3) FOR THE PURPOSE OF EVALUATION FOR TENURE AND/OR PROMOTION OF MEMBERS OF THE ACCFT BARGAINING UNIT, A LIST OF THE NAMES OF NINE FACULTY MEMBERS WILL BE PRESENTED TO THE PROVOST WHO WILL SELECT THE COMMITTEE OR COMMITTEES. THE LIST WILL BE SELECTED FROM THE TENURED FACULTY IN THE ACCFT BARGAINING UNIT BY VOTE OF THOSE FACULTY. FACULTY SHALL REMAIN ON THE LIST FOR A TERM OF TWO YEARS WITH THE TERMS BEING STAGGERED. A FACULTY MEMBER MAY NOT STAND FOR PROMOTION DURING THE TERM OF APPOINTMENT TO THE LIST. THE PROVOST WILL APPOINT TWO MEMBERS FROM THE UNITED ACADEMICS UNIVERSITY-WIDE PROMOTION/TENURE COMMITTEE TO SERVE ON THE ACCFT PROMOTION/TENURE COMMITTEE.

[[e. Candidate Review ]]

EFFECTIVE: Immediately

RATIONALE: Procedures for retention, promotion, tenure and post tenure review will be determined by union contract. The current contracts do require a MAU Peer Review Committee but the Senate's role is only to submit a slate of names for this committee. Section B.3.d. specifies the derivation of that slate of names. The MAU Peer Review Committee slate is based on unit peer review committees in the belief that, while there may be modifications to the contract mandated procedures, unit peer review committees in some form will remain in future instantiations. This basis, rather than that of college/school, removes the slate selection from the vagaries of administrative reorganization (over which the Senate has no authority) while retaining a slate that represents a cross section of the University. We recommend that the provost should appoint all seven faculty on the lists (for (1) and (2)) to the respective committees. We also recommend that a faculty member who has

taken part in a decision at the unit peer review level abstain from voting at the MAU peer level. It is the intent tradition dictates this practice.

We further realize that other sections of the policy need to be revisited at a later date.

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## VII Committee Reports

### A. Curricular Affairs - G. McBeath

A meeting is scheduled for Tuesday, September 29 at 10:30 in Wood Center Conference Room B.

### B. Faculty & Scholarly Affairs - J. Yarie

The committee is looking at the development of a faculty handbook for UAF. They have been discussing clean up and/or changes to the promotion/tenure guidelines. The committee will meet again on Monday, September 28 at 2:30 in Wood Center Conference Room A.

### C. Graduate & Professional Curricular Affairs - M. Whalen

The committee has nothing to report. A meeting is scheduled for Tuesday, September 22 at 3:00 in the Chancellor's Conference Room 330 Signers' Hall.

### D. Core Review - J. Brown

No report was available.

### E. Curriculum Review - C. Basham

No report was available.

### F. Developmental Studies - J. Weber

A meeting is scheduled for Thursday, September 17 at 11:30 in Wood Center Conference Room A.

### G. Faculty Appeals & Oversight - J. Ruppert

No report was available.

### H. Faculty Development, Assessment & Improvement - D. Porter

No report was available.

### I. Graduate School Advisory Committee - B. Watkins

No report was available.



## J. Legislative &amp; Fiscal Affairs - S. Deal

The committee met on September 9th and will meet again on September 16. Work for the fall semester will focus on bringing political candidates to the UAF campus. If anyone is interested in joining the committee they are welcome.

## K. Service Committee - K. Nance

No report was available.

L. University-wide Promotion & Tenure - H. Sankaran  
1997-98 Annual Report

A report was attached to the agenda. With this new scheme of selecting a university-wide committee it will be very important for members of the committee to do a thorough job of reading the files. Last year's committee feels strongly that the administration should not oppose recommendations from the committee.

The following addendum was distributed at the meeting.

Addendum to the University-wide Promotion & Tenure Committee  
1997-1998 Annual Report

In the past, the tenure and promotion files of members belonging to ACCFT followed the regional review process. This process called for a UAA University-wide committee augmented by tenured CRA faculty representing the work-load of the candidate. Starting 1997-1998, the CRA faculty were required to route their files through the UAF University-wide Promotion & Tenure Committee. Based on the interim procedure developed by our committee and approved by the Senate, one candidate was evaluated for tenure and promotion to associate professor. This candidate received recommendations in support of promotion and tenure at all levels.

## M Ad Hoc Committees

1. Ron Gatterdam - Union/Senate Relations--the committee sent out a survey to other universities. They have received some responses and will have a report at the next meeting.

## VIII Discussion Items - none

## X Members' Comments/Questions

John Olson asked about the academic calendar and strongly felt that the length of the semester not be shortened.

## XI Adjournment

The meeting was adjourned at 4:00 p.m.

Tapes of this Faculty Senate meeting are in the Governance Office, 312 Signers' Hall if anyone wishes to listen to the complete tapes.

Submitted by Sheri Layral, Faculty Senate Secretary.

