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A G E N D A

UAF FACULTY SENATE MEETING #58

Monday, September 18, 1995

1:30 p.m. - 3:15 p.m.

Wood Center Ballroom

1:30	I	Call to Order - Eric Heyne A. Roll Call B. Approval of Minutes to Meeting #57 C. Adoption of Agenda	5 Mn.
1:35	II	Status of Chancellor's Office Actions A. Motions Approved: 1. Amend Section 3 (ARTICLE V: Committees) STANDING and PERMANENT, of the Bylaws pertaining to the Graduate Council. 2. Delete Section 3 (ARTICLE V: Committees) PERMANENT, B & C, of the Bylaws pertaining to Graduate Council. 3. Motion to approve the Unit Criteria of the Art Department, Library Science, College of Natural Science, Mathematical Sciences, and School of Engineering. B. Motions Pending: none	5 Mn.
1:40	III	Remarks by Chancellor J. Waldow and Provost Jack Keating Questions	10 Mn. 5 Mn.
1:55	IV	Governance Reports A. ASUAF - J. Hayes B. Staff Council - M. Scholle C. President's Report - E. Heyne (Attachment 58/1)	5 Mn. 5 Mn. 15 Mn.
2:20	V	Public Comments/Questions	5 Mn.
2:25	VI	Old Business A. Assessment Report - D. Thomas & M. Hebert (Attachment 58/2)	10 Mn.
2:35		**BREAK**	5 Mn.
2:40	VII	New Business A. Confirmation of Faculty Appeals & Oversight Committee membership, submitted by Administrative Committee (Attachment 58/3) B. Resolution on Regents' policy on non-bargaining unit faculty compensation, submitted by Administrative Committee (Attachment 58/4) --UAA Faculty Senate Resolution on faculty compensation (Attachment 58/5) --Faculty Compensation Policy and Regulations passed August 18, 1995 by the Board of Regents. (Attachment 58/6)	5 Mn. 10 Mn.
2:55	IX	Committee Reports A. Curricular Affairs - Dana Thomas (Handout)	5 Mn.

B. Committee to Nominate Commencement Speakers & Honorary Degree Recipients - David Hales (Attachment 58/7)

3:00 X Discussion Items 5 Min.

3:05 XI Members' Comments/Questions 5 Min.

3:10 XII Adjournment

ATTACHMENT 58/1
UAF FACULTY SENATE MEETING #58
MONDAY, SEPTEMBER 18, 1995

PRESIDENT'S REPORT - Eric Heyne

Welcome to the new academic year. Many of you have not met Sheri Layral, our coordinator, who was on leave most of last year following a very scary auto accident. Please introduce yourself to her. I can't tell you how great it is to have her back.

I want to especially welcome the senators from other sites. I hope you will bear with us during the audioconferenced meetings, and please call it to our attention whenever we are demonstrating bad audio citizenship.

I'd like to remind everyone that good audio citizenship means using

for standardized products, for a college education to become more like a secondary education, so that anywhere they go students will find a uniform system into which they can plug, interchangeable requirements that they can fulfill.

Unfortunately, this whole trend is far from fulfilling. It's not what higher education is or should be about. Students are not products, and real education (unlike specialized training, which is different and certainly valuable) is unique to each person. Secondary education has failed whenever it has not recognized the importance of treating each student as a free individual, and colleges are in for the same failure if they are forced to become extensions of high school with standardized curricula.

This fall there will be a union recruiting drive on campus. I personally do not favor unionizing university faculty, because I believe doing so capitulates to a view of education as a business and professors as laborers putting in their hours, rather than professionals and real educators.

However, if Alaskan legislators and UA regents and administrators buy into this manufacturing notion of education and continue converting UAF into a student-credit-hour factory, and faculty continue to see their salaries frozen, their benefits cut, their working conditions worsened, and their professionalism called into question, then a union may be the only way to protect ourselves.

Of course, a union won't help if the whole university goes down the tubes. Over the next two years the citizenry and the union should be unfocused, and all the faculty qu

each campus. Reservations were expressed, however, about whether such options were less costly than some of the more conventional patterns of hiring faculty to teach students at a particular campus. Technologies are improving but the enhanced modes of distance delivery are expensive.

7. As further reductions are necessary, efforts should be made to inform the public generally of the trade-offs among programs within the context of the UAF mission and strategic plan.

8. Relatively consistent data were assembled to support Program Assessment at both inter-campus and intra-campus levels. Workshop participants encouraged continued improvements in developing these data for purposes of assessment and comparison.

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ATTACHMENT 58/4
UAF FACULTY SENATE MEETING #58
SEPTEMBER 18, 1995
SUBMITTED BY THE ADMINISTRATIVE COMMITTEE

RESOLUTION
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The Statewide Office of Human Resources in coordination with each campus, will prepare an annual report of faculty initial hire placement, discretionary salary increases, and annual salary increases. The president will be responsible for monitoring and ensuring consistent application of regular faculty compensation.

1. Placement

The initial rank, type of appointment, and base academic

Promotion in rank may be accompanied by up to a 10 percent increase in current base salary including all salary increases awarded at the time of promotion.

b. Annual Salary Increases

An amount equal to 1.6 percent of the cumulative value of the salaries of eligible regular base academic year faculty will be distributed to faculty in amounts of at least 2 percent, but not to exceed 10 percent, of their previous base academic year salary as annual salary increases.

The chancellor may distribute different amounts to each school or college based on MAU priorities and unit productivity.

Faculty selected for these annual salary increases will be chosen on the basis of their objective performance for the University as evidenced by such indicators as the number of credit hours taught, student evaluations of teaching, publication, research, grants and contracts, and service.

Procedures for the determination of performance-related salary increases must involve faculty review and consultation. These increases shall be based upon faculty recommendations reviewed by deans and directors and approved by the chancellor.

At the Board of Regent's discretion, based on recommendation from the president, annual fiscal year increases may be suspended.

c. Salary Range Movement

Periodically, but no less than every five years, an analysis of the University's faculty compensation program will be conducted. If it is found that faculty compensation is overall, or by discipline, leading or lagging the market relative to prevailing market conditions as indicated by surveys of faculty salaries from sources appropriate to the hiring department or program which will include, but not be limited to, the AAUP, OSU, and CUPA, competitive levels will be achieved through range adjustments.

3. Base Academic Year Salary Augmentation

Base academic year salary can be augmented through an administrative appointment, an overload (additional assignment) during the academic year or through a summer appointment or contract extension. Unusually heavy or additional research and/or teaching responsibility during the academic year appointment will not result in extra compensation. However, these circumstances may be offset by adjusted workload agreements in the current or subsequent semesters.

Extra compensation at an appropriate rate as determined and approved by the chancellor or designee, may be provided under the following circumstances:

- a. Summer Appointment: Summer appointments may be made for summer session instruction or other activities.
- (1) Summer Session Instructional Assignments: Summer session instructional programs are intended to be provided on a self-support basis. Salary provided to regular faculty with an academic year appointment for summer session instruction may range from a minimum rate set by the temporary faculty salary structure to a maximum rate set proportional to a faculty member's base academic year salary, depending on the needs of the summer session program.
 - (2) Other Summer Assignments (Contract Extensions):

Faculty holding an academic year appointment and employed in the summer for other than instructional purposes may receive up to one-ninth (1/9) of the academic base salary for each month of full-time service outside the academic year. In some cases, if the granting agency approves and the faculty member takes no time off, an equivalent to three months of the base academic year salary may be paid. In no case will payments exceed one-third of the base academic year salary.
- b. Overload Appointment: Overloads are additional and separate work assignments during the base academic year appointment. Faculty who accept overload assignments will continue to be held fully accountable for base academic year responsibilities. Overloads may be granted as follows:
- (1) Instructional Overload Assignments: Consist of additional instructional assignments in programs external to the base academic year appointment. Such instruction will constitute an assignment above that of a full-time academic year assignment and there will be no opportunity in subsequent semesters for an adjustment in the faculty member's academic year appointment.
 - (2) Other Overload Assignments: Consist of non-instructional activities or services required for short periods of time within an academic year. The additional workload is granted when no feasible alternative means can be found for absorbing the work into a regular full-time assignment.
- c. Temporary Faculty (Part-Time/Adjunct)
1. Placement. The pay level for temporary faculty credit hour instruction shall be based upon the temporary faculty salary structure maintained by the Statewide Office of Human Resources. Temporary faculty salary structure pay levels will be based upon the number of semesters previously taught at the University of Alaska and credit hours per course. Temporary noncredit hour

instruction salary shall be negotiated based on the needs of the institution, the faculty member's education and experience, and prevailing market conditions or assigned through an appropriate salary schedule or formula approved by the chancellor.

- 2. Movement. Credit hour instruction salary will be increased as defined by the pay levels of the temporary faculty salary schedule. Periodically, but no less than every six years, an analysis of the University's temporary faculty compensation program will be conducted. Temporary noncredit hour instruction salary movement, if any, is determined by placement as defined by the appropriate chancellor.

ATTACHMENT 58/7
 UAF FACULTY SENATE MEETING #58
 SEPTEMBER 18, 1995
 SUBMITTED BY COMMITTEE TO NOMINATE COMMENCEMENT SPEAKER &
 HONORARY DEGREE RECIPIENTS - David Hales, Chair

COMMITTEE REPORT

The Committee to Nominate Commencement Speakers and Honorary Degree Recipients met on September 11, 1995 and elected Rudy Krejci as the new chair for the 1995-96 academic year. The committee prepared their recommendations to the Chancellor for honorary degree recipients for May 1996 and commencement speaker for May 1997.