

MINUTES

B. Staff Council - M Scholle

Marie Scholle spoke on the recent Staff Council meeting in which Tom Meyer talked about the state budget and how the university fit within the budget. She indicated that we need to send a message to the Governor about what affects the budget cuts are having on the University. The University has raised tuition and is losing staff and students who can't afford to work or study here. The UAF Staff Council and the Systemwide Staff Alliance is working with Patty Kastelic on a combined sick and annual leave policy. Staff Council is looking at job evaluations and the new job evaluator that will be hired. They are also looking at wellness program through the Health Committee.

C. President's Report- E. Heyne

Eric's report was attached to the agenda. There is a petition to the Governor in the ASUAF Office concerning the University budget. Eric urged faculty to sign the petition. Eric indicated that the Governance Coordinating Committee needs faculty members on their Health Issues Committee. The academic calendar is currently being considered by the Governance Coordinating Committee. A copy is available in the Governance Office and comments are welcome.

VI Public Comments/Questions -

1) Dorothy Jones, Assistant to the Chancellor for Equal Opportunity, came to speak in support of the motion on consensual sexual relationships between faculty and students. On numerous occasions she has heard faculty members speak of their commitment to the students. She believes this includes professional ethics, the ethical responsibilities of faculty members to avoid any kind of exploitation of students. Dorothy supports the AAUP policy statement. AAUP has traditionally opposed every kind of practice that interferes with academic freedom but the association has frequently spoken to the need for colleges and universities to provide appropriate ethical standards and provide suitable internal procedures to secure their observance. Amorous relationships between faculty and students violate the professional duties of even-handed treatment and maintenance of an atmosphere conducive to learning. In light of this, every faculty members should take care not to abuse their power in personal relationships. Dorothy Jones strongly recommended that the University adopt the policy before the Senate. Reasons to consider include conflict of interest. This has to do with outsiders and the perception that such relationships result in preferential treatment to others. It also has the problem of power differential. Due to the power difference, it may be difficult to avoid the appearance of favoritism. The individual in the relationship with the status of power advantage must bear the burden of accountability. Dorothy urged the Senate to adopt a policy that will aid the university in creating an atmosphere in which sexual relationships with students is discouraged.

2) John Corning, returning UAF student, indicated at UAF the Geophysical Institute and the space program show that the University of Alaska is a leader among university. Yet when it comes to the business of American Sign Language, which other universities have already adopted, the University is being a follower. There is research that shows that when hearing children are exposed to ASL along with their English grammar, their language skills
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allocations among and within the Major Administrative Units of the University of Alaska.

2. conduct hearings on the UAF budget as deemed appropriate or necessary.)

VIII Old Business

A. Motion on Amorous Relationships, submitted by Faculty Affairs

Norman Swazo spoke on the rationale for the motion. Jerry McBeath indicated that he had received a variety of comments from his faculty on the motion. He spoke against the motion because he was unclear how this statement advanced the university beyond what we know to be faculty members' professional and ethical responsibilities. Ron Illingworth moved to amend the motion to insert "...the faculty members will notify their Dean and take effective steps [[should be taken]] to ensure unbiased evaluation or supervision of the student." There was considerable debate on the issue. The amendment failed. After more discussion the motion passed with 15 yes and 11 nays.

MOTION PASSED

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The UAF Faculty Senate moves to adopt a policy statement on "Consensual Sexual (Amorous) Relations between Faculty and Students" as formulated by the AAUP Council.

The UAF Faculty Senate so moves with the understanding that adoption of the AAUP statement does not preclude amendments consistent with the Faculty Affairs Committee's "Report on Rationale and Options."

AAUP Policy Statement on Consensual Sexual Relations Between Faculty and Students

Sexual relations between students and faculty members with whom they also have an academic or evaluative relationship are fraught with the potential for exploitation. The respect and trust accorded a professor by a student, as well as the power exercised by the professor in an academic or evaluative role, make voluntary consent by the student suspect. Even when both parties have initially consented, the development of a sexual relationship renders both the faculty member and the institution vulnerable to possible later allegations of sexual harassment in light of the significant power differential that exists between faculty members and students.

In their relationships with students, members of the faculty are expected to be aware of their professional responsibilities and avoid apparent or actual conflict of interest, favoritism or bias. When a sexual relationship exists, effective steps should be taken to ensure unbiased evaluation or supervision of the student.

EFFECTIVE: Upon Chancellor Approval

IX New Business

A. Motion on American Sign Language as fulfilling the non-English language option of the "Perspectives on the Human Condition"

Corwin and Wilcox, 1985).

2. It has been implied that ASL courses are taught without standard syllabi and are taught by persons who do not have "University-level credentials."

The Core Review committee has requested and received evidence that conclusively refutes the syllabus rumor. ASL courses are conceived, organized, and taught with as much or more care than many courses accepted by UAF.

The matter of who teaches ASL is significant but "university-level credentials" most certainly are not. Any University in which accredited courses in indigenous languages are available (University of New Mexico, University of Nebraska, University of Arizona, University of Oklahoma, University of Alaska Fairbanks,) sensibly recognizes that no better source of a language can exist than native speakers. Yet we know further that all ASL teachers in the UAF system are either degreed or are working to become so at this time. Further interest in the topic might be referred to ³Who is Qualified to Teach American Sign Language² (Kanda, J., and Fleischer, L., 1992).

As additional information, the Core Review Committee would like to offer the following:

- Modern Languages at UAF not only has no objections, but endorses ASL for use in the core.
- The State of Alaska recognizes ASL as a language.
- The State of Alaska mandates ASL as foreign language credit at the public school level.
- Major Universities throughout the Lower 48 allow students to satisfy foreign language requirements using ASL (e.g. Iowa State University).
- ASL is the fourth most commonly used language in the United States of America.

The Core Review Committee and others who endorse this minor alteration of the UAF core recognize that changes can be unsettling, particularly to persons comfortable with the status quo. We must understand, however, that standing still puts us behind in the broad movement towards better education as the central product of our institution. Lamb & Wilcox (1992), in discussing the establishment of ASL as a baccalaureate degree program at the University of New Mexico, say that "... we were aware of the rather cumbersome bureaucracy through which any request of this nature would have to move" (p. 165). But there, too, the faculty and administration came to understand the significance of Deaf culture to the American plurality and moved toward a supportive recognition of ASL as both language and as the central feature of an extensive American culture. Selover (1992) tells us that in establishing ASL as a language in the curriculum of higher education we will "... meet with opposition. This largely stems from basic misunderstanding of the language and culture of Deaf persons. Your job is to educate as you go - most people will listen" (p. 160).

As members of the Core Review Committee, we certainly hope so.

B. Motion on procedure for appeals during the Promotion/Tenure process, submitted by Faculty Affairs

Barbara Alexander indicated that this motion that resulted from the committee's current policy review. It became clear in their review that during the promotion/tenure process no provisions

November 13, 1995, passed a resolution, viz., "The UAF Faculty Senate does not recognize the validity of the current selection process for the Executive Dean of the College of Rural Alaska and directs the Chancellor to follow the established procedure"; and

Whereas, President Heyne, in a letter to President Komisar dated November 14, 1995, expressed the Senate's position "that if procedures developed through shared governance are to have any credibility or validity at all, they must be followed by the Chancellor"; and

Whereas, the Chancellor has refused to follow existing procedure for the hiring of either a Vice-Chancellor or Dean;

THEREFORE BE IT RESOLVED THAT, the UAF Faculty Senate moves to censure Chancellor Joan K. Wadlow

BE IT FURTHER RESOLVED THAT the UAF Faculty Senate hereby directs Chancellor Joan K. Wadlow to follow both the spirit and the letter of the procedures and policies for all hiring of a Chancellor or Dean or any other positions with responsibilities that include supervision of faculty.

D. Motion to adopt a new class schedule, submitted by Curricular Affairs

Dana Thomas Cu page of

about the lack of designated rural representative on the committee. A number of amendments were proposed. An amendment to add under 2, A, f. "one student from a rural campus" passed. An amendment to remove all parenthetical material passed without opposition. An amendment to delete item 4, notation of receipt of honors placed on UAF transcript and diploma, under Awards, passed. Ann Tremarello indicated that the only awards noted on the transcripts were the academic honors. An amendment to raise the GPA requirement failed. The motion as amended passed by a majority voice vote.

MOTION PASSED AS AMENDED

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The UAF Faculty Senate moves to adopt the following Student Leadership Honors recognition policy developed by Steven Cole, ASUAF Director of Community Service. The recognition would be conferable at graduation.

EFFECTIVE: Upon Chancellor Approval.

RATIONALE: Much like academic graduation with honors this recognition program provides the campus the opportunity to recognize outstanding student leadership. Such recognition would be noted in the graduation program

1. Students must apply or be nominated for the award and show proof of leadership by submitting letters of recommendation. There must be at least two letters of recommendation along with the Leadership Honors Form. These are to be turned in to the Dean of Student Services by date XXXX, time XXXX. This date must be at least two months before graduation. Date to be set by Leadership Honors Committee.
2.
 - A. The Leadership Honors Committee will be composed of
 - a. one designee from Faculty Senate,
 - b. one designee from the Student Services Office,
 - c. one student designee from ASUAF,
 - d. one designee from the Student Activities Office,
 - e. one other student and one other faculty/staff respectively.
 - f. one student from a rural campus.
 - B. Students who sit on this committee cannot apply for Leadership Honors during the semester in question.
 - C. The Leadership Honors Committee is the final authority for all matters related to this award.
3. Students will receive a crimson Leadership Honors cord at graduation. An explanation about the purpose of the honor will be in the graduation program with the student's names highlighted.

X Committee Reports

A. CURRICULAR AFFAIRS - Dana Thomas

The following Curricular Affairs report was submitted as a handout at the Faculty Senate meeting by Dana Thomas.

The committee met on November 30 and passed the following two motions which are passed to the senate for consideration:

- 1) The UAF Faculty Senate moves to adopt a new class schedule with 15 minutes between morning classes and Monday, Wednesday, and Friday early afternoon classes. Effective Fall 1996.

Rationale: Students are having difficulty making their classes on West Ridge and the Natural Science Facility. The use of the campus shuttle bus will be facilitated by this change. The change preserves the 1:00 - 2:00 pm Tuesday & Thursday class free time and the instructional day is not lengthened.

- 2) The UAF Faculty Senate moves to adopt a Student Leadership Honors recognition policy as described in the Leadership Honors document developed by Steven Cole, ASUAF Director of Community Service. The recognition would be conferable at graduation. Effective: Upon Chancellor Approval.

Rationale: Much like academic graduation with honors this recognition program provides the campus the opportunity to recognize outstanding student leadership. Such recognition would be placed on the graduate's transcript and diploma and noted in the graduation program. Details about the criteria and determination of recipients is given in the Leadership Honors document developed by Steven Cole.

In addition, the committee passed an advanced placement request for Welding I upon successful completion of Welding II.

Michael Jennings indicated that his committee had no formal action on this item; however, they will continue their discussion. Any input is welcomed.

XII Members' Comments/Questions

Rich Seifert indicated that his committee offered their best wishes to Joan Messner who was recently in the hospital.

XIII Adjournment