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A G E N D A
 UAF FACULTY SENATE MEETING #71
 Monday, April 14, 1997
 1:30 - 4:10 p.m.
 Wood Center Ballroom

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|------|----|--|-------|
| 1:30 | I | Call to Order - Don Lynch
A. Roll Call
B. Approval of Minutes to Meeting #70
C. Adoption of Agenda | 5 Mn. |
| 1:35 | II | Status of Chancellor's Office Actions
A. Motions Approved: <ol style="list-style-type: none"> 1. Motion to amend the Evaluation of Educational Effectiveness Policy. 2. Motion to amend Section 3 (Article V: Committees) of the Bylaws. 3. Motion to amend Section 3 (Article V: Committees) of the Bylaws. 4. Motion to include statement on Course | 5 Mn. |

		Affairs	
	D.	Motion on review of catalog listing of courses (Attachment 71/5), submitted by Curricular Affairs	5 Mn.
	E.	Motion to approve walk through requirements for graduate students (Attachment 71/6), submitted by Graduate Curricular Affairs	5 Mn.
	F.	Motion to approve minimum requirements for Master's Degrees (Attachment 71/7), submitted by Graduate Curricular Affairs	5 Mn.
	G.	Resolution to endorse resolution "upon recommendation of the faculty" (Attachment 71/8), submitted by Administrative Committee	5 Mn.
	H.	Motion to disband Academic Computer Users Committee (Attachment 71/9), submitted by Administrative Committee	5 Mn.
	I.	Motion to amend bylaws to delete Legislative and Fiscal Affairs Committee First Reading (Attachment 71/10), submitted by Legislative and Fiscal Affairs	5 Mn.
	J.	Motion to approve "Junior Standing" as a prerequisites for core ethics courses (Attachment 71/11), submitted by Core Review	5 Mn.
	K.	Motion on affiliate faculty (Attachment 71/12), submitted by Faculty & Scholarly Affairs	5 Mn.
	L.	Motion on Regents' policies and regulations on discrimination, harassment, and sexual harassment (Attachment 71/13), submitted by Faculty & Scholarly Affairs	5 Mn.
3: 30	VI I	Committee Reports	30 Mn.
	A.	Curricular Affairs - Maynard Perkins (Attachment 71/14)	
	B.	Faculty & Scholarly Affairs - Ray Gavlak (Attachment 71/15)	
	C.	Graduate Curricular Affairs - Mark Tumeo (Attachment 71/16)	
	D.	CNCSHDR - Rudy Krejci	
	E.	Developmental Studies - Ron Illingworth	
	F.	Faculty Appeals & Oversight - Diane Bischak	
	G.	Faculty Development, Assessment & Improvement - Rich Seifert (Attachment 71/17)	
	H.	Graduate School Advisory Committee - Susan Hendricks	
	I.	Legislative & Fiscal Affairs - Michael Jennings	
	J.	Service Committee - Kara Nance	
	K.	University-Wide Promotion/Tenure - John Keller	
4: 00	VIII	Discussion Items	
	A.	Faculty Involvement in Fall Orientation (Attachment 71/18)	5 Mn.
4: 05	IX	Members' Comments/Questions	5 Mn.
4: 10	X	Adjournment	

ATTACHMENT 71/1
 UAF FACULTY SENATE #71
 APRIL 14, 1997

REPORT TO THE UAF FACULTY SENATE
 Donald F. Lynch, President, UAF Faculty Senate

about the same time with United Academics. The ACC/AFT Strike vote I believe is scheduled for April 3rd. We as faculty are under absolutely no obligation to become substitute teachers for ACC/AFT faculty.

ATTACHMENT 71/2
UAF FACULTY SENATE #71
APRIL 14, 1997

COMMENTS TO THE FACULTY SENATE - John Craven, President-Elect

1. UA Harassment Issues for Statewide.
Our Faculty and Scholarly Affairs committee has three times on this issue. It is their intention to bring a motion before us at that time. I wish to thank this committee for their excellent help. I have been impressed by the thoughtfulness of their efforts.
2. UALC Request

_____ Maynard Perkins, Associate Professor
General Studies/Northwest Campus

_____ Madeline Schatz, Professor
Music

MAYNARD PERKINS - PERSONAL STATEMENT

My first year as a University of Alaska CREE faculty member at Northwest Community College in Nome started in 1985. I was on the CREE Faculty Assembly in 1987 when the University of Alaska reorganized. During 1987-89 I was an alternate UAF Faculty Senator and since 1989 I have been a Senator. I have been the Chair of two Senate committees and have sat on the Administrative Committee for seven years.

Much has happened to the University of Alaska Fairbanks during the past decade. A new mission for UAF was written that is an alloy produced from the combination of the baccalaureate and graduate degree, research oriented mission of pre-1987 UAF; and the associate degree, developmental education, and vocational education mission of CREE. Accomplishing this larger mission has not been easy. We have resolved many problems, but significant others remain. The next few years may be the most dynamic compared to any in the past. Decisions made now will have far reaching consequences. As we work together, UAF can reach a fuller potential in all its programs.

UAF, the UA, and all institutions of higher education, must address some major issues. Society is questioning the goal of higher education. Faculty are being questioned not only for the function and applicability of their knowledge, but also for basic tenets under which the social structure of higher education fosters the evolution of education and knowledge. People want a say in the research that universities do, especially with public monies. Tenured university faculty are perceived as being a protected class. The privileges and duties that come with tenure, carry a high price in terms of responsibilities to knowledge and society; and in terms of educating society about these responsibilities. UAF must educate the citizens of Alaska as to the history, function, structure, and processes of the university. The University of Alaska, and each of its major administrative units, in order to reach their full potential, must exude a presence in the State of Alaska that is identified by the people as being key to the success of the state and its peoples.

UAF must become even more user friendly. The educational and social needs of students must be met in a way that both satisfies the academic rigor of higher education and the students' needs. Students come to UAF with a wide background of social and academic skills, and have many expectations for their experiences at UAF. Some UAF students had not planned on being students but were enticed to become students either by the university or some other agency.

There are many ways students gain their education at UAF. Some come to UAF and participate as campus based students; others commute and Ae sucnure, emions of hi

MOTION

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The UAF Faculty Senate moves to endorse the following resolution

handles academic issues and should fall under the Faculty Senate or the Provost who is the chief academic officer. The Committee also feels that it would be more effective if it reported directly to the Provost.

The Governance Coordinating Committee approved the following at its meeting #34 on February 17, 1997:

MOTION PASSED (unanimous)

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The UAF Governance Coordinating Committee moves to have the Faculty Senate, Staff Council, and ASUAF approve disbanding the Academic Computer Users Committee and let this function be moved to the Provost's Office.

EFFECTIVE: Upon approval of the governing bodies and the Chancellor

RATIONALE: The Academic Computer Users Committee handles academic issues and should fall under the Faculty Senate or the Provost who is the chief academic officer. The Committee also feels that it would be more effective if it reported directly to the Provost.

ATTACHMENT 71/10
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY LEGISLATIVE AND FISCAL AFFAIRS COMMITTEE

FIRST READING

MOTION
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The UAF Faculty Senate moves to amend the bylaws as follows:

Delete = (())

Sect. 3 (ART V: Committees)

PERMANENT

((7. The Legislative and Fiscal Affairs Committee will follow legislative and fiscal issues which may impact faculty concerns at the university and will act as a faculty advocate with legislators and candidates.))

EFFECTIVE: July 1, 1997

RATIONALE: The committee, as a source of information concerning the state of legislative actions and/or fiscal affairs of the University is requested

ATTACHMENT 71/11
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY CORE REVIEW COMMITTEE

MOTION
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The UAF Faculty Senate moves to approve "Junior Standing" as the only prerequisite for the core ethics courses in Perspectives on the Human Condition.

EFFECTIVE: Fall 1997

RATIONALE: Upon consensus among Political Science, Philosophy, Natural Resources Management, and Communication, Junior Standing will be the prerequisite for all the ethics courses. Requiring the same prerequisite will enable students to have equal access to all these courses.

ATTACHMENT 71/12
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY FACULTY & SCHOLARLY AFFAIRS

MOTION
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The UAF Faculty Senate moves to amend the Department Head Policy to clarify department affiliated faculty members eligible to vote for department head as follows:

A full-time faculty member currently holding academic rank is affiliated with a department if:

- 1) the head of that department evaluates the faculty member or;
- 2) the head of the department signs the faculty member's workload agreement.

EFFECTIVE: Immediately

RATIONALE: The motion to amend the policy defining the role and duties of the department head, which also establishes the procedures for the election of department heads at UAF (as passed by the UAF Faculty Senate at its Meeting #21 [October 15, 1990] and #23 [December 17, 1990] and modified by the Chancellor) is intended to clarify Section III. B. Eligibility to Vote.

ATTACHMENT 71/13
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY FACULTY & SCHOLARLY AFFAIRS

MOTION
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The UAF Faculty Senate will forward to the Faculty Alliance and Statewide Governance, UAF Faculty and Scholarly Affairs Committee's concerns and recommendations regarding proposed changes to Regents' Policies and Regulations on Discrimination, Harassment and Sexual Harassment as follow

1) the proposed policies and regulations are poorly organized. The regulations for general harassment seem to have been simply inserted into the regulations on Sexual Harassment (R04.06.09 B). Given the organization of University Regulations, the regulations on general harassment and discrimination should be contained in R04.06.09 B; an existing section in University regulations which is titled Harassment and Discrimination. The blending of sexual harassment regulations and the regulations for general harassment and discrimination is contrary to the organization of University Regulations and adds confusion to the distinct issues.

2) The provisions regarding third party sexual harassment (R04.06.09 B.7) are redundant since harassment of an individual resulting from a relationship with a third party would already

relay these concerns and suggestions to Jin and will also suggest that the Ad Hoc Committee look over the petition process chart in the Advisor's Handbook

3. TRANSFER STUDENTS AND CORE COURSES: MOTION PREVIOUSLY PASSED

DISCUSSION: The following motion was passed on March 3, 1997 by the Curricular Affairs Committee, but because it was submitted without a full rationale it was returned by the Administrative Committee. Curricular Affairs discussed and prepared a full rationale and then voted unanimously to accept the motion with the revised rationale as stated below (i.e. a substitute motion).

MOTION

The UAF Faculty Senate moves to add the following to the list for Transfer of Credit on page 11 of the UAF catalog:

10. Any student who has completed a bachelor's degree from an accredited institution will be considered to have completed the equivalent of the baccalaureate core when officially accepted to an undergraduate degree program at UAF.

EFFECTIVE: Fall 1997

RATIONALE: This motion addresses baccalaureate CORE courses only. The motion accepts students' baccalaureate degrees as meeting the UAF baccalaureate core requirement. The students could be re-enrolling into the UAF system after having completed a baccalaureate degree at UAF in the past (when possibly the core requirement was different), or the students could be enrolling from another institution.

4. CATALOG LISTING OF COURSES: MOTION PREVIOUSLY PASSED

DISCUSSION: The following amended motion was passed on March 3, 1997 by the Curricular Affairs Committee, but because it was submitted without a full rationale it was returned by the Administrative Committee. Following discussion and the preparation of a revised rationale, Curricular Affairs voted to accept the substitute amended motion, with the addition of the revised rationale.

AMENDED MOTION PASSED

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Inclusion of courses, certificate and degree programs in the printed University catalog, or their deletion, fall under Faculty Senate business. ((The Senate curricular committees)) DEPARTMENTS OR PROGRAMS will review courses not offered in the previous five-year period and consider whether they should be deleted.

RATIONALE: This motion responds to the actions of the provost in deleting courses from the University catalog. The motion states that the listing of courses in the catalog is a prerogative of the faculty and is dealt with in normal faculty senate process which begins with action at the department faculty level.

5. MEETING ADJOURNED at 3:15.

ATTACHMENT 71/15

UAF FACULTY SENATE #71

APRIL 14, 1997

SUBMITTED BY FACULTY & SCHOLARLY AFFAIRS COMMITTEE

Minutes

Faculty & Scholarly Affairs Committee Meeting

March 14, 1997 at Wood Center Conference Room B.

Attending: R. Gavlak (Chair), M Pippenger, G. Burns-Cooper, M Jennings, D. McLean-Nelson, P. Fast, H. Nielson, J. Craven, D. Lynch, S. Bandopadhyay, and Lucy Trent.

Materials regarding harassment policy, ethics policy and voter eligibility in department head elections were distributed.

Election eligibility for department head elections was discussed. After discussing the frequently surreal accounting procedures used by the university, the following motion (including friendly amendments) was made by M Pippenger and seconded by M Jennings.

MOTION

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A full-time faculty member holding academic rank is affiliated with a department if:

- 1) the head of that department evaluates the faculty member or;
- 2) the head of that department signs the faculty member's workload agreement.

The motion passed unanimously.

The proposed harassment policies were briefly discussed. Due to the pressing nature of this issue and exhaustion of time, the Faculty & Scholarly Affairs Committee will meet Wednesday, March 19 at 3:00 p.m.

Minutes of the Faculty & Scholarly Affairs Committee Meeting,
March 19, 1997 at Wood Center Conference Room B.

Meeting began at 3:30 p.m.

Attending: R. Gavlak(Chair), M Pippenger, G. Burns-Cooper, R. Boone, R. Barry, P. Fast, J. Walworth, and J. Craven

Materials regarding harassment policy, ethics policy and voter eligibility in department head elections were distributed. The agenda was established to include discussion of department head elections, harassment policy, ethics policy and a wellness program at UAF.

Among the areas of concern raised and recommendations suggested with respect to this proposed harassment policies were:

- 1) the proposed policies and regulations are poorly organized. The regulations for general harassment seem to have been simply inserted into the regulations on Sexual Harassment (R04.06.09 B). Given the organization of University Regulations, the regulations on general harassment and discrimination should be contained in R04.06.09 B; an existing section in University regulations which is titled Harassment and Discrimination. The blending of sexual harassment regulations and the regulations for general harassment and discrimination is contrary to the organization of University

Regulations and adds confusion to the distinct issues.

2) The provisions regarding third party sexual harassment (R04.06.09 B. 7) are redundant since harassment of an individual resulting from a relationship with a third party would already constitute harassment under P04.06.09 A. (Harassment and Discrimination). Also, in the current form, the third party sexual harassment provision as a special form of sexual harassment has the potential to violate an individual's freedom to association.

3) The language in the proposed regulations allowing anonymous complaints (R04.06.09 B. 7) on the surface seems to be benign in that a formal investigation of charges and possible disciplinary actions would only occur if anonymous complainant names his/her self. However, the regulation also states that the acceptability of anonymous complaints depends on the number of or persuasiveness of anonymous complaints.

Hence, if enough "poison pen" complaints are made or if they are sufficiently well written, a formal investigation may occur. This is completely unacceptable. This clause simply opens the way for institutionalized character assassination. While this clause seems to afford protection from formal disciplinary action due simply to anonymous complaints, it does not prevent informal actions. For example, repeated or persuasive anonymous complaints may result in the perception on the part of peers or supervisors that an individual acts unprofessionally, thus affecting periodic evaluations or chances for tenure or promotion.

4) In R04.06.09 B. 2. h (Definition of Harassment Review) it appears that the review will typically be conducted by a single individual. This would give a single individual excessive power. An investigatory committee of three (or more) individuals should be constituted to investigate an alleged violation of harassment or discrimination policies.

5) Policy P04.04.09 A. 1. (a) through (d) (Examples of Harassment) outlines examples of harassment. Given these examples, policy seems to state that the situations, if they occur, are sufficient to constitute harassment. The policy should be reworded to state that the examples listed may lead to harassment and that the determination that harassment has occurred is made by examining the total context of the situation. In addition, the many examples are vague and potentially open the door to limiting academic freedom. For example, examining supposedly "sexually charged literature" may restrict an English professor's academic freedom. Or, prohibiting supposedly "suggestive objects" may restrict an anthropology professor's academic freedom. Lastly in a separate issue, with respect to examples of discrimination, modifiers need to be added such as the "reasonable accommodation" language of the American's with Disabilities Act.

6) Since it is frequently the case that an individual who violates this policy does so out of ignorance, policy and regulations should stress this. Hence, with respect to disciplinary actions, more emphasis needs to be placed upon the education role that the harassment policy can fulfill.

7) Throughout the proposed policy there is language which is prejudicial to the accused which seems to imply "guilty until proven innocent". For example in R04.06.09 B. 4., the accused is referred to as the "aggressor". In order to remove some of the prejudicial language when referring to an individual accused of harassment or discrimination, the definition of a "respondent" should be added to R04.06.09 B. 2. (Definitions) where "Respondent" should be defined as

an individual accused of violating Regents' Policies and Regulations regarding harassment or discrimination.

Meeting ended at 4:40 p.m., Michael Pippenger, Raymond Gavlak, Chair

ATTACHMENT 71/16
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY GRADUATE CURRICULAR AFFAIRS

Minutes of the Meeting of the
Graduate Curricular Affairs Committee
31 March, 1997

Members Present: James Beget, Mark Tumeo, Peter Schweitzer,
John Kelly, ex-officio Dennis Stephens, ex-officio Gayle Gregory,
ex-officio Marcus Ortel, ex-officio for Joe Kan.

Members Absent: None

Members Present: James Beget, Mark Tumeo, Peter Schweitzer, John Kelly, ex-officio Dennis Stephens, ex-officio Gayle Gregory, ex-officio Marcus Ortel, ex-officio for Joe Kan.

The meeting was called to order at 1:35 p.m. in the Chancellor's Conference Room

Guests: Elke Richmond (Staff from Graduate School), Hari Kumar Sankaran (MBA Director)

Item 1: Draft Motion on Master's Degree Changes

The committee spend almost an hour discussing the proposed motion. The Committee has worked on this motion for almost the entire year. As a result of our work, the attached motion (Attachment already sent) was moved by John Kelly, seconded by Peter Schweitzer, and passed unanimously.

Item 2: Policy for "walk-thronAAA LicynEA

ATTACHMENT 71/17
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY FACULTY DEVELOPMENT, ASSESSMENT, & IMPROVEMENT

Report to the Faculty Senate
and the Committee on Faculty Development, Assessment, &
Improvement and Provost Jack Keating

REPORT ON INAUGURAL FACULTY SEMINAR

The first Faculty Seminar, sponsored by the Faculty Senate with the assistance of the Provost's office, was held 11th March 1997 at the Wood Center Ballroom. It began approximately 4:35 p.m. and featured two faculty members, Dr. Ray Barnhardt and Dr. Oscar Kawagley. I, Rich Seifert, served as the Master of Ceremonies and introduced both Dr. Kawagley and Dr. Barnhardt. This seminar focused on "Terms of Engagement, Alaska Natives and Higher Education" describing the latest Alaska Rural Education Systematic Initiative called "Sharing Our Pathways".

Dr. Kawagley opened the event to an audience of approximately 60 people, half of which were students, and articulated a wonderful reflection on his world view as a result of his Yupik upbringing.

trying to do and to understand the context we're trying to build in hopes that we can make this a permanent part of academic life at UAF.

I would also like to acknowledge and thank very much the support of Dr. Jack Keating for supplying the funds for the reception. Also thanks very much to staff members Kathy Kollodge and Roxanne Creamer of Alaska Cooperative Extension for seeing to it that audio tapes were made of the presentations, so that we can distribute them to radio stations around the state.

Submitted by Rich Seifert, Chair

ATTACHMENT 71/18
UAF FACULTY SENATE #71
APRIL 14, 1997
SUBMITTED BY STUDENT ACTIVITIES

April 4, 1997

Dear Members of the Faculty Senate:

Plans are already underway for an action packed Fall Orientation UAF! The program this year will be taking place from Sunday, August 31 through Wednesday, September 4. It has been widely documented in retention literature that strong faculty involvement in orientation programs plays a key role in college student success. I am writing to express my sincere enthusiasm for increased participation in the Orientation program throughout the campus.

There are a variety of ways in which UAF faculty can be involved in the Orientation UAF program

Nominate student leaders in your department to serve as volunteer Orientation Leaders this fall

Be recognized by academic program in the Orientation UAF Welcoming Ceremony

Attend the Orientation Barbecue and socialize with students and their parents

Facilitate Student Success Workshops on various topics: study skills, time management, academic goals, interpersonal communication, diversity education

Meet with the students in your academic program in a scheduled small group session to "connect" informally with students new to campus

Participate in the Mini Orientation Trip offerings. Lead Orientation Students on a one to two night camping trip August 29-31.

If any of the above mentioned components of the Orientation UAF program are of interest, or you would like additional information, please contact me in the Student Activities office in Wood Center at 474-6025 or e-mail me at fncjd. More details will be forthcoming throughout the next few months.

Thank you very much for your time and continued support for new students at UAF!

Sincerely,

Carrie J. Dershin
Student Activities Coordinator