



April 15, 2009

Dear Colleagues:

On November 14 the Faculty Senate passed three motions on shared governance that were vetoed by the Chancellor. At its December 5<sup>th</sup> meeting the Senate voted to submit the Chancellor's vetoes to the reconciliation process outlined in the Senate Constitution.

Article IX, Section 3 of the Senate Constitution states:

*A. Any action approved by the Senate and vetoed by the Chancellor may be submitted to a reconciliation committee upon a two-thirds vote of a Senate quorum.*

*B. Up to three Senators and three members of the Chancellor's Cabinet shall constitute a reconciliation committee whose task it will be to formulate recommendations to the Senate and to the Chancellor's Office.*

*C. If the Senate and the Chancellor's Office are not able to resolve the impasse, then the Senate, upon a two-thirds vote of its membership, may elect to forward its previous action to the Faculty Alliance for their consideration and recommendation.*

The Senate appointed Jill Dumesnil, Matt Heavner and Jonathan Anderson to be Senate representatives to this committee, and the Chancellor appointed James Everett, Bruce Gifford and Larry Harris to be the administration's representatives. During the last three months the Reconciliation Committee met a number of times. The confidentiality of the Committee discussions allowed us to be frank and forthright in our deliberations. We feel the process has been worthwhile but needs to continue and be open to the wider campus community. In the meantime the Committee reached consensus around the following points:

1. We endorse the principles of shared governance as described in the AAUP "Statement on Government of Colleges and Universities," <http://www.aaup.org/AAUP/pubsres/policydocs/contents/governancestatement.htm>, and consistent with Board of Regents Policy, the UAS Senate Constitution and the negotiated Union contracts.
2. We subscribe to the values of mutual respect, effective communication, and active collaboration.

To reinforce our commitment to these shared values, we recommend to the Senate and the Chancellor the following actions:

- a. Continue the reconciliation process through a regular series of faculty-administration meetings to identify appropriate avenues for faculty input into UAS budget formation and academic planning. As part of this process we recommend:
  - i. Departmental involvement in the development of academic unit budgets.
  - ii. The UAS Budget be published annually and available for review by the campus community.
  - iii. The Senate and Provost Office collaboratively develop a UAS Academic Plan.
  - iv. Departmental involvement in decisions of academic resource allocation.
  - v. The campus community begin the process of Strategic Planning for 2010-2017.
- b. Schedule a workshop as soon as possible where administrators and faculty can discuss shared governance and its implications at UAS. This workshop should be conducted by a facilitator well-versed in the subject from outside UAS.
- c. Institute an annual Faculty Senate-Executive Leadership retreat each fall, prior to the start of classes, to articulate and develop mutually beneficial goals for the academic year and to identify several UAS policies, practices, and procedures to examine and codify during the year.
- d. Institute a performance appraisal process for administrators that includes faculty input.

We recognize there are a variety of institutional challenges with which the UAS community will need to engage during the process of undertaking these recommendations. Consequently, we call on the entire UAS campus community to join us in a commitment to:

- a. Rebuild an atmosphere of respect for one another.
- b. Express ourselves with civility, even when disagreeing vehemently or debating passionately.
- c. Come to consensus about the UAS institutional identity.
- d. Accept that differences of opinion are normal in our academic community and welcome diverse viewpoints.
- e. Accept that we face daunting operational challenges as a small regional institution within the UA system and the State of Alaska.
- f. Understand that meeting these challenges and building consensus within the UAS community is critical to the survival of UAS.
- g. Value our students and their needs as a central feature of all our challenges and imperatives as an academic community.

We also recognize that although these words express good intentions, the actual accomplishment of reconciliation requires positive actions on behalf of both faculty and administration. We believe the actions recommended here to be a good start, but they are only a start. We ask the Senate and Chancellor to join with us by affirming these values and recommendations.

Respectfully yours,



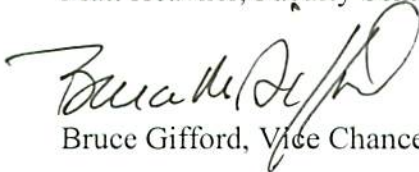
Jill Dumesnil, Faculty Senate President



Jonathan Anderson, Faculty Senate President-elect



Matt Heavner, Faculty Senator



Bruce Gifford, Vice Chancellor, Student Services and Enrollment Management



James Everett, Interim Provost

Larry Harris, Dean, School of Management and School of Education