MOTION RELATING TO ELECTRONIC FACULTY WORKLOAD

MOTION: passed unanimously

"The University of Alaska Faculty Alliance moves to reject the use of Digital Measures software for electronic Faculty Activity Reports throughout the UA system. The Alliance supports the idea of an effective, efficient electronic reporting system tailored to the unique needs of the University of Alaska.

Our concerns with the proposed system being tested at UAF focus on the following liability, accreditation and union issues.

- Potential FERPA violations.
  Much of the data is specific to students (grade distributions in classes and graduate student advising by name, with project title, graduation dates, etc.) There is no demonstrable security provision within the Digital Measures software to protect this data.

- Data stored with Digital Measures, not solely controlled by and at UA.
  In addition to FERPA concerns, much the data is proprietary or personal, and the data storage is not at UA in the current system. This jeopardizes potential classified research, developments for business relationships and personal security.

- No data entry validation.
  The current system does not provide for accurate data entry, or validate entries to other databases. Any data extracted from the system should be treated as suspect and could potentially misrepresent the university during any evaluation including an accreditation process.

- By more than tripling the number of data fields, this system changes the criteria under which faculty are evaluated.
  This is not in the spirit or the letter of the UNAC and UAFT Collective bargaining agreements. Changes in faculty evaluation criteria should be negotiated with the Unions.

Second, our concerns focus on technical problems, some of which have not been addressed in more than one year.

- Lack of reliable search functionality.
  Since two thirds of the data fields in the Digital Measures system are free form alpha-numeric, making a complete and effective search is virtually impossible.   Invariably data will be missed or misrepresented in a search. This does not help administrative tasks of reporting faculty performance.

- No data entry validation.
  In addition to the concerns above, faculty could enter joint publications, or grants and contracts which are not editable by their colleagues. The potential for error is too large, and the interaction with other databases to check for accuracy is absent.

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- Limited or no use of existing database efforts on campus.
  The current system does not effectively use the Banner system, and none of the other campus databases that keep track of faculty performance. This system is an incredible duplication of effort.

- Not time saving over the current system for faculty or administration.
  The Digital Measures system is so time-consuming it has a significant negative impact on academic responsibilities. Given the problems stated above

Given the problems stated above, the Faculty Alliance does not support the use of the Digital Measures eFAR system, requests that all further beta testing be cancelled throughout the UA system and that the development of a product specific for UA begin immediately involving the collaborative efforts of faculty and staff.

This action is effective August 26, 2008."

APPROVED:_____ **DATE:**_____

DISAPPROVED:_____ **DATE:**_____

COMMENTS: