

Approved Minutes

**United Academics Representative Assembly
Anchorage, Alaska
Saturday 12 October 2019
Meeting held at the Hilton Garden Inn Hotel in Anchorage, Alaska**

Draft Agenda:

9:00 am Buffet Breakfast

10:08 am Meeting called to order – Abel Bult-Ito

10:09 am Introductory Business

i. Roll Call – Soren Orley

Present: Peter Bieniek, Charla Brown, Abel Bult-Ito, Sharon Chamard, Chris Coffman, Robert Coker, Andrea Dewees, Jody Drew, Nelta Edwards, Tim Hinterberger, Lisa Hoferkamp, Max Kullberg, Rick McDonald, Terry Nelson, Soren Orley, Pete Praetorius, Kate Quick, John Radzilowski, Anthony Rickard, Ian van Tets, Gordon Williams

Absent: Mara Bacsujlaky, Erik Carlson, Haiwei Chen, Arthur Nash Jr., Sharyl Toscano,

ii. Introduction of Guests – Abel Bult-Ito

Jim Bakken; AAUP Pacific Northwest Lead Organizer
Sine Anahita; UAF Faculty Senate President
Sarah Josephson; JDO Attorney

iii. Approval of Agenda – Abel Bult-Ito

Through a motion, the agenda was approved as presented.

iv. Approval of 23-24 February, 13 April 2019, 13 September 2019 Meeting Minutes – Abel Bult-Ito

Through a motion, the 23-24 February and 13 September 2019 meeting minutes were approved as presented. The 13 April 2019 meeting minutes will be approved at the next meeting.

10:20 am Operational Business

i. Officers' Reports

1. President's report — Abel Bult-Ito
A written report was provided.

2. Secretary/Treasurer's report — Soren Orley
A written report was provided. Through a motion, the Treasurer's report was accepted.

3. Organizational Vice Presidents' reports
 - a. UA extended sites – Rick McDonald
A written report was provided.
 - b. UAS Juneau campus – Charla Brown
A written report was provided.
 - c. UAA Anchorage campus – Sharon Chamard
A written report was provided.
 - d. UAF Fairbanks campus – Mara Bacsujlaky
A written report was provided.

11:40 am New Business

- i. **Legal update regarding Governor Dunleavy's order regarding Janus and union membership – Sarah Josephson**
Sarah Josephson explained the Attorney General's opinion on JANUS, current legal actions, and legal actions to come. A motion to approve funds to contribute to the legal defense on behalf of public unions was tabled until new business.

12:00 pm Buffet Lunch

- ii. **Representative Assembly Members' Reports;** verbal reports were provided
 1. UA Extended Sites Representatives
 - a. Pete Praetorius (UAA)
 - b. Jody Drew (UAF)
 - c. John Radzilowski (UAS)
 2. UAS Representatives
 - a. Andrea Dewees
 - b. Lisa Hoferkamp; A written report was provided
 3. UAA Representatives
 - a. Nelta Edwards
 - b. Tim Hinterberger
 - c. Ian van Tets
 - d. Max Kullberg
 - e. Terry Nelson
 4. UAF Representatives
 - a. Peter Bieniek
 - b. Chris Coffman
 - c. Robert Coker
 - d. Kate Quick; A written report was provided
 - e. Anthony Rickard
 - f. Gordon Williams

- 12:55 pm** **iii. Committee Reports;** verbal reports were provided
1. Collective Bargaining Committee; Tim Hinterberger gave a very brief overview of the spring 2019 survey results. Tim will write a summary of the survey results to be distributed to the membership
 - a. Mara Bacsujilaky
 - b. Erik Carlson
 - c. Robert Coker
 - d. Tim Hinterberger (chair)
 - e. Tony Rickard
 2. Finance, Budget, and Audit Committee; The committee will work on a revised budget for approval at the next meeting
 - a. Sharon Chamard
 - b. Haiwei Chen
 - c. Soren Orley
 - d. Rick McDonald
 3. Legislative Relations Committee; A written report was provided
 - a. Jody Drew
 - b. Nelta Edwards
 - c. Lisa Hoferkamp
 - d. Max Kullberg
 - e. Art Nash
 - f. Sharyl Toscano
 4. Membership Committee; A written report was provided
 - a. Peter Beinick (co-chair)
 - b. Charla Brown
 - c. Terry Nelson
 - d. Kate Quick
 - e. John Radzilowski
 - f. Andrea Dewees (co-chair)
 5. Elections Committee; Briefly discussed the need for an Extended Site representative
 - a. Chair: Allan Barnes
 - b. UAS: Jill Dumesnil
 - c. UAA: Judith Daxootsu Ramos
 - d. UAF: Polly Hyslop
 - e. Extended Sites: TBD – Rick McDonald initiate nominations
 6. Ad Hoc Constitution and By-laws Committee; A written report was provided
 - a. Pete Praetorious
 - b. Ian vanTets
 - c. Gordon Williams (chair)
 - d. Jill Dumesnil
 7. Negotiations Team; Brief update by Tony Rickard
 - a. Tony Rickard (chief negotiator)
 - b. Jill Dumsnil

- c. Tara Smith
- d. Kris Racina
- e. Extended site representative TBD - Tim Hinterberger and Rick McDonald will guide the nominations process and suggest a member to the Executive Board for approval
- 8. Ad Hoc Intellectual Property Labor-Management Committee –
 - a. Forrest Nabors
 - b. Robert (Trey) Coker
 - c. Peter DeCaro
 - d. Keith Cunningham
 - e. Andrej Podlutsky
- 9. Joint Health Care Committee – Abel Bult-Ito; Discussed in president’s report
 - a. Abel Bult-Ito (chair)
 - b. Charla Brown
 - c. Soren Orley
 - d. Robert (Trey) Coker (alternate)
- 10. APEA/AFT Board – Abel Bult-Ito and Tim Hinterberger; Discussed in president’s report
 - a. Seat A: Abel Bult-Ito
 - b. Seat A Alternate: Tony Rickard
 - c. Seat B: Tim Hinterberger
 - d. Seat B Alternate: Nelta Edwards
- 11. APEA/AFT EPIC – Tony Rickard and Nelta Edwards
 - a. Seat A: Tony Rickard
 - b. Seat A Alternate: Abel Bult-Ito
 - c. Seat B: Nelta Edwards
 - d. Seat B Alternate: Sharon Chamard
- 12. AFL-CIO Vice-Presidents – Abel Bult-Ito and Nelta Edwards; Discussed in president’s report
 - a. Abel Bult-Ito
 - b. Nelta Edwards

2:00 pm

New Business – Continued

- i. **Motion: The Representative Assembly authorizes the Executive Board to spend up to \$25,000 on legal fees to fight the Alaska Attorney General’s opinion on JANUS.** Unanimously approved.
- ii. **Shared governance and organizing goals – Membership Committee Co-Chairs Andrea Dewees & Kate Quick**
 - 1. Restore state funding to the university
 - 2. Support the faculty governance process and encourage faculty to participate, e.g., shared governance workshops 4 (Juneau), 5 (Anchorage), and 6 (Fairbanks) November 2019 and web streaming
 - 3. Build union membership and organizational structure
 - 4. Office visit training

Jim Bakken suggested the following items for discussion with members:

- Encourage members to attend the shared governance forums
 - Complete cards
 - Complete membership forms
 - Stay engaged as members
 - Collective bargaining for a new CBA will start in fall 2020
 - Discuss program reviews, including time lines compensation, consistency across campuses to achieve parity
 - Take time to listen to members' experiences and concerns
5. Challenges/opportunities:
- Targeting of faculty members (without due process) based on student complaints
 - Ongoing campus-level program reviews (timelines?)
 - 'Program' is not defined by university policy, so a program review can be used to target some specific part of a larger school or discipline
 - Some campuses are being asked to do across the board reviews (of all programs)
 - Are faculty being paid overload to do this work?
 - Is sufficient time being provided to do a thorough program review given the other responsibilities of the faculty involved?
 - Faculty anxiety and conflict regarding cuts, etc, with greater concern/impact in the extended sites
 - Need to work toward parity in the campus program review processes - consistent standards, timelines, and compensation
 - President Bult-Ito asked RA members to meet with at least five members in the next 2-3 weeks as a start to the office visit campaign. Andrea Dewees will finalize the spreadsheet to record the card information and provide the RA members with a link to the file.

**iii. Bylaws revisions – Ad Hoc Constitution and By-laws Committee
Chair Gordon Williams**

The committee will meet soon to review the edits proposed by Jill Dumesnil. The goal is to have a draft ready for review by the RA at the next meeting.

- iv. Election preparation – Cyndee West;** brief update provided
- v. BOR Actions;** discussed throughout the meeting
- vi. Statewide directed program reviews;** suspended by the Board of Regents
- vii. University academic program reviews;** discussed throughout the meeting

2:45 pm Wellness Break

3:00 pm New Business Continued

3:30 pm Old Business

Briefly discussed.

- i. Contact each of the assigned 50 UNAC bargaining units members at least once in person and ask them to complete the “Supporting Full University Funding and faculty Governance” card**
- ii. Sign up new members with a goal of increasing overall membership to 80% by the end of fall 2019 semester**
- iii. Sign up new members with a goal of increasing overall membership to 90% by the end of Spring 2020**

3:35 pm Good of the Membership

- Org VPs will identify four UAS and four UAA dues paying members, including extended sites, to attend the 7-8 November Board of Regents meeting in Fairbanks
- Gordon Williams briefly discussed the legislature’s votes related to the university budget, which showed that we need to work together because no single university has the legislative support it needs by itself
- When discussing reduction in administrative costs, we need to make sure to insist on decreasing administrative costs as a percentage of the total operating budget (5% of total operating budget as suggested by the Executive Board to President Johnsen and the Board of Regents).
- Special RA meeting 1 November 2019 3:30-5pm by Zoom. This will be an executive session to discuss a joint faculty statement and Constitution and Bylaws revisions.
- Regular spring meeting will be 15-16 February 2020 in Anchorage.

3:45 pm Meeting was adjourned