

**United Academics AAUP-AFT Local 4996  
Representative Assembly  
Zoom Meeting**

**Saturday 31 October 2020 and Sunday 1 November 2020**

**Zoom Link:** <https://alaska.zoom.us/j/3177116462> (Phone: 1 669 900 6833; ID: 3177116462)

**Draft Agenda:**

**Saturday 31 October 2020:**

**9:00 am          Call to Order – Abel Bult-Ito**

*We live and work on the land of Alaska Native Peoples.*

*As part of our commitment to enkindle racial justice and social equity within the University of Alaska system, we will speak up when we experience examples of racial narratives, racism, or whiteness in our meetings and as we conduct our business. This means we can and will interrupt the meeting to draw the issue to one another's attention. We will do this kindly, with care, and in good faith. This statement is a reminder that we commit to doing this in the service of ending the system of racial oppression that is perpetuated through institutionalized policies and individual unconscious bias.*

**9:01am          Introductory Business**

**a. Roll call – Abel Bult-Ito**

**RA members:** Mara Bacsujlaky, Peter Bieniek, Charla Brown, Abel Bult-Ito, Erik Carlson, Sharon Chamard, Haiwei Chen, Andrea Dewees, Nelta Edwards, Ryan Harrod, Ian Hartman, Timothy Hinterberger, Lisa Hoferkamp, Max Kullberg, Richard McDonald, Arthur Nash Jr., Joel Potter, Pete Praetorius, Kate Quick, John Radzilowski, Anthony Rickard, Sharyl Eve Toscano, Ian Van Tets, Gordon Williams

**Staff:** Cyndee West

**Guests:**

**b. Introduction of guests – Abel Bult-Ito**

**c. Motion to approval the agenda – Abel Bult-Ito**

**9:10-10am      Representative Assembly Training on Robert's Rules of Order – Sharon Chamard and Gordon William**

**10-11am        Representative Assembly Training on United Academics Constitution and Bylaws – Megan Sandone, Attorney, JDO**

**11am-noon      Representative Assembly Training: The Power of Collective Action During Difficult Times; How To Avoid the Tripping Hazards – Libby Roderick, Associate Director, Center for Advancing Faculty Excellence**

Noon                      Recess until 9am Sunday 1 November 2020

**Sunday 1 November 2020:**

9:00am                      Meeting called back to order – Abel Bult-Ito

9:01am                      Motion To Approve the 23 July 2020 Draft Meeting Minutes (see attached) –  
Abel Bult-Ito

9:05am                      New Business

- i.    Appointment of open RA seats; i.e., 1 UAA main campus; 3 UAF main campus; 1 Extended Sites (UAF)

**Extended Sites (UAF):**

***Ben Kuntz:***

I have been a full-time English professor at the Kuskokwim Campus of UAF since 2007 and spent 7 years representing KuC on the Executive Board of the UAFT union before and during the merger with United Academics. A Kuskokwim Campus faculty member who was on the UNAC Representative Assembly was non-renewed last year, and I think it is important to maintain representation of the extended campuses. Extended campus faculty members are atypical in lots of ways: most of us have bipartite contracts, for instance, and we negotiate our workloads with campus directors. As someone familiar with that system and other rural realities, I believe I could help the RA protect the rights of all the faculty members represented by UNAC.

**UAA:**

***Tara Palmer (formerly Smith):***

I have been a faculty member at UAA since fall 2001. I served as UAFT grievance co-chair in AY04 with Steve Johnson and I am a member of the current UNAC Negotiations Team. I have been involved in a great deal of shared governance work including chair of the first two years of the Academic Assessment Committee, University-wide Faculty Evaluation Committee, president of Faculty Senate, and chair of Faculty Alliance. I am committed to the mission of higher education, academic freedom, and collective bargaining. Last spring, I was appalled at the actions of administration in the elimination of academic programs and faculty, and I would like to be able to do more than offer my sympathies to my colleagues who are being fired. I would like to contribute to the work of the UNAC Representative Assembly.

***Dorn Van Dommelen:***

Bio: "Dorn Van Dommelen is a Professor of Geography at the University of Alaska Anchorage in his 27th year of service. He led the creation of the successful Environment and Society B.S. program which was recently deleted. He received his B.S. in Geography at Penn State, M.A. at the University of Kentucky, and Ph.D. at the University of Toronto."

I'm interested in being on the representative assembly to learn more about the union that represents me and to help protect the rights of faculty, which appear to be under siege by the university's administration. As a graduate student at the University of Toronto I was represented by CUPE 3902 the two times we went on strike for smaller class sizes and fair treatment. I remember then the administration referring to their position as "the university's". What was true for me then is true for me now: Administrators aren't the university, faculty and students are the university. The administration is there to serve us and support us. Administrators at UA don't understand this. They should.

***Nalinaksha Bhattacharyya:***

I have twenty five years of experience as a finance faculty in three countries- India, Canada and the United States. Before coming to academics I have worked as an engineer and as a manager. My industrial and business experience has considerably influenced my teaching and research. I have two earned Ph.D.s in Finance-from the University of British Columbia and from the University of Calcutta. I also have engineering qualifications and I am a CPA, CGA. I am a member of the American Finance Association and Financial Management Association. I have been the President of the Faculty Senate at the University of Alaska Anchorage. I have also been a member of the Investment Advisory Commission of the Municipality of Anchorage.

Before joining academia I have had extensive managerial and administrative experience in both public sector and private sector. I was the Works Manager of Mancheswar Carriage Works of Indian Railways. I managed a workforce of around 200 people and I was responsible for the regular working and planning for output for the workshop. Subsequently I was a manager with a finance company. I worked as the Executive Assistant to the Managing Director and in the capacity I worked on strategic planning, compliance and implementation issues for the organization.

I am an active researcher and teacher. I have collaborated with researchers from universities in Canada, US and France. I am also interested in multi disciplinary research because I believe that all human knowledge are connected and there are interesting questions which require that researchers from different fields combine their strengths. I have therefore

collaborated with researchers from other functional disciplines like accounting, marketing and operations research. My research reflects my eclectic set of interests.

I have taught different types of finance courses to different audiences in three countries. As a teacher I planned my teaching, prepared for my courses, was available to my students, treated my students with respect and kindled the love of learning in them.

I am standing to be a member of the Representative Assembly of the UNAC. I believe that a strong union leads to a more equitable and fair working atmosphere. A strong union is also needed to protect our Academic Freedom without which a University just becomes a shell. On an earlier occasion too I have been a member of the RA. I'll be happy to answer any questions you might have.

**UAF:**

***Stephen Brown:***

I am a Professor of Agricultural Extension and serve as the District Agriculture Agent for the Mat-Su/Copper River areas of Alaska. I think I would bring to the UNAC Representative Assembly the perspective of non-Fairbanks based faculty and their needs. I would like to serve on the Representative Assembly as a way to give back to the organization.

***Robin Shoaps:***

I am writing to formally declare my interest in serving as a member of the RA. I have been a UNAC member since arriving at UAF as a term faculty member in Fall 2012. I joined the tenure track the following year. I am motivated to volunteer because I feel a debt of gratitude for the conditions of employment that I enjoy: I appreciate the transparency of our CBA (and even the fact that we have a CBA, having worked in institutions without union representation) and have benefited directly from the terms offered to term faculty members. The salary and benefits (including a moving allowance) were far more generous than one year assistant professor visiting positions in my highly competitive field generally are.

I come from a union family: my father and grandfather were both active in their respective unions (Michigan teachers' and Michigan dairy farmers') and before retiring, my dad was a negotiator. I learned the word "scab" as a kid (I also grew up near a GM plant in the 80s, so...). I see getting more involved in UNAC as a complement to my work as a member of the Committee on the Status of Women, which is in the process of advocating with Statewide for better parental leave policies.

As you can see from my signature line, I am recently tenured Associate Professor of Anthropology and Linguistics. In addition to my elected position on COSW, I have served as Program Coordinator for Women's, Gender and Sexuality Studies, as an alternate on Faculty Senate, as the Social Sciences representative on GERC and as a member of GAAC.

- ii. **Motion to approve the revised United Academic AAUP-AFT Local 4996 Bylaws** – Gordon Williams (will provide document in the [October 2020 RA Meeting](#) Google Drive folder)  
Document with edits is here [\[Gordon, please provide correct link\]](#).
- iii. **Motion to approve the revised United Academic AAUP-AFT Local 4996 Constitution** – Gordon Williams (will provide document in the [October 2020 RA Meeting](#) Google Drive folder)  
Documents with edits is [here](#).
- iv. **Confirm membership of the standing and ad hoc committees for AY2020-2021** – Nelta Edwards
- v. **Motion to adopt AFT's document "Best Practices for Affiliate Finances"** – Andrea Dewees (will provide document in the [October 2020 RA Meeting](#) Google Drive folder)
- vi. **Motion that the Finance, Budget and Audit Committee and the Executive Board complete AFT financial training by 12/15/20** – Andrea Dewees (will provide specific information for the training, such as information on what the training entails, how it can be completed, and whether there is a cost, in the [October 2020 RA Meeting](#) Google Drive folder)
- vii. **Motion that the Finance, Budget and Audit committee submit a revised fiscal year 20-21 budget to the Representative Assembly by 12/31/20** – Andrea Dewees
- viii. **United Academics and AFT Policies and Procedures** – Representative Assembly puts a plan together to review existing United Academics policies and procedures and whether to adopt any AFT policies and procedures – documents provided in the [October 2020 RA Meeting](#) Google Drive folder.

11:00 am

**Old Business**

- i. **Representative Assembly Member Responsibilities; Missed Meetings Discussion**
- ii. **Letter to legislators regarding BOR potential action to merge UAS into UAF** – Report from Representative Assembly members

- iii. **Letter to BOR regarding BOR potential action to merge UAS into UAF –**  
Report from Abel Bult-Ito
- iv. **Contact each of the assigned 50 UNAC bargaining units members at least once in person –** Report from Representative Assembly members
- v. **Sign up new members with a goal of increasing overall membership to 80% by the end of fall 2020 semester –** Report from Representative Assembly members
- vi. **Sign up new members with a goal of increasing overall membership to 90% by the end of Spring 2021 –** Report from Representative Assembly members

**11:30 am      Operational Business**

- i. **Officers' Reports** – Written reports provided in the [October 2020 RA Meeting](#) Google Drive folder
  - 1. President's report – Abel Bult-Ito
  - 2. Secretary/Treasurer's report – Nelta Edwards
  - 3. Organizational Vice Presidents' reports
    - a. UA EX extended sites – Rick McDonald
    - b. UAS Juneau campus – Charla Brown
    - c. UAA Anchorage campus – Sharon Chamard
    - d. UAF Fairbanks Campus – Mara Bacsujilaky
- ii. **Staff Report** – Cyndee West; Written reports provided in the [October 2020 RA Meeting](#) Google Drive folder
- iii. **Representative Assembly Members' Reports** – Written reports provided in the [October 2020 RA Meeting](#) Google Drive folder
  - 1. UA Extended Sites Representatives
    - a. Pete Praetorius (UAA)
    - b. John Radzilowski (UAS)
    - c. **Open seat** (UAF)
  - 2. UAS Representatives
    - a. Andrea Dewees
    - b. Lisa Hoferkamp
  - 3. UAA Representatives
    - a. Erik Carlson
    - b. Ryan Harrod
    - c. Ian Hartman
    - d. Tim Hinterberger
    - e. Max Kullberg
    - f. Joel Potter
    - g. Sharyl Toscano
    - h. Ian van Tets
    - i. **Open seat**
  - 4. UAF Representatives

- a. Peter Bieniek
- b. Haiwei Chen
- c. Arthur Nash Jr.
- d. Kate Quick
- e. Anthony Rickard
- f. Gordon Williams
- g. Open seat**
- h. Open seat**
- i. Open seat**

**iv. Committee Reports** – Written reports provided in the [October 2020 RA Meeting](#) Google Drive folder

- 1. Collective Bargaining Committee
  - a. Mara Bacsujilaky
  - b. Erik Carlson
  - c. Tim Hinterberger
  - d. Tony Rickard
- 2. Finance, Budget, and Audit Committee
  - a. Sharon Chamard
  - b. Haiwei Chen
  - c. Andrea Dewees
  - d. Nelta Edwards
  - e. Rick McDonald
- 3. Legislative Relations Committee Ed?
  - a. Nelta Edwards
  - b. Lisa Hoferkamp
  - c. Max Kullberg
  - d. Art Nash
- 4. Membership Committee
  - a. Peter Beinick
  - b. Charla Brown
  - c. Kate Quick
  - d. John Radzilowski
- 5. Elections Committee – Special Secretary/Treasurer election results announced
  - a. Chair: Allan Barnes
  - b. UAS: Jill Dumesnil
  - c. UAA: Judith Daxootsu Ramos
  - d. UAF: Polly Hyslop
- 6. Ad Hoc Constitution and By-laws Committee
  - a. Pete Praetorius
  - b. Ian van Tets
  - c. Gordon Williams
  - d. Jill Dumesnil

7. Ad Hoc Antiracism, Anticolonialism, and Antidiscrimination Committee
  - a. Gordon Williams
  - b. Nelta Edwards
  - c. Laura Vess
  - d. Erik Carlson
  - e. Haiwei Chen
  - f. Thomas Chung
  - g. Lisa Hoferkamp
8. Ad Hoc Reimagining the University Working Group
  - a. Abel Bult-Ito
  - b. Nelta Edwards
  - c. Charla Brown
  - d. Sharon Chamard
  - e. Rick McDonald
9. Negotiations Team
  - a. Tony Rickard
  - b. Jill Dumesnil
  - c. Tara Palmer
  - d. Kris Racina
  - e. Cynthia (Thia) Falcone
10. Joint Health Care Committee – Abel Bult-Ito
  - a. Abel Bult-Ito (chair)
  - b. Charla Brown
  - c. Leah Berman
  - d. Sharyl Toscano (alternate)
11. APEA/AFT Board – Abel Bult-Ito and Tim Hinterberger
  - a. Seat A: Abel Bult-Ito
  - b. Seat A Alternate: Tony Rickard
  - c. Seat B: Tim Hinterberger
  - d. Seat B Alternate: Nelta Edwards
12. 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
13. AFL-CIO Vice-Presidents – Abel Bult-Ito and Nelta Edwards
  - a. Abel Bult-Ito
  - b. Nelta Edwards

**11:50am      Good of the Membership**

**Noon          Adjourn**



**Draft Minutes  
United Academics AAUP-AFT Local 4996  
Representative Assembly  
Special Zoom Meeting  
Thursday 23 July 2020**

**1:02pm Meeting was called to order.**

**1:02pm Introductory business was attended to.**

**i. Roll was called – Abel Bult-Ito**

**RA members present:** Mara Bacsujlaky, Peter Bieniek, Charla Brown, Abel Bult-Ito, Erik Carlson, Sharon Chamard, Haiwei Chen, Chris Coffman, Robert Coker, Andrea Dewees, Nelta Edwards, Ryan Harrod, Ian Hartman, Timothy Hinterberger, Lisa Hoferkamp, Max Kullberg, Richard McDonald, Arthur Nash Jr., Joel Potter, Kate Quick, John Radzilowski, Anthony Rickard, Sharyl Eve Toscano, Ian Van Tets, Gordon Williams.

**RA members absent:** Pete Praetorius.

**Staff present:** Cyndee West.

**Guests present:** Sine Anahita, Kevin Krein.

**ii. Guest Sine Anahita was welcomed and guest Kevin Krein joined the meeting after this agenda item.**

**iii. Motion to approval the agenda – *Approved as amended with unanimous consent.***

**1:07pm Motion to approve 6 May 2020 (*approved as presented with unanimous consent*) and 13 July 2020 (*approved as presented with unanimous consent*) meeting minutes.**

**1:10pm Letter to Alaska Legislators Regarding UAS Status within the UA System**

**Motion to table the updated letter to legislators – *Failed.***

The original letter to legislators was split into one to legislators and one to the Board of Regents. **Motion to approve these letters separately – *Approved with unanimous consent.***

**Motion to approve the letter to legislators – Motions to amend – *Approved.***

**Motion for a secret ballot – *Failed.***

**Motion to approve the amended letter to legislators - *Approved.***

*Dear Senator/Representative X,*

*On June 5<sup>th</sup>, 2020, the University of Alaska Board of Regents (BOR) passed a resolution with a 7-4 vote, proposing an analysis of the processes associated with merging the University of Alaska Southeast (UAS) into the University of Alaska Fairbanks (UAF).*

*United Academics, which represents more than 1,000 full time faculty members across the three individually accredited universities serving 24,000 students, firmly opposes any actions by the Board of Regents that consider major structural changes to the UA System, such as potentially merging UAS with UAF, without 1) a clear cost-benefit analysis, 2) adequate input from stakeholders, and 3) satisfactorily addressing excessive administrative costs at the University of Alaska. According to an [NCHEMS report](#) commissioned by the UA Board of Regents, the University of Alaska System spends 170% of the average for administrative expenditures per student full-time-equivalent (FTE) at public university systems in the United States. A reduction in administrative spending at UA to 130% of the average would go a long way to accommodate future state funding declines (Compact between the Governor and the BOR) and the costs and lost revenues from the COVID-19 pandemic.*

*Any decision by the Board of Regents and the Administration to reorganize or relocate academic programs should be preceded by a detailed cost benefit analysis. This should include a publicly available accounting of both the fiscal and academic benefits and costs, be vetted by the affected Faculty Senates, and allow an adequate public comment period before a final decision is made or implemented.*

*We also want to make legislators aware of some of the programs and services that UAS provides to 70,000 Alaskans living in Southeast Alaska, which could potentially be jeopardized in any merger.*

- *Partnerships with Alaska Native corporations and organizations, including Sealaska Corporation, Central Council of the Tlingit and Haida Indian Tribes of Alaska, Sitka Tribe of Alaska, and Ketchikan Indian Community*
- *The Ketchikan Tribal Scholars Program*
- *The involvement of local Alaska Native elders as culture-bearers at campus events*
- *Alaska Native and Northwest Coast Art program which provides an emphasis on Tlingit, Haida, and Tsimshian languages and cultures.*
- *U.S. Coast Guard certified maritime training program*
- *Interdisciplinary degree programs aimed toward working adults in the region*
- *Testing centers in Ketchikan and Sitka*
- *Ted Stevens Legislative Internship Program*
- *The Whale Research Lab, Sitka Whalefest and the Sitka Sound Science Center*
- *Federal and state grants that support research at UAS*
- *Title III grants that come to Sitka and Ketchikan*
- *Specialized accreditation for the Alaska College of Education*
- *Specialized accreditation for all business programs*
- *The state's only undergraduate program in human resource management*
- *Place-based programs in mine training, pre-nursing, marine transportation, welding, construction technology, power technology, law enforcement, health information management, and health sciences*

*As a faculty union committed to the ideals of higher education and our collective bargaining agreement, we will continue to monitor this situation to uphold our mutual contract with the university in service of our members; however, we will firmly oppose any plan that proposes to cut healthy academic programs in order to maintain a costly administrative system. We hope that you will join us in monitoring this situation.*

Thank you to Representative Assembly members John Radzilowski, Max Kullberg, and Nelta Edwards for their extensive work on this and working with everyone to create these now broadly supported letters. ***These members with the Legislative Affairs Committee members agreed to distribute the letter to individual Legislators on behalf of the Representative Assembly.*** This was identified as a great opportunity for rallying the United Academics membership behind these letters as an organizing tool. ***The Representative Assembly members mentioned above agreed to survey the membership about what they would be willing to do to support the intent of the letters. They will provide an update to the Representative Assembly on these efforts at the next meeting.***

**Motion to approve the letter to the Board of Regents – Motions to amend – *Approved.***

**Motion to approve the amended letter to the Board of Regents – *Approved.***

*Dear University of Alaska Board of Regents Members,*

*United Academics wholeheartedly supports the Board of Regents in its effort to reduce costs given the compact with the governor and the COVID-19 pandemic. However, we firmly oppose further cuts to healthy and essential academic programs without further reductions in administrative costs. According to an [NCHEMS report](#) commissioned by the UA Board of Regents, the University of Alaska System spends 170% of the average for administrative expenditures per student full-time-equivalent (FTE) at public university systems in the United States. We do not support further erosion of the academic missions in teaching, research and public service of the three universities in favor of maintaining costly administrative structures, the maintenance of which robs Alaskans of educational opportunities.*

*We commend the three Faculty Senates in their support of UAS, and the Faculty Alliance for their efforts to represent the collective voice of faculty to the BOR on this issue. In the spirit of effective shared governance (United Academics AAUP/AFT #4996 - Constitution, Article 2.5; Collective Bargaining Agreement, Article 2), we respectfully request that, Chair Buretta ask Faculty Alliance to coordinate the election of faculty members with at least one faculty member from each of the universities to join the working committee as stipulated by BOR's June 5, 2020, resolution to examine a proposed merger of UAS to UAF.*

*Pursuant to shared governance best practices, these three faculty would be selected by their respective faculty governing bodies. The insight and experience of these faculty on the working group will only serve to strengthen the thoroughness of its analysis and more importantly, demonstrate the Board's adherence to the standards of shared governance that are required not*

*only by the Northwest Commission on Colleges and Universities (NWCCU), but also the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT).*

*We respectfully ask that the working group produce a publicly accessible cost-benefit analysis and that faculty and students from any impacted programs have an opportunity to weigh in before any final decisions are made. We are skeptical that UAS is much of a cost-driver given that it is only 7.6 percent of the entire budget and expect the working group to demonstrate areas of cost savings. United Academics will oppose structural changes that unnecessarily diminish opportunities for students in Alaska.*

*Furthermore, we affirm the unique nature of Southeast Alaska as a region in the state with its own strengths and challenges. We ask that the committee and BOR maximize the input from the stakeholders in the region such as their desire and demand to maintain an independent, separately accredited university that provides them with opportunities for in-person and online classes and degree programs. We also call on the working group to consider the ways in which UAS meets the general and unique needs of the 70,000 Alaskans living in the panhandle for a place-based, affordable, quality education and offers the following services and programs that are particularly important to their communities and could be negatively impacted by the proposed merger. It is a fact that UAS has nourished close ties with local school districts, multiple Alaska Native communities and corporations, hospitals, industry, business, state, city, and borough governments, museums, and arts organizations that add to the region's vitality. As noted in NWCCU's outreach to the board last fall, listening to stakeholders is a key aspect of effective university operations. Decisions made should reflect the incorporation of their input.*

- Partnerships with Native corporations and organizations, including Sealaska Corporation, Central Council of the Tlingit and Haida Indian Tribes of Alaska, Sitka Tribe of Alaska, and Ketchikan Indian Community*
- The Ketchikan Tribal Scholars Program*
- The involvement of local Native elders as culture-bearers at campus events*
- Alaska Native and Northwest Coast Art program which provides an emphasis on Tlingit, Haida and Tsimshian languages and cultures*
- U.S. Coast Guard certified maritime training program*
- Interdisciplinary degree programs aimed toward working adults in the region*
- Testing centers in Ketchikan and Sitka*
- Ted Stevens Legislative Internship Program*
- The Whale Research Lab, Sitka Whalefest and the Sitka Sound Science Center*
- Federal and state grants that support research at UAS*
- Title III grants that come to Sitka and Ketchikan*
- Specialized accreditation for the Alaska College of Education*
- Specialized accreditation for all business programs*
- The state's only undergraduate program in human resource management*
- Place-based programs in mine training, pre-nursing, marine transportation, welding, construction technology, power technology, law enforcement, health information management, and health sciences*

*Whether or not the working group finds that the merger of UAS into UAF is a good idea, the BOR should understand that UNAC will continue to monitor working conditions of our members pursuant to our contract with the university. We will be paying close attention to any changes in employment status of our membership, and we expect to be notified before any member's position, locus of employment, or status is affected by this or any other proposal so that we may effectively fulfill our role in negotiating how these changes are handled and to ensure that member rights are upheld. Of particular import will be matters such as time towards promotion, tenure status, accrued benefits, changes to promotion and tenure requirements, and other working conditions. We will hold the Board of Regents and the Administration to the highest standards of shared governance. We are encouraged that Chair Buretta recently stated in the Frontiersman that "One of the reasons the board felt so strongly about Pat as interim president was because of her demonstrated commitment to a spirit of partnership with university leadership and the principles of shared governance."*

***President Abel Bult-Ito will email the signed letter on United Academics letterhead to the Board of Regents and cc the Representative Assembly.***

**2:56pm Motion: UNAC shall notify the University that UNAC will demand bargaining of the impacts of a potential change in UAS's status.** Motion was not made. President Bult-Ito and Contract Manager West had a Meet and Confer meeting with Labor and Employee Engagement last week (7-16-20) and the university agreed to fully address any issues with members at UAS regarding any change in status of UAS with United Academics making a motion unnecessary.

**2:58pm Representative Assembly Member Responsibilities; Missed Meetings Discussion**  
Because of lack of time, President Abel Bult-Ito asked Representative Assembly members to forward comments about how to address missed meetings to the chair of the Ad Hoc Constitution and Bylaws Committee Gordon Williams. This committee is currently in the process of revising the Constitution and Bylaws for the October 2020 regular meeting.

**2:59pm Discussion Item: Separating Secretary/Treasurer Position**  
Because of lack of time, President Abel Bult-Ito asked Representative Assembly members to forward comments about this position to the chair of the Ad Hoc Constitution and Bylaws Committee Gordon Williams. This committee is currently in the process of revising the Constitution and Bylaws and is considering separating this position into separate Secretary and a Treasurer positions.

### **Good of the Membership**

Because of lack of time, no good of the membership was discussed.

**3:00 pm The meeting was adjourn.**

*We live and work on the land of Alaska Native Peoples.*

*As part of our commitment to enkindle racial justice and social equity within the University of Alaska system, we will speak up when we experience examples of racial narratives, racism, or whiteness in our meetings and as we conduct our business. This means we can and will interrupt the meeting to draw the issue to one another's attention. We will do this kindly, with care, and in good faith. This statement is a reminder that we commit to doing this in the service of ending the system of racial oppression that is perpetuated through institutionalized policies and individual unconscious bias.*

**Approved Minutes  
United Academics AAUP-AFT Local 4996  
Representative Assembly  
Emergency Zoom Meeting  
6 May 2020**

**10:03am Meeting was called to order.**

**10:04am Roll was called.**

RA members present: Andrea Dewees, Mara Bacsujlaky, Peter Bieniek, Charla Brown, Abel Bult-Itto, Erik Carlson, Sharon Chamard, Chris Coffman, Robert Coker, Nelta Edwards, Timothy Hinterberger, Lisa Hoferkamp, Max Kullberg, Richard McDonald, Arthur Nash Jr., Soren Orley, Pete Praetorius, Kate Quick, John Radzilowski, Anthony Rickard, Sharyl Eve Toscan, Gordon Williams.

RA members absent: Haiwei Chen, Ian Van Tets.

Staff present: Cyndee West.

**10:06am Motion to suspend the rules – *Unanimously approved.***

Rationale: To respond to issues of great importance to our membership that need to be decided as soon as possible.

**10:07am Motion to approve the agenda – *Passed unanimously as presented.***

**10:08am Motion to move into executive session – *Unanimously approved.***

Rationale: to discuss issues of great importance to our membership.

**11:15am Motion to move out of executive session – *Unanimously approved.***

**11:16 am Motion to extend the collective bargaining agreement by one year – *Approved.***

Negotiations for a new CBA will start fall 2021.

**11:20am Motion to uphold the MOA for a 1% salary increase for the 2020-2021 academic year – *Approved.***

**11:25am Meeting was adjourned.**

**Approved Minutes  
United Academics AAUP-AFT Local 4996  
Representative Assembly  
Special Zoom Meeting  
Monday 13 July 2020**

**1:05pm Meeting was called to order.**

**1:06pm Introductory Business.**

- **Roll was called.**

RA members present: Mara Bacsujlaky, Peter Bieniek, Charla Brown, Abel Bult-Ito, Erik Carlson, Sharon Chamard, Robert Coker, Andrea Dewees, Nelta Edwards, Ian Hartman, Timothy Hinterberger, Lisa Hoferkamp, Max Kullberg, Richard McDonald, Arthur Nash Jr., Soren Orley, Pete Praetorius, Kate Quick, John Radzilowski, Anthony Rickard, Sharyl Eve Toscano, Gordon Williams

RA members absent: Haiwei Chen, Chris Coffman, Ian Van Tets

Staff present: Cyndee West

Guest present: Sine Anahita

- **The guest was introduced.**
- **Motion to approval the agenda** – Approved unanimously as amended.

**1:17 pm Motion to approve RA meeting minutes.**

**Draft minutes for 15 February 2020** (unanimously approved), **28 March 2020** (unanimously approved), **6 May 2020** (tabled until 23 July to correct the minutes), **3 June 2020** (unanimously approved with amendments).

**1:38 pm Motion to adopt letter to Alaska Legislators**

The letter content, who to write it to, and appropriateness in the current context was discussed in depth. Arguments in favor and against the letter were discussed extensively and constructively.

**Motion to table the motion – *Failed*.**

**Back to main motion.**

**Motion to table motion until 23 July 2020 – *Approved unanimously*.**

Representative Assembly members will continue to work on the letter's content until the 23 July 2020 special meeting. The document can be found at:

[https://docs.google.com/document/d/1KL99ditBKDQu8Y85Ny1inhm\\_zLWS\\_vSGviZLrrqNRIA/edit?usp=sharing](https://docs.google.com/document/d/1KL99ditBKDQu8Y85Ny1inhm_zLWS_vSGviZLrrqNRIA/edit?usp=sharing).

**3:20pm Motion: UNAC form an ad hoc committee, "UNAC transparency and governance," that is tasked with 1) analyzing our adherence to our governing documents over the past year, 2) reviewing the RA's transparency request of the E-Board and 3) making**



recommendations to the RA (and, when feasible, jointly with the Bylaws Committee for bylaws change proposals)

**Motion to table – *Approved unanimously.***

**3:25pm Motion:** UNAC shall notify the University that UNAC will demand bargaining of the impacts of a change in UAS's status

**Motion to table until 23 July 2020 – *Approved unanimously.***

**3:27pm University of Alaska Interim President**

The University of Alaska Interim President position was discussed. Could the Interim President position be accomplished by the three chancellors?

**3:35pm Update on United Academics' Work on Behalf of Faculty Whose Programs Have Been Eliminated**

The status of the approximately 60 full time faculty affected by the BOR discussions to close academic programs was discussed in general terms and United Academics is working very hard to save as many of these faculty positions as possible while adhering strictly to the CBA.

**3:40pm Appointment of UAA Main Campus (2), UAF Main Campus (1), and UAA Extended Sites (1) representatives.**

***Ryan Harrod, Associate Professor, Department of Anthropology and Joel Potter, Assistant Professor, Department of Philosophy, were appointed to the Representative Assembly to represent the UAA Main Campus.*** Welcome to Ryan and Joel! Thank you to Carri Shamburger, Assistant Professor, Dental Hygiene, for the interest in serving!

**3:55pm Representative Assembly Member Responsibilities; Missed Meetings Discussion**

**Motion to table until 23 July 2020 – *Approved unanimously.***

**3:58pm Good of the Membership**

Several issues were discussed.

**4: 15pm Meeting was adjourned**