



## UNAC Connection - January 2022

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## COVID-19 AND IN-PERSON TEACHING

**Provosts at UAA, UAF, and UAS notified all faculty members** that you may move your classes online through January 24, 2022, with possible extensions if Covid is still prevalent in our communities.

Should you feel unsafe returning to class whenever this opportunity expires, talk with your dean about continuing to teach online. If you are unsatisfied with the outcome of those conversations, contact your UNAC Org VP (contacts below).

United Academics leadership also supports faculty who are comfortable continuing to teach face-to-face right now. Please ensure that you follow UA protocols of wearing a mask while not in your office with the door closed. In your classrooms and labs, encourage your students to social distance as much as possible, and require that masks are worn properly. Consider asking your building coordinator to have seats taped off, or otherwise rearrange a room to accommodate social distancing.

### **If You Have a Visibly Ill or Agitated Student**

When a faculty member is teaching face-to-face and a student in the class is visibly ill or will not comply with masking and social distancing policies, the faculty member should:



- Proposed workloads must be completed and submitted to department heads/chairs or program heads/coordinators, with deans/directors cc'd, by March 1, 2022.
- Department chairs/heads and program coordinators/heads must submit the following items to their dean/director by April 1, 2022:
  - All UNAC members' workloads for the department or program
  - A summary of the courses and student-credit hours to be delivered
  - A summary of the aggregate teaching, research, and service activities to be accomplished by the department or program
- Deans/Directors will review workloads and, if major changes are made, will attempt to confer with the affected faculty member before finalizing the workload.
- Deans/Directors will notify faculty members of their workloads no later than May 1, 2022.
- UNAC members may dispute workload assignments by working with UNAC leadership, who will file a complaint on behalf of the member.

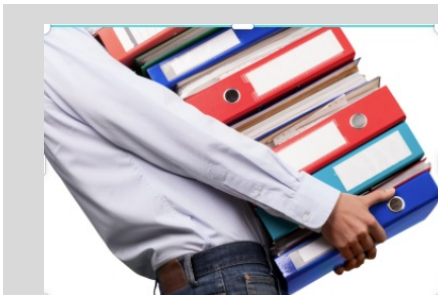
Ideally, departments/programs will take time during a meeting to collectively discuss upcoming course schedules, service responsibilities and departmental needs, research/creative activity responsibilities and expectations, and other workload considerations. Department chairs/heads and program coordinators/heads need to ensure that all faculty in the department/program are being treated equally and given approximately the same amount of work on their workloads.

Please contact your Org VP and our office staff if you have any questions or concerns about your workload.

**Remember:  
ONE CREDIT HOUR EQUALS A MINIMUM OF ONE  
WORKLOAD UNIT**

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**FILES FOR NON-TENURE TRACK PROMOTION,  
PROMOTION & TENURE, 4TH YEAR REVIEW,  
AND POST TENURE REVIEW**



*Please check with your Provost's office regarding specific formatting for your promotion and other major review files. Your file may be an actual large binder, as pictured, but will more likely be a PDF version of a binder.*

**Whether you are non-tenure track, tenure-track, or tenured,**

you should be collecting items to include in your promotion or post-tenure review file. These items are detailed below, with further clarification in your specific Unit Criteria. *Check with your department chair or program coordinator/head for the specific Unit Criteria needed for your promotion files.* It's important that all faculty know their Unit Criteria.

### **Files should include:**

- An updated CV
  - Update your CV frequently to avoid forgetting any accomplishments
  - Research and tripartite faculty should keep careful track of publications and other scholarly activities.
- All workloads for the period under review - keep careful track of all workloads and workload revisions.
- Cumulative activity report for the period under review
- Feedback from the dean, director, or designee in response to your Annual Activity Reports for the period under review
- Evidence of teaching effectiveness, as applicable and as defined by unit criteria
  - At minimum, ask for peer evaluations of all teaching modalities
    - Senior faculty must be willing to observe classes and follow through with written evaluations.
- Summarized teaching evaluations for the years under review, as applicable
- External Review Letters (excluding 4th year review and post-tenure review)
- Self-evaluation that summarizes the UNAC member's scholarly contributions and accomplishments in other areas included in their workload agreements for the period under review
- If previous evaluations from the dean, director, or designee noted areas for improvement, the self-evaluation should include a summary of progress made to address those areas
- Other material required in Unit Criteria
- Other materials at the discretion of the UNAC member

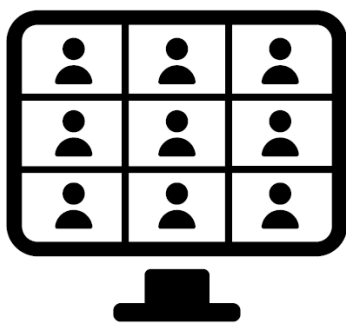
Anyone wishing to stand for promotion during a non-mandatory year must notify their dean or director of their intent to stand for promotion the following academic year no later than the end of the current contract period, May 7, 2022.

Files are due by September 12, 2022, to your dean, director, or designee. [Article 9.2.6.c-i](#) details all deadlines throughout the promotion year. Detailed information about all evaluation and promotion procedures is found in [Article 9](#) (p. 22-38).

**NEGOTIATIONS START AGAIN ON TUESDAY,  
JANUARY 18 AND 19 ON ZOOM**

### **How To Log On**

We send the Zoom link each



## Upcoming Bargaining

### Sessions

(9am-5pm):

January 18-19

January 24-25

February 7-8

February 21-22

morning of negotiations, will keep it available on our website, and our social media accounts.

We will attempt to keep our website and social media accounts updated with the current status of negotiations.

You can also use our social media accounts (see below) to make comments and see what your colleagues think about the negotiations in real time.

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**THANK YOU to the 181 different faculty members** who have attended at least one bargaining session to date. That's nearly 18% of our membership!

We realize that the pace is slow and sessions can be frustrating, but the negotiation teams are doing important work that will determine the protections and job security for every faculty member for the next 3 years. Help your UNAC Negotiations Team bargain the best possible CBA by attending sessions and speaking up on issues that matter to you.

### **The Administration's Team Will Present on Compensation & Benefits on Wednesday morning, January 19.**

We don't know whether they will bring counterproposals to UNAC's [Article 15 \(Compensation\)](#) and [Article 16 \(Personell Benefits\)](#), but we do know they will present material related to compensation and benefits. If you aren't sure when to tune in, Wednesday morning is the time! Sessions begin at 9 a.m.

### **Faculty Advocacy:**

Keep writing emails to [Interim-President Pitney](#), the [BOR](#), and lead negotiator [David Eisenberg](#) about the issues that matter most to you, and think about starting a petition or gathering signatures on a letter.

The "Collective Actions" tab on [our website](#) has links to letters and petitions already submitted to Interim-President Pitney and the BOR.

## UNITED ACADEMICS ON FACEBOOK AND TWITTER

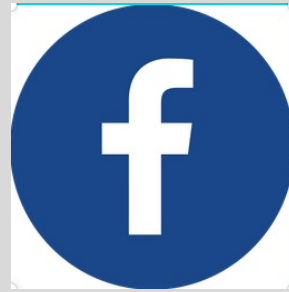
We will use these accounts as another venue to keep our members updated on union activities. In addition, everyone is invited to use these as modes of communication during negotiation sessions. Please keep the discourse civil.



### **Twitter Account:**

UnitedAcademics4996AK  
@unac4996AK

Click to logo to be taken to our new Twitter account



### **Facebook Group:**

United Academics AAUP/AFT  
local 4996

Click on the logo to join our new Facebook group

## **USE OUR SOCIAL MEDIA-FRIENDLY PROFILE PICTURE**



This image is designed specifically for profile pictures on social media platforms including Facebook, Twitter, Instagram, and You Tube.

If you use social media, download it to your computer and then upload it to your social media profile picture.

We had hoped to make frames for Facebook profile pictures but, unfortunately, Facebook has stopped allowing frames.

## **USE A UNAC IMAGE FOR YOUR ZOOM PROFILE**

Download these images to use as your Zoom profile picture. The image will be displayed when you attend Zoom meetings with your camera off.

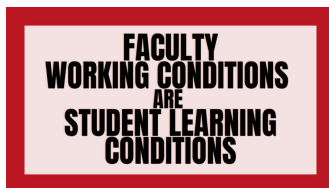
To make the UNAC logo be your profile picture:

1. Right-click on the image to download it to your computer
2. Go to your Zoom account settings and locate your profile
3. Click on your current profile picture to change your photo
4. Upload the UNAC image and click save
5. Log on to your next Zoom meeting

If you follow this process, you should be able to turn our logo into your profile picture. We hope you'll use it when you attend negotiations and other work-related meetings.

*\*This process may need to be repeated occasionally if Zoom reverts to*

previous images or no image.



## A REMINDER OF UNAC'S GUIDING PLATFORM

*The following was re-endorsed by the UNAC Representative Assembly on April 17, 2021*

### **Honor Our Differences**

- Maintain the highest standards of reliability, accountability, ethics, and integrity.
- Engage in direct communication, academic debate, and the pursuit of knowledge to create an environment of free and honest inquiry; reference meeting statement below.
- Facilitate awareness and dialogue to elevate the perspectives of others, particularly those of historically marginalized and racialized groups.
- Dedicate Representative Assembly resources to antiracism, anticolonialism, and antidiscrimination efforts.

### **Prioritize the Academic Mission**

- Be familiar with all UNAC governing documents and promote full compliance.
- Communicate with represented UNAC members regularly.
- Represent UNAC in shared governance activities (e.g., faculty senate, etc).
- Utilize best practices and resources from AAUP/AFT for self and colleagues.
- Dedicate Representative Assembly resources to our collective bargaining initiatives.

### **Educate for Common Good**

- Embrace the unique democratizing role of higher education within society, and our union.
- Promote education as a public good rather than a for-profit enterprise.
- Recognize the positive impact our members' endeavors have on the quality of life in Alaska.
- Embrace a willingness to live and work in a just and sustainable manner.
- Promote the welfare of our society and the well-being of our planet.
- Dedicate Representative Assembly resources to legislative action.

### **Build the Future**

- Embrace democratic principles in the governance of academic affairs and the accompanying responsibility that comes with that to include actively engaging in shared governance service.
- Propose solutions and make decisions based on factual, established, and vetted criteria.

- Capitalize on personal strengths, disciplinary knowledge, and a robust professional network to enhance the reputation of the university and benefit students and junior colleagues.
- Partner with our local communities to share resources and make productive connections.
- Dedicate Representative Assembly resources to building and organizing our membership.

## MEETING NOTICES

### UNAC General Membership Meetings

NEXT MEETING: Wednesday, February 2, 2022, 5:30-7:00 p.m. AKT

Starting in February, we will hold meetings on the 1st Wednesday and 2nd Tuesday of each month from 5:30-7:00 via Zoom.

- *Note that this is a change from our December meeting notice. We've reversed the order of the days due to a new leadership conflict on the 1st Tuesday evening of each month.*
- The Executive Board voted to open these meetings to all members rather than only dues paying members.
- A separate email with meeting information, including the Zoom link, will be sent to all members.

### Next UNAC Representative Assembly Meeting

February 19 (Sat) 10:00am 2:00pm AKT via Zoom. Email your Organizational Vice President for the Zoom link (contact info below). A draft agenda will be posted on [www.unitedacademics.net](http://www.unitedacademics.net)

### UNAC Executive Board Meetings

Second and Fourth Wednesdays of each month, 9:30-11:30

*Dues paying members are welcome to observe the RA and Executive Board meetings. Contact your Org. VP or the union staff for the Zoom link.*

## Executive Board and Staff Contact

**President - Abel Bult-ito, Ph.D.**

abel.bult.ito@unac4996ak.com

**Treasurer - Nelta Edwards, Ph.D.**

nelta.edwards@unac4996ak.com

**Secretary - Charla Brown, Ph.D.**

charla.brown@unac4996ak.com

**UAA Organizational VP - Tara Palmer**

tara.palmer@unac4996ak.com

**UAS Organizational VP - Lisa Hoferkamp, Ph.D.**

lisa.hoferkamp@unac4996ak.com

**UAF Organizational VP - Mara Bacsujlaky**

mara.bacsujlaky@unac4996ak.com

**Extended Sites Organizational VP - RickMcDonald**

rick.mcdonald@unac4996ak.com



**Contract Manager - Melanie Arthur, Ph.D.**  
melanie.arthur@unac4996ak.com  
**Assistant Contract Manager - Kate Quick**  
kate.quick@unac4996ak.com

**United Academics Local #4996** (UNAC) is the bargaining unit that represents all non-tenure track (term), tenure track, and tenured faculty at the University of Alaska. UNAC is an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT).

[www.unitedacademics.net](http://www.unitedacademics.net)

United Academics AAUP/AFT | P.O. Box 755895, Fairbanks, AK 99775-5895

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