



## UNAC Connection - January 2023

\* HONOR OUR DIFFERENCES \* PRIORITIZE THE ACADEMIC MISSION  
\* EDUCATE FOR THE COMMON GOOD \* BUILD FOR THE FUTURE



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## UNAC Statewide Officer Elections

United Academics members-in-good-standing (dues payers for 3+ months or upon hire) will soon vote in statewide officer elections to determine which faculty members will lead UNAC as statewide officers for the next three years.

The new president, secretary, and treasurer will serve a three-year term beginning on July 1, 2023.

Officer elections will be conducted by [UNAC's Elections Committee](#), chaired by Dr. Sharon Chamard at UAA. The committee can be contacted with questions at [elections.committee@unac4996ak.com](mailto:elections.committee@unac4996ak.com).

**Voting period:** February 6-February 17, 2023

THANK YOU to our nominees for stepping up and offering to help lead United Academics into the future.

# AAUP Crisis Defense Grant Award: Round 2



United Academics is pleased to announce that we received a second grant of \$20,000 from our national affiliate, the American Association of University Professors (AAUP) for assistance in our recent fight to defend the principles of academic freedom and tenure.

The grant award covers recent expenses related to staff and leadership time spent defending academic freedom and tenure. The award is much appreciated and the money was well spent. Thank you to AAUP, and to all of our United Academics dues payers who make affiliation with AAUP possible!

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## Faculty Spotlight: Dr. X'unei Twitchell (UAS) and Molly of Denali at the Emmy Awards

Since the first days of script writing for the PBS show, *Molly of Denali*, Dr. X'unei Twitchell, UAS professor of Alaska Native Languages, has played a key role in developing scripts and storylines for the award winning, groundbreaking cartoon. It is the first kid's TV cartoon to feature Alaska Native main characters and the first to be set in rural Alaska. It is a spectacular show purely for its writing and cinematography, but more importantly, it will help break down misleading stereotypes of modern Alaska Native Peoples and cultures. In recognition of how important this kids show is, *Molly of Denali* was recently nominated for two Emmy awards in the categories of "Outstanding Writing for a Preschool Animated Program on Saturday" and "Outstanding Preschool Animated Series." Dr. Twitchell and others traveled to Los Angeles to attend the Children and Family Emmy Awards, and while they didn't win either Emmy award, the nominations were well deserved. Dr. Twitchell's participation in the creation of this kids' series is a great public service.



*Photo by Waatsasdiyei Joe Yates*

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## It's the Season for Workloads

Workloads for AY24 are due to department chairs (or closest equivalent administrator) by March 1, 2023. Department chairs will convey all departmental workloads plus a summary of the courses and student-credit hours to be delivered and a summary of the aggregate teaching, research, and service activities to be accomplished by the department to their dean or other appropriate administrator by April 1, 2023.

A full time, nine-month workload contains 30 workload units split as evenly as possible between two semesters.

The [workload form](#) contains three categories: teaching, research/creative work, and service. Each faculty member will complete work in at least two or three workload categories, depending on appointment type:

- **Bipartite faculty** complete research/creative work and service or teaching and service.
- **Tripartite faculty** complete teaching, research/creative work, and service. All faculty should do the same amount of work in the end, based on 30 workload units.

**Workload content** should be determined based on professional activities the member needs to complete for successful evaluation and promotion (unit criteria determines this, for those who have them). Workload content and distribution should also consider program, college, and MAU needs.

**Workload units** for each activity should be determined through consultation with colleagues, department chair or program coordinator, and review relevant unit criteria.

Members' unit criteria and their ability to progress toward successful annual evaluations and promotion should always be kept in mind when creating fair and equitable workloads.

## How to Compute Workload (WL) Units

## **Teaching**

This is the category to record all teaching activities, from teaching in physical and virtual classrooms to teaching labs, field camps, studios, etc. One WL unit equals one class credit hour.

- A three-credit class is worth three or more WL units. Additional WL units are warranted when:
  - course has high enrollment and/or heavier than normal grading load.
  - course redesign or updating is needed while teaching the course.
    - *Such situations must be worked out between the faculty member, department chair/program head, and dean/director.*

**Workloads that provide less than one WL unit per student credit hour for regular teaching - even classes with low enrollments - are a violation of the Collective Bargaining Agreement** and we strongly discourage faculty members from accepting such arrangements. *Members should contact their UNAC Org VP and/or Contract Manager Melanie Arthur, if they are receiving fewer than one WL unit per class credit hour. (contact info below)*

## **Other Instructional Activities**

Activities such as advising and course design are also teaching activities and should be recorded under “other instructional activities.”

Workload units are based on the number of students and the amount of time spent per week and must be agreed upon at the department/program and college level.

## **Research/Creative Work**

This category includes conducting, analyzing, and publishing lab and field research.

This also includes time spent writing and presenting papers, as well as time spent creating artistic works, from fiction to paintings, pottery, dances, performances, etc.

Time spent writing funding requests should also be included in this category.

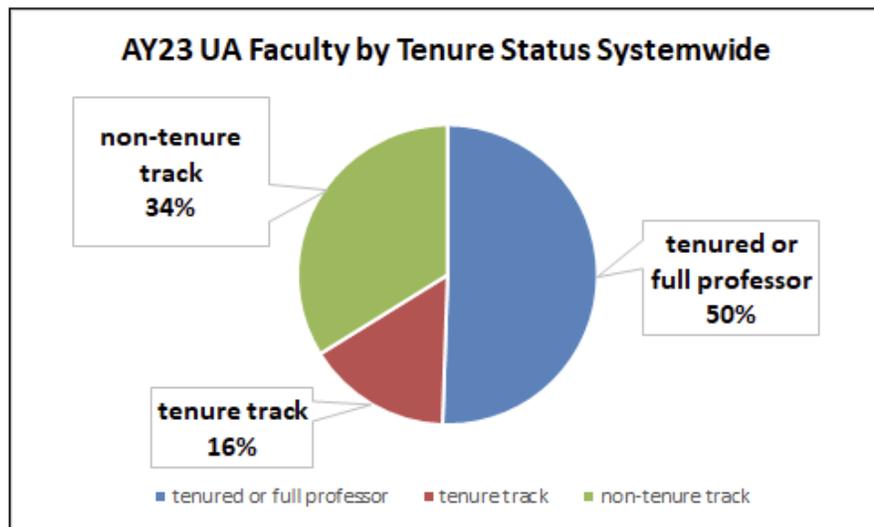
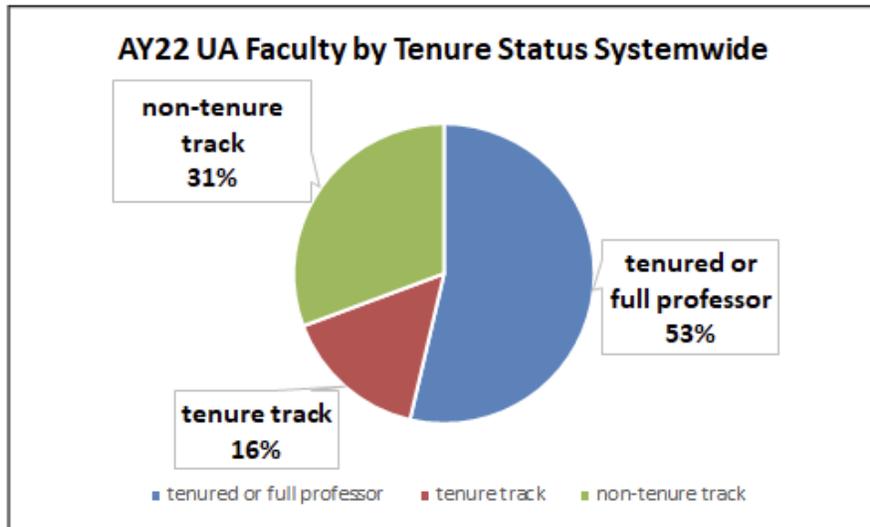
## **Service**

This category includes ‘public, university, and professional’ service.

- **Public service:** any activity performed in the public sphere as a result of a member's expertise in their field, which also further's the interests or prestige of the University (CBA article 13).
  - **University service:** any activity that benefits the university as a whole, a member's MAU, their campus or college, or their department or program.
    - **This might include** serving as a faculty senator, on special university-wide committees as determined by campus, or other internal service.
    - **This also includes** conducting programmatic and/or curriculum reviews or student outcomes assessments.
    - *Faculty within a department or program should work together to ensure that university service is fairly distributed amongst all members.*
  - **Professional service:** any service conducted in the professional realm. This might be serving on the board of a professional organization, or it might include editing journal articles, maintaining professional blogs or websites, tutoring at the Literacy Council, etc.
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# Comparing Faculty Rank: Last Academic Year vs This Academic Year

In comparing membership spreadsheets from November 2021 and November 2022, one thing sticks out. The percentage of non-tenure track (term) faculty increased by 3% in one year, while at the same time we saw a 3% decrease in tenured faculty members. The number of tenure track faculty remained steady, at just 16% of the UA faculty body.



Institutional and student success depends on a thriving faculty workforce. The traditional tenure-system is designed to ensure that institutions meet their missions and while students receive a solid post-secondary education to prepare them for successful careers. The traditional system is being eroded at the expense of faculty and students.

When fully one-third of the professoriate works on year-to-year contracts, with no future hope of job security, the institution is not putting its students first. Professors who are constantly on the job hunt for a more secure future suffer stress and burnout. These professors are equally qualified and work just as hard as their colleagues on the tenure track. The reason their appointment letters say 'non-tenure track' or 'term' is because of an institutional choice to disregard the foundational role the tenure system plays in ensuring institutional and student success.

It is in the best interest of students for UA programs and departments to rely on and enhance our flailing tenure-track pipeline while finding ways to improve job security for and rely less on non-tenure track faculty. Long-term non-tenure track faculty should be considered for tenure track positions whenever possible, for example.

UA's future is brighter if UA's faculty feel secure in their jobs and choose to stay to build their careers and lives here, in Alaska.

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## **Reminders**

### **Responses to Annual Evaluations**

Faculty members may write a response to their dean, director, or designee's annual evaluation, which all faculty should have received by January 15, 2023. UNAC Org VPs and office staff are happy to give advice and help edit responses. Contact information is below.

Responses should be submitted to supervisors in a timely manner. No specific deadline is provided in the CBA, but pay attention to communications from supervisors that might include a deadline for responses.

### **Workloads Due**

For the next academic year, workloads are due March 1, 2023, to Department Chairs/Program Coordinators.

UNAC will host virtual workload training sessions in late January and early February. Stay tuned for more information.

### **Meeting Notices**

#### **UNAC General Membership Meetings**

Regularly scheduled meetings: every second Tuesday from 5:30-7:00 p.m. Additional meetings scheduled as needed. Separate emails with meeting information, including the Zoom link, will be sent to all bargaining unit members before each meeting.

**Next General Membership Meeting: Tuesday, February 14, 5:30-7:00 p.m.**

#### **Next UNAC Representative Assembly Meeting**

Saturday, February 18, 2022 (Sat) 10:00am - 2:00p.m. AKT via Zoom

#### **UNAC Executive Board Meetings**

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

Dues paying members are welcome to attend the RA and Executive Board meetings. Contact your Org VP and/or office staff for the Zoom link.

# of Excellence

United Academics leadership strives to practice these four tenets at work. If a proposed work obligation isn't fulfilling one of these four tenets, it is likely misguided.

Read more about the four tenets on [United Academics' website](#). The four tenets are as follows:

- Honor Our Differences
- Prioritize the Academic Mission
- Educate for the Common Good
- Build for the Future



## 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 - Debasmita Misra, Ph.D.**  
debu.misra@unac4996ak.com

**UAA Organizational VP - Tara Palmer**  
tara.palmer@unac4996ak.com

**UAS Organizational VP - Jill Dumesnil, Ph.D.**  
jill.dumesnil@unac4996ak.com

**UAF Organizational VP - Mara Bacsujlaky**  
mara.bacsujlaky@unac4996ak.com

**Extended Sites Organizational VP - Rick McDonald**  
rick.mcdonald@unac4996ak.com

**Contract Manager - Melanie Arthur, Ph.D.**  
melanie.arthur@unac4996ak.com

**Organizing 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

[Unsubscribe charla.brown@alaska.edu](mailto:charla.brown@alaska.edu)

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