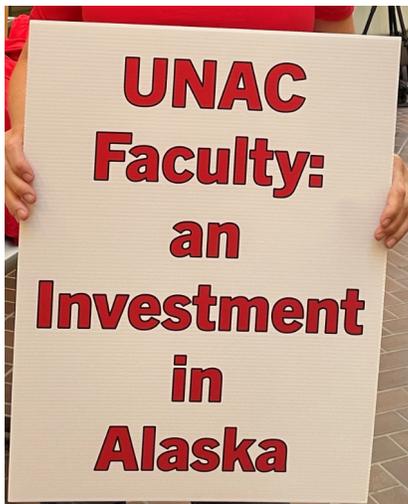




UNAC Connection - November 2022

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



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United Academics' Four Tenets

As a reminder, United Academics leadership relies on four tenets endorsed by the Representative Assembly as a "[Commitment to Excellence](#)," a document that includes descriptions of each category. The tenets are:

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

These tenets steer our daily decisions and guided our bargaining team throughout the negotiation and mediation process. We encourage all faculty to apply these tenets to their daily work in the UA system.

USUAA Student Resolution in Support of Faculty

On September 28, the Union of Students of the University of Alaska Anchorage (USUAA), passed a [resolution in support of UA faculty](#). Their resolution highlights the fact that UNAC faculty are essential to the success of enrolled students and the success of our university system. The entire resolution is valuable and worth reading. Following is one important “whereas” statement from the student resolution:

"Faculty play one of the most influential and critical roles for us as students at the University and are paramount to our development and success at UAA; as such it is of the utmost importance that the faculty's needs are fulfilled through their contract agreement with the University."

Acts of support such as this resolution from UAA's student governance, along with visible faculty solidarity and vocal support from legislators and union allies, helped us ultimately reach the TA'd contract that is currently up for ratification.



Photo: Faculty singing a [UA version of the "Union Maid"](#) song

Upcoming UNAC Elections

The contract ratification vote and officer elections are conducted through [UNAC's Elections Committee](#).

Contract Ratification

The TA'd contract has been approved by United Academics' Representative Assembly for a ratification vote by members in good standing (defined in [Constitution Section III](#)). A simple majority of votes cast will determine the outcome. If the contract is ratified by the membership, it will then become the ruling Collective Bargaining Agreement and will be submitted to the state, legitimizing UA budget funding requests for faculty raises. If the contract is not ratified, the parties will be forced back to the negotiation table.

- **Ratification vote opens:** Monday, November 21, 2022
- **Ratification vote closes:** Friday December 02, 2022

THANK YOU to all bargaining unit members who supported us in various ways throughout the past fourteen months of bargaining!! We know the TA'd contract isn't perfect, but it was hard earned.

We are a stronger union now because of the faculty solidarity we developed in

fighting for this CBA. We can carry this momentum toward the next round of negotiations in less than two years, and fight hard again, with more power, for faculty priorities.

After a new contract is ratified, we can focus our collective energy on other important ways to improve our positions as UA faculty, including pushing for a faculty regent on the BOR and for better understanding amongst legislators (and UA administrators) of the important work faculty do.

UNAC Statewide Officer Elections

Nominations for UNAC's statewide offices of President, Secretary, and Treasurer will open soon!

- **Nomination period:** Tuesday, November 29, 2022, through Monday, December 19, 2022
- **Voting period:** February 6-February 16, 2023

The duties for these offices are stipulated in our [by-laws](#) (section 2). Please review these duties and opt to get involved! This is an *exciting time* to be involved in leadership of United Academics.

All dues paying members-in-good-standing are encouraged to run for office and/or encourage colleagues to run. Watch for an email on November 29 with details of the nomination process.



Know Your (Intellectual Property) Rights

By Mara Bacsojlaky, UAF Organizational Vice President

An often-overlooked article in our Collective Bargaining Agreement is [Article 14](#) – Intellectual Property. Many might think of patents, inventions and publications, but “intellectual property” also includes everything that goes into creating and teaching courses – whether in person, online, or hybrid (see [14.2](#)).

Article 14 specifies *three types of work faculty members might produce*:

Independent works: These are developed or created by a faculty member during their personal time, with no university resources utilized, nor is the effort part of the faculty member's workload/contract with the university. As an example, consider a novel written on a personal computer by a bipartite writing professor whose workload includes only teaching and service.

The member retains ownership rights and rights to all generated revenue.

University-supported works: These are produced with use of university resources, including financial, personnel and/or such durable and consumable resources owned/provided by the university such equipment, facilities, and materials. Most typically these are works accomplished through the normal execution of a member's workload.

Except in the case of inventions (to which the university retains the rights) *members retain ownership and control of their intellectual property produced through university-supported efforts.*

Teaching and lab/studio materials fall under this category and thus cannot be replicated and used by other members or university staff without permission from the creator of the university-sponsored work.

If the university uses these works to generate revenue - for example, commercialized online courses such as those offered via EdX - the member is entitled to a portion of net proceeds as detailed in Article 14.3.c.: the first \$10,000 goes directly to the member, thereafter any further net revenue is shared 50-50 between the member and the university. The creator of the intellectual property - not their department, college or institute – receives revenue as described above. This is not an optional nicety that the university can dispense or withhold depending on their inclination.

University-sponsored works: These have been specifically commissioned by the university, and a written agreement, signed before work or payments begin, designates the resulting product as university-sponsored.

When work is university-sponsored, *the faculty member agrees to give up their intellectual property rights and rights to any revenue sharing in exchange for the upfront payment for work executed under that contract.*

In summary, your intellectual property has intrinsic, durable value, and protecting your rights and ownership is in your best interest. Fortunately, as laid out above, it is something that our CBA does well. Reach out to your Organizational Vice President with questions.



Tone Policing is an Exercise in Power

Those with more social power (race/class/gender/sexuality/ability) and/or institutional power (faculty v. administrator) use what is called “tone policing” to shut down conversations that make them uncomfortable. They accuse those with less power of being unprofessional, unproductive and/or disrespectful in their “tone” especially when what is being communicated is critical of those in power or the power structure and is communicated with charged emotions such as anger,

frustration, sadness and/or fear. UNAC is seeing a rise in the accusation of improper tone directed toward our members which have sometimes resulted in formal letters of expectation.

This is decidedly unhealthy in academic institutions that operate under the democratic ideals of shared governance which necessarily includes critique and dissent. A university is not a corporation that operates under a rigid top-down authority structure where decisions are made at the top and carried out by those below. Instead, leaders in democratic institutions are supposed to look to those faculty and staff for solutions that make the university better able to carry out its mission. Thus, administrators must recognize that professionals come from many different backgrounds with a wide range of culturally accepted communication standards; as such, flexibility, understanding, and good intentions are essential.

If you feel that you are being “tone policed,” contact your campus Organizational Vice President

UNAC is committed to [AAUP's mission of advancing and protecting academic freedom](#) through our collective bargaining agreement and support to members. In addition, Board of Regents Policy states that academic freedom, and the first amendment right to free speech under the U.S. Constitution, are essential functions of the university ([BOR Policy 01.02.010](#)):

“The essential purpose of the university is to engage in the pursuit of truth, the advancement of learning and the dissemination of knowledge. To achieve this purpose, all members of the university must be assured of the constitutionally protected right to question, speculate, and comment, as well as the right to criticize the university and society at large.”

Help us to advance and protect academic freedom at UAA, UAF, and UAS by

- Supporting free and honest inquiry and criticism,
- Contacting your UNAC Organizational Vice President if you've received a Letter of Expectation or have concerns about attempts to curtail speech (contacts below), and
- Becoming an active member of UNAC by [joining a committee](#).



Seeking Members:
UNAC Non-Tenure Track Faculty
Ad-Hoc Committee

This is a new committee, and it can't be formed without members willing to participate. Please fill out this [Google Form](#) to express your interest in joining

this important committee. We are primarily seeking non-tenure track faculty for this committee.

United Academics leadership recognizes that fully $\frac{1}{3}$ of our membership is off the tenure track and ineligible for the protections granted through tenure. These members have varied titles, and dozens have worked in their positions for over a decade. While the collective bargaining agreement (CBA) still ensures these valuable faculty members the right to receive contracts for up to 5 years, we know we need to do more to create equity.

When the next round of bargaining opens in two years, we want to be armed and ready to fight for what our non-tenure track faculty members most want and need. The only way we can gain these insights is through direct involvement of our non-tenure track members.

This new ad-hoc committee will be chaired by UAF Vice President Mara Bacsujlaky, who herself is a 16-year non-tenure track faculty member at the UAF Cooperative Extension.

Committee meetings will occur via Zoom to enable statewide participation, with the first meeting likely occurring at the start of spring semester. Please fill out this [Google Form](#) to express your interest in participating in this important new committee.

UNAC Representative Assembly: **Motions Passed**

Click on the link to our website to view [motions passed by the UNAC Representative Assembly](#) during their meeting on Saturday, November 12, 2022.

Of note, the Representative Assembly voted in favor of supporting a new state bill to add a faculty regent as a voting member of the UA Board of Regents (BOR.) The RA feels strongly that this addition to the BOR would enhance and improve communication, governance, and accountability within the UA system.



Weingarten Rights

If you find yourself called into a meeting with your direct supervisor that you believe could result in discipline, you have the right to request union representation at that

meeting. Contact your Organizational Vice President for guidance. From the [National Labor Relations Board](#) website:

Any meeting may be an “investigatory interview” provided that the following occur:

- A manager, representative of management, or supervisor is seeking to question an employee.
- The questioning is part of an investigation into the employee’s performance or work conduct. During an investigatory interview, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.
- The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.
- The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.

Reminder:

Read the latest edition of [AAUP's Journal of Academic Freedom](#)

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, December 13, 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, 1:30p.m. - 3:30p.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.



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

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

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