



**UNIVERSITY of ALASKA SOUTHEAST**  
**Strategic Planning & Budget Committee**  
**(SPBAC)**

**Meeting Notes/Summary of Discussion – August 1, 2019**

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**Attendees:** Michael Ciri, Richard Caulfield, Heather Batchelder, Peter Sommers, Adam Zenger, Jon Lasinski, Sarah Belmont, Gail Cheney, Karen Carey, Noelle Gangle, Mae Delcastillo, Kristen Handley, Ronald Cadiente-Brown, Robin Gilcrist, Maren Haavig, Lori Klein, Elise Tomlinson  
**VIA Teleconference:** Pete Traxler, Steve Atwater, Jill Hanson, Leslie Gordon, Priscilla Schulte, Wendy Horn

Meeting started at 1:32 pm

Chancellor Caulfield gave an update of the BOR meeting and budget reiterating his July 30<sup>th</sup> email to the UAS Community. <http://www.uas.alaska.edu/chancellor/docs/20190731-Chancellor-Employee-Email.pdf>

- Rick - UAS is fully open for business. Our work has never been more important. Encourage students to keep registering and continue with their education. It appears now that the reverse sweep took place and scholarships are reinstated. Focus on things where we see turn around/positives. Legislature has sent another proposal to governor reducing cut to university and includes \$1600 PFD, governor has 15 days to respond.

**BOR motion on UAS structure:** <https://www.alaska.edu/files/pres/motion-7-30-19.pdf>

- Regarding BOR meeting:

Rick - Chancellors got together over the past weekend and did an exercise working with worst case scenario (\$10 million cut to UAS). Came up with idea of UA consortium and presented to BOR. BOR meeting involved discussion between integrated UA consortium and “new UA” (single accreditation). President Johnsen said he believes best cost savings will come from single accreditation idea. Northwest Commission on Colleges and Universities (NWCCU) accreditation body is now more open to considering single accreditation in Alaska, with new NWCCCU president. Single accreditation would (probably) piggy back on one of the current accreditations.

- Board approved President’s proposal of single accreditation, per the motion above.

**Much of the meeting was a Q&A session after the Chancellor’s initial update of the BOR meeting and budget.**



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Q: Regarding the "plans for one accreditation" that the Board of Regents voted on this week, who is creating the plans?

A: It's to-be-determined, but the President is putting together direction and will be assigning teams in the near future.

Q: Will program reductions/changes (and subsequent FTE reductions) be able to take place at the local level as we go through a statewide restructure?

A: Unknown at this time. Depends on what our final budget is for this year. A smaller reduction may lead to more local control.

Q: What about the dual appropriation and the protection for UAS and the community campuses?

A: We're still seeking clarity on whether or not this will stand for FY20 or not. OMB made it clear that it's the law.

Q: Does the dual appropriation protect us/prevent us from being a part of a one UA accreditation?

A: No.

Q: Has there been much attention paid to staff and faculty satisfaction re: restructure and the quality of work experience that we might lose with a more SW operating structure?

A: Not from the Board's perspective. HR did not experience this in their restructure.

Q: Are furloughs still "on?"

A: Yes. We anticipate no change to this, although there are still a lot of questions on how furloughs will work for hourly staff and how it impacts holiday pay in pay periods with holidays. SWHR is working on answering questions around the mechanisms for furlough.

Q: How open will the President be as this plan unfolds between now and September?

A: The President is committed to the planning being done by teams (not in isolation), and has committed to governance group involvement (USE YOUR CHANNELS). There will also be a survey that goes out to solicit input from our staff, students and faculty (sometime this month).

Q: Can anyone attend SPBAC?

A: These are open meetings, but there's a lot of continuity between meetings so "dropping in" may not be a positive experience. See your campus/departmental representative and meeting notes here: <http://www.uas.alaska.edu/admin/spbac.html>

Q: Is it really possible to become one accredited institution in one academic year?

A: This is the intent as outlined in the Board of Regents motion. Whether it's possible or not is the question. UA is meeting with NWCCU to better understand what is possible.

Q: Will the President be the President under the new one-UA? Or will that job "open" up for others to be applied?

A: The one-UA organizational structure was more of a schematic. It's unknown how this will be operationalized.



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Q: Do we have a whole year to build a one-accreditation plan, or until September?

A: Likely there will be a broad plan in September, with timeframes. The expectation is that we will become one UA this year, but likely it will take longer than that.

Q: How do we make these cuts in this academic year happen if we can't implement a single accreditation this year?

A: We still don't know our cut yet - that's part a challenge. We need clarity on the dual appropriation as well.

Q: Aren't we supposed to have a plan for program elimination/reduction/consolidations by mid-September?

A: Per the wording of the motion, yes.

Q: Will employee and dependent tuition waivers be eliminated?

A: Noting that everything is subject to change at any minute: No. UAF did list employee tuition waivers as an area to eliminate, but that is not a general fund reduction and doesn't qualify.

Q: Are the faculty and staff reductions noted in the \$10 million scenario - is there a specific list of people whose positions would be eliminated?

A: No. This was a budget driven exercise. Example: If we were to take a percentage of cuts from staff, and the average staff member costs X amount, we would need to reduce 17 staff to make that percentage cut. And this \$10 million scenario may be off the table.

### **Input from Faculty Senate**

Robin: 27 faculty met last night via teleconference and in person. What came across clearly is that they feel they can preserve campus identity, whatever that looks like. Preserve place-based Alaska Native culture and knowledge. Also lots of talk about what e-learning means. Have to have presence so that vets can go to school. Vets have to have face to face classes. . Continue internships, practicum and field experiences that are part of our identity. Talked about the fact that e-learning programs still need faculty support. Students need to be able to connect. Recognizing that things are going to shrink. Need to get the word out to everyone in the community that we are still open for business. Asking that we get more publicity out so students know that we are still here.

Heather: Really important how we serve the community with the marine program. There are things here in southeast that are really important to preserve.

Robin noted how important staff and administration are here and thanked us for everything. Faculty are concerned about staff and administration.

### **Input from Staff Council**

David: almost entirely new staff council, six members. Did not have chance to do our retreat this year, and bringing four new members out of six up to speed. Working on getting ready for staff meeting at convocation. Working on a two-way communication plan. One meeting per month instead of two going forward. Continue to process the morale survey.



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Concerns raised: benefits for staff going forward, and for laid off staff under exigency. Lots of concern regarding tuition benefits. Making mindful cuts vs relying on attrition and asking people to take up slack. Constant conversations about cuts is making staff feel competitive with each other.

Working on two way communication on what staff council does.

Lots of questions about how furloughs will play out. Should furloughs be graduated or prorated based on someone's salary.

**Convocation is ON:** It's important that staff feel comfortable attending. This is not a faculty-only event. We will be moving forward. This campus will be here, we want to remain strong.

Meeting ended at 3:05pm