# Pledge to Save UAA Programs

UNAC has negotiated a 1% pay increase beginning in FY21 for all represented UA faculty.

On June 4-5, the UA Board of Regents will vote on proposals to delete academic programs currently serving over 600 student majors in the UA System with over 500 of those at UAA. The elimination of these programs will also involve the elimination of full-time faculty positions.

In light of this unprecedented threat to our colleagues and students, we are inviting those faculty who are interested to donate the 1% pay increase beginning FY21 in order to save healthy programs slated for elimination.

Faculty would not be in a position to voluntarily forgo this pay increase if it had not been successfully negotiated by UNAC leadership. For some individuals, this increase may represent funds much needed during a time of significant financial uncertainty. So, whether faculty choose to retain the pay increase or utilize it to support their peers, they do so thanks to the efforts of the union.

Faculty (and other employees) are invited to pledge to donate their 1% pay increase in order to collectively save one or more of the following programs.

### AAS in Aviation Administration

In FY19, this program served 33 majors. Administrative estimates claim a projected cost savings of $54,201 from deletion. To learn more about this program read the [program review](#).

### MFA in Creative Writing & Literary Arts

In FY19 this program served 42 graduate majors. Administrative estimates claim a projected cost savings of $60,090 from deletion. To learn more about this program read the [academic program review](#). See also the [UAA Faculty Senate Resolution](#) in support of the program as well as a [document containing letters](#) written in support of the program.

### MA in English

In FY19, this program served 14 graduate majors. Administrative estimates claim a projected cost savings of $80,522 from deletion. To learn more about his program read the [academic program review](#). See also the [UAA Faculty Senate Resolution](#) in support of the program.

### BS in Environment and Society

In FY19, this program served 84 majors. Administrative estimates claim a projected cost savings of $278,560 from deletion. To learn more about this program read the [program review](#). See also the [UAA Faculty Senate Resolution](#) in support of the program.

### BA in Hospitality Administration

In FY19, this program served 64 majors. Administrative estimates claim a projected cost savings of $141,874 from deletion. To learn more about this program read the [program review](#).

### AAS in Logistics and Supply Chain Operations

In FY19, this program served 24 majors. Administrative estimates claim a projected cost savings of $82,997 from deletion. To learn more about this program read the [program review](#).

### BBA in Management Information Systems

In FY19, this program served majors 67. Administrative estimates claim a projected cost savings of $650,358 from deletion. To learn more about this program read the program review. See also the [UAA Faculty Senate Resolution](#) in support of the program.

### BA/BS in Sociology

In FY19, this program served 57 majors. Administrative estimates claim a projected cost savings of $296,043 from deletion. If this program is eliminated, Alaska will be the only state in the country without a sociology program. To learn more about this program read the [program review](#). See also the [UAA Faculty Senate Resolution](#) in support of the program. Watch these short videos to learn how the Sociology program is serving [students](#) and the [larger community](#).

### BA in Theatre

In FY19, this program served 62 majors. Administrative estimates claim a projected cost savings of $449,935 from deletion. To learn more read the [program review](#) and the [UAA Faculty Senate Resolution](#) in support of the program.

### AAS in Welding and Non-Destructive Testing

In FY19, this program served 49 majors. Administrative estimates claim a projected cost savings of $166,617 from deletion. To learn more about this program read the [program review](#). See also the [UAA Faculty Senate](#) Resolution in support of the program.

About 500 UAA students are majoring in these 10 programs. Hundreds of other students benefit from classes in these programs. And each one is home to award-winning faculty engaged in teaching and research.

**How to pledge**

To pledge the donation of your 1% compensation increase please (1) add your name to the public list below and (2) complete this [confidential form](#).

We invite administrators and staff to also add their names to the list and complete the form to support these programs.

Those who are <u>unable to pledge</u> but wish to show support are invited to add their names to [this petition](#).

**Projected Cost Savings as a Funding Target**

We have serious doubts that the savings that is supposed to come from eliminating these programs would ever be realized, since no clear account of the calculated savings have been provided. Nevertheless, these numbers provide us with a target accepted and set by the administration. So, they provide a target for raising sufficient support to save these programs and continue serving the hundreds of students who benefit from these programs.

It only takes the participation of 10-20% of faculty to save at least one robust academic program. If all represented faculty at UAA gave up the 1% pay increase, we estimate that this would save approximately 0.45M dollars, enough to make up the projected cost savings of several programs. If all employees at UAA donated 1% of their salary, we would be able to save half of these programs.

**How the pledge works**

- Pledges are due by June 1, 2020, in time to relay the results to the chancellor prior to the June 4-5th meeting of the UA Board of Regents, at which time final decisions about program deletion will be made.
- Pledging support for the use of the 1% compensation increase for all of the listed programs helps to ensure the likelihood that sufficient funds for one or more programs will be achieved.
- The donation of the 1% salary increase amounts to the forfeiture of the individual's increase in salary (and not simply a donation of it for a year or two).
- By completing the confidential form, individuals are, however, given the option of pledging support for specific programs. This information will be kept confidential.
- Some faculty originally pledged support under a version of this initiative with different parameters. Until those faculty complete the confidential form, the conditions of their pledge are understood to be according to the terms of the original initiative.
- A committee of faculty selected by those who have pledged support was selected May 22, 2020 (if others who have pledged would like to join this group they may contact the individuals listed below).
- The pledge committee will be responsible for maintaining and communicating the results.
- Those who make a pledge will <u>not</u> enter into an agreement to forgo the negotiated 1% pay increase *unless* (1) the Board votes in June to retain the program(s) those individuals selected and for which a sufficient amount of funds have been pledged and (2) the Board sets the next program review for these programs to no earlier than FY23.
- If an individual has pledged to support programs that are retained then they will forgo their 1% salary increase. (Unless there are more than enough donations for a program or set of programs retained, then only a portion of each person's 1% salary increase will be forfeited.)
- If an individual has pledged to support only programs that end up not being retained they will not forgo their 1% salary increase.

**Standing Together for a Better Alaska Higher Education System**

Faculty throughout the UA System want students and academic programs to come first. This pledge is focused on programs at UAA because of the outsized impact of the deletion of these programs on students

with minimal savings. We welcome faculty at UAF and UAS to pledge their support for these programs, but understandably they may wish to run a similar initiative for programs at their institutions. As we anticipate difficult days ahead, UA faculty will stand together to ensure a robust education is available to students across the state.

In these financially challenging times, ensuring a robust education for future students will require state, Board, and university leadership to reckon with the high costs of administration in the UA System: 170% of the average for public university systems and about 20% of the system's unrestricted operating expenditures. These groups will need to see faculty pay and benefits for what it is: 25% of the system's unrestricted operating expenditures, in line with national averages, an investment in quality education, and the system's primary source of revenue through tuition and research grants.

Those who add their name to the list below make a pledge and are not entering a legally binding contract. Should there be a sufficient number of pledges to save one or more programs, those on this list will through a committee selected by participants communicate with UA administration to determine how this arrangement might be legally executed. By adding your email address, we will be able to update participants on the progress of the pledge drive.

Ad hoc Pledge Committee: Joel Potter, Maria Williams, Kathryn Milligan-Myhre, Ian Hartman, Greg Hartley, E. Lance Howe

# Donation List

Name, Position, Institution
1. Joel Potter, Assistant Professor of Philosophy, UAA
2. Ian Hartman, Associate Professor of History, UAA
3. Gökhan Karahan, Professor of Accounting and Finance, UAA
4. Jill Flanders Crosby, Professor, Theatre and Dance, UAA
5. Max Kullberg, Associate Professor, WWAMI, UAA
6. Maria Williams, Professor, Alaska Native Studies, UAA
7. David Stevenson, Professor, English, UAA
8. Ronald Spatz, Professor, English, UAA
9. Kelly Smith, Assistant Professor, Automotive Technology, UAA
10. Ingrid Johnson, Assistant Professor, Justice Center, UAA
11. Nalinaksha Bhattacharyya, Professor, Finance, UAA
12. Sigrid Brudie, Associate Professor, Consortium Library, UAA
13. Terri Manthey, Assistant Professor, Quantitative Studies, UAA
14. Don Rearden, Professor, Writing, UAA
15. Nicolae Lobontiu, Professor, Mechanical Engineering, UAA
16. Natasa Masanovic-Courtney, Professor, German, UAA
17. Sara Buckingham, Assistant Professor, Psychology, UAA
18. Sarah Murphy, Term Assistant Professor, WWAMI, UAA

19. Beth Leonard, Professor of Alaska Native Studies
20. Grant Cochran, Professor, Music, UAA
21. Zeynep Kilic, Professor, Sociology, UAA
22. Kimberly Pace, Professor, Political Science/Women's Studies, UAA
23. Andrea Dewees, Associate Professor, Spanish, Humanities Chair, UAS
24. Holly Martinson, Assistant Professor, WWAMI, UAA
25. Cathy Coulter, Professor of Literacy Education, UAA
26. Hattie Harvey, Associate Professor of Psychology, UAA
27. Paola Banchero, Associate Professor of Journalism and Public Communications, UAA
28. Annette Rearden, Associate Professor, Nursing, UAA
29. Shane Castle, Assistant Professor, Writing, UAA
30. E. J. R. David, Professor of Psychology, UAA
31. LuAnn Piccard, Associate Professor and Chair, Project Management, UAA
32. Gregory Hartley, Assistant Professor of Writing, UAA
33. Lisa Schwarzburg, Assistant Professor of Health Sciences, UAA
34. Kathleen Stephenson, Professor, Nursing, UAA
35. Rebeca Maseda Garcia, Professor, Languages, UAA
36. Kathryn Milligan-Myhre, Assistant Professor, Biological Sciences, UAA
37. Mike Moravec, Assistant Professor, Aviation Technology, UAA
38. Jennifer Stone, Professor, English, UAA
39. Steven Godfrey, Professor, Art, UAA
40. Patrick Tomco, Assistant Professor of Chemistry, UAA
41. Karl Pfeiffer, Professor of Sociology, UAA
42. Alexa Filanowicz, Clinical Assistant Professor, UAA (Social Work)
43. Rebecca Moorman, Associate Professor, Library Science, UAA
44. Sherry Simpson, Professor, CWLA, UAA
45. Rachelle White, Assistant Professor of Nursing, UAA
46. David Bowie, Professor of English, UAA
47. Angelia Trujillo, Assoc Professor, Nursing, UAA
48. Terry Kelly, Assoc. Professor, Philosophy, UAA
49. Veronica Howard, Assistant Professor, Psychology, UAA
50. Herminia Din, Professor of Art, Art Education, UAA
51. D'Arcy Hutchings, Assistant Professor, Library Science, UAA
52. Gloria Eldridge, Professor, Psychology, UAA
53. Stephanie Bauer, Associate Professor, Philosophy, UAA
54. Audrey Taylor, Associate Professor, Geography and Environmental Studies, UAA
55. Diane Hirshberg, Professor, ISER, UAA
56. Brian Cook, Assoc Prof and Chair of Theatre and Dance, UAA
57. Sharon Emmerichs, Assistant Prof, English, UAA
58. Lance Howe, Associate Professor of Economics, UAA
59. Garry Mealor, Associate Professor of Art, UAA
60. Frank Witmer, Assist. Prof. Computer Science & Engineering, UAA
61. Dorn Van Dommelen, Professor of Geography, UAA

62. Rachael "Ray" Ball, Associate Professor of History, UAA
63. Seta Kabranian- Melkonian, Assistant Professor, Human Services, UAA
64. Jennifer McKay, Associate Professor, Library Science, UAA
65. John Lutterman, Professor, Music, UAA
66. Tim Jester, Professor, Teaching and Learning, UAA
67. Larry Persily, Visiting Atwood Chair of Journalism, UAA
68. Sarah Prielipp, Assistant Professor of Writing, UAA
69. Sheri Denison, Associate Professor of English, UAA
70. Christina Stuive, Associate Professor of Counseling, KPC, UAA
71. Julianna Braund-Allen, Professor of Library Science, UAA
72. Martha Amore, Assistant Professor of Writing, UAA
73. Jared Griffin, Associate Professor of English, Kodiak College, UAA
74. Daniel T. Kline, Professor of English, Director of General Education, UA
75. Tim Hinterberger, Professor, WWAMI School of Medical Education
76. Sendi Chokri, Assistant Professor of Mechanical Engineering
77. Jennifer Schmidt, Assistant Professor of Natural Resource Management, ISER, UAA
78. Chad R. Farrell, Professor of Sociology, UAA
79. Armin Abdihodzic, Associate Professor of Music, UAA
80. Joy Mapaye, Associate Professor of Journalism and Public Communications, UAA
81. David Morrison, Associate Professor of Computer & Networking Technology, UAA
82. Yashiro Ozuru, Associate Professor of Psychology, UAA
83. Michelle Scaman, Instructor of Communication, UAA
84. Ryan Harrod, Associate Professor of Anthropology, UAA
85. Marie Lowe, Associate Professor of Anthropology, UAA
86. Jonathan Alevy, Associate Professor of Economics, UAA
87. Alberta Harder, Associate Professor of Mathematics, UAA
88. Samuel Cook, Associate Professor of Mathematics, UAA
89. Stefanos Folias, Associate Professor of Mathematics, UAA