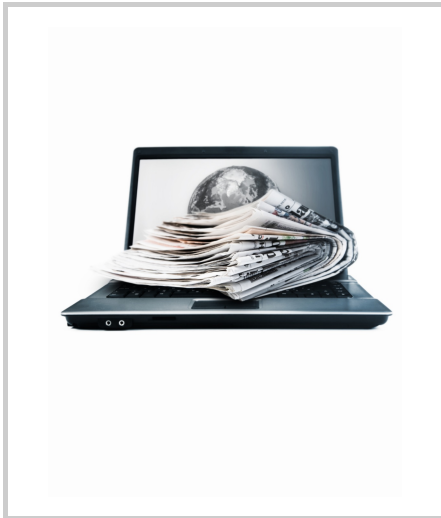




UNAC Connection - March 2024



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UNAC Spotlight: Committee on Non-Tenure Track (NTT) Members

This new, ad-hoc committee was convened in Spring 2023 at the urging of former UAF Org VP Mara Bacsujlaky, a grant-funded NTT faculty member at UAF's Cooperative Extension, who has since resigned from UAF for other work.

Current committee members:

- Rosemarie Alexander-Isett, UAS, Assistant Professor, Communication, NTT co-chair
- Kimberly Pace, UAA, Assistant Professor, Political Science and Women's Studies, NTT co-chair
- Robert Herrick, UAF Research Professor, Institute of Northern Engineering
- Sue Fallon, UAF-IAC, Associate Professor, Human Services
- Richie Berndt, UAF-CTC, Assistant Professor, EMS/Paramedicine/Paramedic Academy

Any dues paying UNAC member interested in joining this committee should fill out [this form](#).

Committee Tasks

Task 1: Recommend a plan to the Executive Board and Representative Assembly for better union representation of non-tenure track members.

Recommendation 1:

Include a non-tenure track member on our Negotiation Team when possible.

**Our previous Negotiation Team also had an NTT member; this recommendation makes it official in our by-laws.*

Results:

RA approved by-laws change in fall 2023.

E-Board implemented with selection of an NTT member on our new Negotiation Team.

Recommendation 2:

Make the Committee on Non-Tenure Track Members a standing, permanent committee of the union.

Results:

RA approved and will vote on new by-laws language at its meeting April 13, 2024.

This change will also require a constitutional amendment, which requires a vote by all dues paying members-in-good-standing, pending RA approval of the new by-laws language.

Task 2: Communicate with and assess non-tenure track members' circumstances and priorities for job improvements.

Actions:

- Talked 1-1 with NTT colleagues
- Compared UA NTT positions to NTT positions at other schools
- Surveyed UNAC's 428 NTT members (35% response rate)
- Communicated survey results to NTT members via email.

Following is a summary of the survey results:

Out of 149 responses:

Respondents: 17 post docs, 32 research faculty, 92 teaching faculty, 6 service faculty, 10 'other'

- **79% work on single year contracts**
- **40% have held their current job for over 5 years**
- **28% have held their current job for less than one year**
- **30% regularly or sometimes apply for different jobs**

- **17% have undergone a successful promotion**
- **13% of those eligible for promotion have been told by supervisors they are ineligible**

Priorities for NTT Job Security Improvements:

- 1. A systematic approach to multi-year contracts***
- 2. Path from NTT to TT and from post doc to NTT research faculty**
- 3. Longer non-retention periods**

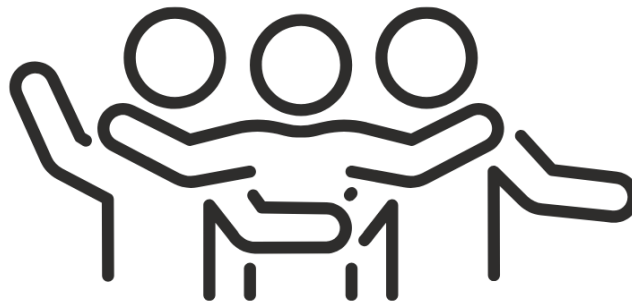
*starting with a probationary period of annual contracts, with progressively longer contract periods up to 5 years each

The survey results show what all of us should already know: NTT members at UA (and across the country) work with very little job security, normally on 9 or 12 month contracts. Better job security is a high priority for this segment (39%) of our bargaining unit.

NTT job security should be a top priority for all of us.

NTT Members in our Bargaining Unit

Post Doctoral Fellows	Research Faculty	Teaching Faculty
62	102	264



UNAC Bargaining Priorities Survey

This important survey was emailed to all bargaining unit members on Thursday, March 21, 2024.

Results from the survey will be used to create our bargaining strategy for upcoming collective bargaining.

Help us create a bargaining strategy you'll be proud to support! Complete the survey if you haven't already. Contact your Org VP if you didn't receive the survey.



Member Highlights Corner is Live!

We've started highlighting our members' recent publications, presentations,

performances, and other professional achievements on our website's sidebar, in a "Member Highlights Corner" (<http://unitedacademicsak.org/>).

We'll cycle through new "Highlights Corner" submissions on a monthly basis and would love to highlight you. Take five minutes or less to submit your work by filling out [this form](#).

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.

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 an 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. 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.

UNAC continues to see the accusation of "improper tone" directed toward our members, which has sometimes resulted in formal letters of expectation. 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:

- Support free and honest inquiry and criticism by voicing your professional opinions and supporting others when they do the same.
- Assume good will and common goals even when strong tones are used or unpopular opinions are voiced. Academic discourse is a pillar of academia.

- Contact your UNAC Organizational Vice President if you've received a Letter of Expectation or have concerns about attempts to curtail speech (contacts below).



Faculty Alliance Thought Leaders Forum



**University of Alaska
Faculty Alliance
Thought Leaders Forum**

**A Brave New World:
Looking into the Future of
AI in Higher Education**

**March 28, 2024 11:00am to 3:00 pm AKST
March 29, 2024 10:00am to 2:00 pm AKST**

***Presentations by UA faculty, staff, students,
and administrators explore the ethical
integration of Artificial Intelligence (AI) into
educational practices***

Agenda and Registration Link at:

<https://www.alaska.edu/governance/faculty-alliance/>

Keynote speaker this Friday, March 29 @ 1:00 pm:

Tricia Bertram-Gallant, the director of the Academic Integrity Office and Triton Testing Center at the University of California San Diego.

Visit <https://www.alaska.edu/governance/faculty-alliance/> to register and get the Zoom link

Reminders

Your Weingarten Rights

If you are called into a meeting with your supervisor that might result in discipline,

This statement could save your job:



"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union rep be present at the meeting. Without my union rep present, I choose not to respond to any questions or statements."

Last Day of the Academic Year Contract: May 11, 2024

- Update your current workload (with new signatures) if your work duties changed this year
- Finalize and sign your AY25 workload with your chair and supervisor by May 1, 2024
- Take faculty time off (FTO) before the end of the contract if you can
- Cash-out up to five days of FTO before the end of the contract

UNAC Sick Leave Bank

The Sick Leave Bank application can be found under 'forms and guidelines' on this [UA Labor and Employee Relations](#) webpage.

The UNAC sick leave bank was formerly the UAFT sick leave bank; when the two unions merged into UNAC in 2018, the sick leave bank became the UNAC sick leave bank. It was incorporated into our most recent CBA (article 16.8).

Current Collective Bargaining Agreement (CBA)

Our CBA is available on our United Academics website:

<http://unitedacademics.net/collective-bargaining-agreement-cba/>

YouTube Channel

Don't forget: we have a [YouTube channel](#) (@United Academics_4996_AK) with various training videos. Contact us if you have additional training requests.

Meeting Notices

UNAC General Membership Meetings

- Regularly scheduled meetings: every second Tuesday of the month from 5:30-7:00 p.m.
- 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, April 9, 2024, 5:30-7:00 p.m. AKT

Next UNAC Representative Assembly Meeting*

Saturday, April 13, 2024, 10:00 a.m. - 2:00 p.m. AKT

UNAC Executive Board Meetings*

First and third Wednesday of each month, 9:30 a.m. - 11:30 a.m. AKT

**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.



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Organizing Manager - Kate Quick
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United Academics Local #4996 (UNAC) is the bargaining unit that represents post doctoral fellows, 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).

unitedacademicsak.org

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