

**Consensus Recommendation  
of the  
Academic Structure Change Management Working  
Group for the Arts, Humanities, and Natural and  
Social Sciences  
of the  
University of Alaska**

**Accepted as a Consensus Recommendation  
on  
August 23, 2019**

A “consensus recommendation” is a recommendation that received unanimous support by the working group.

**Working Group Members**

Todd Sherman	Grant Cochran	David Newman
John Petraitis	Khryl Duddlestone	Ellen Lopez
Tom Thornton	Simon Kattenhorn	Scott Downing
Evon Peter	Chad Farrell	Steve Godfrey
Maria Williams	Jeff Jessee	Chris Coffman
Kinchel Doerner	Claudia Lampman	Larry Duffy
Brad Moran	Joel Potter	Javier Fochesatto
Lora Vess	John Heaton	Chanda Meek
Andrea Dewees	Steve Horn	Matthew Pawlus
Kevin Krein	Cheryl Siemers	David Noon
Mary Beth Leigh	Jennifer Pedersen	John Radzilowski
Diane Wagner	Carrie Baker	Mike Navarro
LaNora Tolman	Alex Hirsch	John Moore
Elizabeth Dennison	Karsten Hueffer	
Steve Johnson	Leah Berman	

The August 13 Compact signed by Governor Dunleavy and Board of Regents Chair John Davies provided relief from the worst-case scenario of cuts and gave UA a “glide path” to manage declining state support. In response to the July 30 motion passed by the Board of Regents, President Johnsen charged the Statewide Committee on Arts, Humanities, and Natural and Social Sciences with developing options for structural coverage of those disciplines.

Members of this group recognize the challenges and appreciate the opportunity to manage them in ways that protect our students and accreditation. We agree on three points:

- A. Developing an effective model for structuring the arts, humanities, natural sciences and social sciences, and Alaska Native programs in an environment of reduced state support will require additional time.
- B. The three-year glide path should be utilized to develop and implement a structure that ensures Alaskans throughout the state have access to the highest quality academic programs, and research and creative opportunities, in the arts, humanities, natural and social sciences, and Alaska Native studies. Such a structure will also take into account the need to be efficient, resource conscious, and collaborative while preserving the ability to respond to unique needs in different areas of the state.
- C. A three-year glide path reduces risks associated with hastily made decisions, which could result in loss of accreditation, declines in enrollment, and unnecessary cuts to programs and offerings, among others.

### **Glide Path Plan Summary**

#### **1. AY20: Development**

- a. Allow UA Statewide, UAA, UAF, and UAS to manage their portions of the \$25M coordinating among MAUs, Colleges, and Departments.
- b. Use this AY as a planning year to gather data while minimizing disruption to academic programs.
- c. Develop restructuring options for consideration in AY21 and AY22, including
  - i. **Consortium model** of programs in arts, humanities, natural and social sciences and Alaska Native programs
  - ii. **Single-accreditation** that merges comparable programs in arts, humanities, natural and social sciences, and Alaska Native studies.
  - iii. **Proof-of-concept approach** where programs that favor consolidation can do so first and can be evaluated for their success.
  - iv. **Other options**

#### **2. AY21: Evaluation**

- a. Allow UA Statewide, UAA, UAF, and UAS to manage their portion of the \$25M cuts coordinating among MAUs, Colleges, and Departments.
- b. Evaluate restructuring options based on
  - i. internal data and evidence
  - ii. external data and evidence such as experiences in other states, NWCCU, specialized accreditors, etc.

#### **3. AY22: Implementation**

## Rationale for Glide Path Plan

The University of Alaska is no longer facing a cut of \$135M. Still, we must address the prospect of a \$25M reduction in state funds this year with the prospect of an additional \$45M reduction in funds the following two years. A \$70M cut over three years necessitates the serious consideration of structural changes to the university system across the state.

Given the gravity of the changes that must be considered, and the potential for harm, we should allow time for evidence-based decision making and a well-informed and considered approach to all options.

Hasty decisions could result in:

- Loss of accreditation for individual programs or for the university
- Negative impacts to students if programs are eliminated or consolidated
- Significant declines in enrollment
- Loss of highly qualified faculty and staff
- Unnecessary cuts to programs and offerings
- Loss of trust and relevance with our local communities and environments<sup>1</sup>

Because the \$70M reduction will be spread out over three years, we have time to make structural changes in a thoughtful, well-informed way. We have been given a “glide path;” we should use it.

**The Board of Regents should rescind the portion of their July 30, 2019 motion directing the president to prepare a strategic approach to combining academic colleges and schools across the three MAUs (Section 2) and to pursue single accreditation of the University of Alaska (Section 3).**

In order to make an evidence-based decision about university structure, the single accreditation plan needs to be subject to a process of development and evaluation that involves a comparison with alternative models of restructuring. This will ensure the greatest benefits to students across Alaska while being cognizant of financial realities.

Notably, the recent attempt at a merger of public two-year colleges in the State of Connecticut provides an important warning. Even after considerable cost-benefit analysis and planning, the application for accreditation for this complex merger of multiple institutions was rejected by the accrediting commission because the plan failed to “ensure minimal disruption to students” and because the plans for implementation of the changes were not sufficiently “realistic.”<sup>2</sup>

The proposed “New UA” merger of all of Alaska’s public universities is unprecedented in its scope, especially considering the distances separating campuses and the lack of alternative options in higher

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<sup>1</sup> Thomas, D. (2016). *An Assessment of Single Accreditation versus Three Separate Accreditations for the University of Alaska’s Three Universities*. (pp. 5–7). Fairbanks, AK: University of Alaska.

<sup>2</sup> Angel, D. P. (2018). *New England Association of Schools & Colleges’ Commission on Institutions of Higher Education response to the proposed consolidation of 12 separately-accredited community colleges by the Connecticut State College and University System*.

education in the state. *In light of these unique challenges, it is imperative that sufficient time be allocated to identify a restructuring option that best serves Alaskan students and communities and that addresses the financial situation in a realistic way.*

**This year (AY20) and the following two years (AY 21 and 22), with approval from the Board of Regents, local administration should make cuts at each administrative unit to meet the budget shortfall while maintaining separate institutional accreditations.**

In July, the chancellors and president put forward budgets for a collective \$135M in across the board cuts to their respective units. These budget proposals can serve as the starting point for developing a plan with faculty and staff governance to meet the \$25M shortfall this year as well as the reductions anticipated in the next two years. This approach is the most prudent option to provide minimal disruption to students.

During AY20, each administrative unit, in collaboration with its faculty, staff, and students, should develop a budget plan to respond to these cuts during the next three years. The first year (FY20) should avoid cuts to academic programs. The second (FY21) and third year (FY22) should seek to avoid disrupting students' academic programs as much as possible through the implementation of mutually advantageous collaborations, partnerships, and consolidations of programs across the system. Such an approach may emphasize the great advantages of maintaining separate university accreditations.

Should the Board of Regents eventually decide in favor of a plan of single accreditation, consolidations that are implemented by the separate MAUs will make the transition to a single university less disruptive to students. Consolidations also will pose less of a threat to university accreditation.

**With the understanding that a \$70M cut will require some form of change in institutional structure, the Board of Regents should initiate a process for the development and evaluation of restructuring plans.**

We recommend that during the AY20, alternative restructuring plans are developed, including a comprehensive cost-benefit analysis of each alternative and a detailed account of how each model satisfies common criteria for evaluating each alternative.

We recommend that the foundational criteria for evaluating these plans should be student access and excellence in teaching, research, and public service. The plans developed presumably would include the "New UA" single accreditation plan and the three-university consortium model but other plans may be developed and evaluated during this time.

Plans originating from academic programs expressing mutual desire for restructuring should be encouraged, incentivized and given preference.

During AY21, a process of evaluation of these alternative plans should take place, utilizing the criteria developed during AY20. This process of evaluation should end with a decision by the board regarding the implementation of one of these plans. To best protect the integrity of the UA system, accreditation review at UAF should proceed without including substantive change for consolidation to a singly accredited

institution. Note the outcome of the Connecticut single accreditation consolidation above: If UA attempts are similarly rejected, UAF could lose its accreditation.

During AY22, the implementation of the selected plan may begin. If this involves a move towards single accreditation it is during this year that applications for the substantive change process might begin.

# Recommendation and Endorsement Background

Prepared by Joel Potter (UAA), Mary Beth Leigh (UAF), and Kevin Krein (UAS)

On August 13th, select faculty, administrators, and staff from UAF, UAS, and UAA were invited to participate on working groups organized by UA Statewide Vice President Paul Layer. Working group sessions took place the following week. The stated session goals for each group were as follows:

- In a focused, systematic way, address changes being advanced by the University of Alaska Board of Regents in response to the current financial crisis and in service of the long-term vision for the university.
- Surface and address conflicting interests; identify and advance common interests.
- Generate constructive options and, to the extent possible, consensus recommendations.

During its final working group session on August 23rd, the members of the **Academic Structure Change Management Working Group for the Arts, Humanities, and Natural and Social Sciences** unanimously supported a [recommendation](#) regarding the handling of cuts in state funding to the University of Alaska and the evaluation, development, and implementation of changes in university structure.

The recommendation advises the UA Board of Regents to

- “[R]escind the portion of their July 30, 2019 motion directing the president to prepare a strategic approach to combining academic colleges and schools across the three MAUs (Section 2) and to pursue single accreditation of the University of Alaska (Section 3),”
- Allow local administration “to make cuts at each administrative unit to meet the budget shortfall while maintaining separate institutional accreditations” during the 2020-2021 and 2021-2022 academic years,
- “[I]nitiate a process for the development and evaluation of restructuring plans” that includes a multiple restructuring options.

Prior to its acceptance by the working group, many individual members endorsed the recommendation. After its acceptance, shared governance groups and academic departments as well as other individual faculty, staff, administrators, and students at UAF, UAS, and UAA were invited to endorse the document.

The recommendation with endorsements is being sent to the UA Board of Regents as part of the regents’ call-in public testimony session Monday, September 9, 2019; 4:00 p.m. - 6:00 p.m.

[Endorsements](#) are still being collected. The recommendation with any additional endorsements will be sent to the board prior to the UA Board of Regents’ meeting, September 12-13th.

# List of Endorsements

- I. Endorsements by Representatives Indicating Acceptance by Shared Governance Groups and Institutional Units (e.g., departments) at UAF, UAS, and UAA
  
- II. Individual Endorsements by Members of the UA Academic Structure Change Management Working Group for the Arts, Humanities, and Natural and Social Sciences
  
- III. Other Individual Endorsements by Faculty, Staff, Administrators, and Students at UAF, UAS, and UAA

I. Endorsements by Representatives Indicating Acceptance by Shared Governance Groups and Institutional Units (e.g., departments) at UAF, UAS, and UAA

UAS Faculty Senate by a Majority Vote on August 30, 2019

Heather Batchelder  
Faculty Senate President  
University of Alaska Southeast

UAA Faculty Senate Resolution passed on September 6, 2019

Scott Downing  
Faculty Senate President  
University of Alaska Anchorage

USUAA Resolution unanimously passed on September 6, 2019

Clare Baldwin  
Student Body President  
University of Alaska Anchorage

Khrys Duddleston  
Director, Department of Biological Sciences  
University of Alaska Anchorage

Forrest Nabors  
Chair, Department of Political Science  
University of Alaska Anchorage

Zeynep Kilic  
Chair, Department of Sociology  
University of Alaska Anchorage

Paul Dunscomb  
Chair, Department of History  
University of Alaska Anchorage

Clare J. Dannenberg  
Chair, Department of Anthropology  
University of Alaska Anchorage

Garry Mealor  
Chair, Department of Art  
University of Alaska Anchorage

Natasa Masanovic-Courtney  
Chair, Department of Languages  
University of Alaska Anchorage

Andrzej Piotrowski  
Professor of Mathematics  
Chair, Department of Natural Sciences  
University of Alaska Southeast



Lora Vess  
Associate Professor of Sociology  
Chair, Department of Social Sciences  
University of Alaska Southeast

Andrea Dewees  
Associate Professor of Spanish  
Chair, Department of Humanities  
University of Alaska Southeast

Brian E.G. Cook  
Chair, Department of Theatre and Dance  
University of Alaska Anchorage

Eric S. Murphy  
Director, Department of Psychology  
University of Alaska Anchorage

Terrence Kelly  
Chair, Department of Philosophy  
University of Alaska Anchorage

Eduardo Wilner  
Philosophy Program Coordinator  
University of Alaska Fairbanks

Faculty of the Department of Psychology and Philosophy  
University of Alaska Fairbanks  
(Ellen Lopez, Chair)

Faculty of the School of Social Work  
University of Alaska Anchorage  
(David P. Moxley, Director)

II. Individual Endorsements by Members of the UA Academic Structure Change Management Working Group for the Arts, Humanities, and Natural and Social Sciences

1. Joel M. Potter, Ph.D.  
Assistant Professor of Philosophy  
University of Alaska Anchorage
2. Khrys Duddleston, Ph.D  
Professor and Director of Biological Sciences  
University of Alaska Anchorage
3. John Petraitis, Ph.D.  
Professor of Psychology  
Interim Dean, College of Arts and Sciences  
University of Alaska Anchorage
4. David Newman  
Professor of Physics  
University of Alaska Fairbanks
5. Javier Fochesatto  
Professor of Atmospheric Sciences  
University of Alaska Fairbanks
6. Steven Johnson, Director  
Seawolf Debate Program  
University of Alaska Anchorage
7. Ellen D. S. Lopez, PhD, MPH  
Associate Professor  
Chair, Psychology and Philosophy  
University of Alaska Fairbanks
8. Mary Beth Leigh  
Professor of Microbiology  
University of Alaska Fairbanks
9. Chad R. Farrell  
Professor of Sociology  
University of Alaska Anchorage
10. Steven Godfrey  
Professor of Art  
University of Alaska Anchorage
11. Leah Wrenn Berman  
Professor of Mathematics  
Chair, Department of Mathematics and Statistics  
University of Alaska Fairbanks

12. Elizabeth J. Dennison  
Professor of History  
Associate Dean of Fine Arts and Humanities  
University of Alaska Anchorage
13. Simon A. Kattenhorn, Ph.D.  
Director and Professor of Geological Sciences  
University of Alaska Anchorage
14. Kevin Krein  
Professor of Philosophy  
University of Alaska Southeast
15. Andrea Dewees, PhD  
Associate Professor of Spanish  
University of Alaska Southeast
16. Claudia Lampman, PhD  
Professor of Psychology  
Vice Provost for Student Success  
University of Alaska Anchorage
17. David H. Noon  
Professor of History  
University of Alaska Southeast
18. Grant Cochran  
Professor of Music  
Chair, Department of Music  
University of Alaska Anchorage
19. Carrie Baker  
Professor of Film & Performing Arts  
Chair, Department of Theatre & Film  
University of Alaska Fairbanks
20. Chanda L. Meek, PhD  
Associate Professor and Chair  
Department of Political Science  
University of Alaska Fairbanks
21. John Radzilowski  
Professor of History  
University of Alaska Southeast
22. Kinchel C Doerner, PhD  
Dean, College of Natural Science and Mathematics  
University of Alaska Fairbanks

23. Scott Downing  
Associate Professor of English  
University of Alaska Anchorage  
Kenai Peninsula College
24. John Moore  
Vice-Chair UA Staff Alliance  
Co-President UAA Staff Council
25. Matthew Pawlus, PhD  
Assistant Professor of Science  
University of Alaska Southeast
26. Diane Wagner  
Chair, Biology and Wildlife Department  
University of Alaska Fairbanks
27. LaNora Tolman  
Executive Officer  
College of Liberal Arts  
University of Alaska Fairbanks
28. John Heaton  
Associate Dean  
College of Liberal Arts  
University of Alaska Fairbanks
29. Karsten Hueffer  
Associate Dean  
College of Natural Science and Mathematics  
University of Alaska Fairbanks
30. Maria Williams  
Professor  
Alaska Native Studies and Music  
University of Alaska Anchorage
31. Lora Vess, PhD  
Associate Professor  
Chair, Social Sciences  
University of Alaska Southeast
32. Alexander Hirsch  
Director, Honors Program  
Associate Professor, Department of Political Science, and Arctic and Northern Studies  
University of Alaska Fairbanks
33. Todd Sherman  
Dean, College of Liberal Arts  
Professor of Art  
University of Alaska Fairbanks

34. Chris Coffman, Ph.D.  
Professor of English  
University of Alaska Fairbanks

35. Cheryl Siemers  
Assistant Director for Academic Affairs  
Professor of English  
Kenai Peninsula College

36. Sherry Tamone  
Professor of Biology  
University of Alaska Southeast

37. Bradley Moran  
Dean, College of Fisheries and Ocean Sciences  
University of Alaska Fairbanks

III. Other Individual Endorsements by Faculty, Staff, Administrators, and Students at UAF, UAS, and UAA

38. E.J.R. David  
Professor of Psychology  
University of Alaska Anchorage

39. David Fitzgerald  
Professor of Information System  
University of Alaska Anchorage Faculty Senate

40. Beth Leonard  
Professor of Alaska Native Studies  
University of Alaska Anchorage

41. Kristy Menning  
Term Instructor- Biological Sciences  
University of Alaska Anchorage

42. Deborah Boege-Tobin  
Professor of Biological Sciences  
University of Alaska Anchorage - Kenai Peninsula College - Kachemak Bay Campus

43. Jennifer M. Burns  
Professor of Biological Sciences  
University of Alaska Anchorage

44. Brandon R. Briggs  
Assistant Professor of Biological Sciences  
University of Alaska Anchorage

45. Forest Wagner  
Assistant Professor and Program Director  
Outdoor Studies  
Department of Humanities  
University of Alaska Southeast

46. Glenn Wright  
Associate Professor of Political Science  
University of Alaska Southeast

47. Ali Ziegler  
Associate Professor of Psychology  
University of Alaska Southeast

48. Douglas Causey  
Professor of Biological Sciences  
University of Alaska Anchorage

49. Ronald Spatz  
Professor of English  
University of Alaska Anchorage
50. Kathryn CA Milligan-Myhre  
Assistant Professor of Biological Sciences  
University of Alaska Anchorage
51. Jackie Cason  
Professor of English  
University of Alaska Anchorage
52. Ian Hartman  
Associate Professor of History  
University of Alaska Anchorage
53. Kasia Polanska  
Assistant Professor of Political Science and Sociology  
University of Alaska Southeast
54. Rachael Hannah  
Assistant Professor of Biological Sciences  
University of Alaska Anchorage
55. Nelta Edwards  
Professor of Sociology  
University of Alaska Anchorage
56. Alicia Holmgren  
Term Assistant Professor - Biological Sciences  
University of Alaska Anchorage
57. Zeynep Kilic  
Professor of Sociology  
University of Alaska Anchorage
58. Cheryl Wilga  
Professor of Biological Sciences  
Associate Dean of Math, Natural Sciences, and Social Science  
University of Alaska Anchorage
59. Jesse Weber  
Assistant Professor of Biological Sciences  
University of Alaska Anchorage
60. Michael Navarro  
Assistant Professor of Biology  
University of Alaska Southeast

61. Karl Pfeiffer  
Professor of Sociology  
University of Alaska Anchorage
62. Max Kullberg  
Assistant Professor, College of Health  
University of Alaska Anchorage
63. Sarah Gerken  
Professor of Biological Sciences  
University of Alaska Anchorage
64. Don Rearden  
Professor of Writing  
Chair, Department of Writing  
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65. Sandra Pence  
Professor of Dental Hygiene  
Program Director, Dental Hygiene  
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66. Chris Jung  
Assistant Professor of Biological Sciences  
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67. Holly Martinson  
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68. Shane Castle  
Instructor of Writing  
Department of Writing  
University of Alaska Anchorage
69. Kevin Maier  
Associate Professor of English  
University of Alaska Southeast
70. James W. Muller  
Professor of Political Science  
Harry S. Truman Scholarship Representative  
University of Alaska Anchorage
71. Elisabeth Nadin  
Associate Professor of Geosciences  
University of Alaska Fairbanks



72. Erik Carlson  
Associate Professor of Library Science  
University of Alaska Anchorage
73. Sean Asiqluq Topkok, PhD  
Associate Professor of Education  
University of Alaska Fairbanks
74. Jonathan Stecyk  
Associate Professor of Biological Sciences  
University of Alaska Anchorage
75. William Urquhart II, PhD  
Associate Professor of Sociology
76. Michael L. Boyer  
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77. Kate Quick  
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78. Tara Palmer Smith  
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79. Chris Fallen  
Research Physicist, Air Force Research Laboratory Space Vehicles Directorate  
Former Research Associate Professor, Geophysical Institute Space Physics  
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Information Systems and Decisions Sciences  
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Alaska INBRE Bioinformatics Core Director  
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82. Jocelyn Krebs  
Professor of Biological Sciences  
Pilot Core Director, American Indian/Alaska Native Clinical Translational Research Program  
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84. Herminia Din  
Professor of Art, Art Education  
Chair, Bachelor of Fine Arts Committee  
Department of Art  
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85. Kristy Summers  
Assistant Professor of Art, Sculpture  
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86. Alvin Amason  
Term Associate Professor of Art, Native Arts  
Department of Art  
University of Alaska Anchorage
87. Cindy I. Trussell  
Associate Professor  
Department of Biological Sciences  
University of Alaska Anchorage - Kodiak College
88. Thomas Chung  
Assistant Professor of Art, Painting  
Department of Art  
University of Alaska Anchorage
89. Mariano Gonzales  
Professor of Art, Printmaking and Illustration  
Department of Art  
University of Alaska Anchorage
90. Riva Symko  
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Curator, Kimura Gallery  
Curator, Arc Gallery  
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92. Stefanie M. Ickert-Bond, PhD  
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104. Kathleen Stephenson  
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105. Diana Wolf  
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Department of Biology and Wildlife  
University of Alaska Fairbanks

106. Scott Pantaleone  
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107. Austin Cunningham  
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108. Charlene Detelich  
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109. Robin Walz  
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110. Ben Suranovic  
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111. Anthony Gallagher  
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112. William Howell  
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113. Patricia Fagan  
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114. Walter Zimmerman  
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115. Kenrick Mock  
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116. Carolyn Bergstrom  
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Department of Natural Sciences  
University of Alaska Southeast
117. Megan Buzby  
Associate Professor of Mathematics  
Department of Natural Sciences  
University of Alaska Southeast
118. Lisa Hoferkamp  
Associate Professor of Chemistry  
Department of Natural Sciences  
University of Alaska Southeast
119. Eran Hood  
Professor of Environmental Science  
Department of Natural Sciences  
University of Alaska Southeast
120. Susan Kendig  
Term Assistant Professor of Chemistry  
Department of Natural Sciences  
University of Alaska Southeast
121. Kevin Winker  
Professor and Curator  
Department of Biology & Wildlife (UAF) and UA Museum

122. Jason Amundson  
Associate Professor of Geophysics  
Department of Natural Sciences  
University of Alaska Southeast
123. Sonia Nagorski  
Assistant Professor of Geology  
Department of Natural Sciences  
University of Alaska Southeast
124. Alison Gardell  
Assistant Professor of Biological Sciences  
University of Alaska Anchorage - Kenai Peninsula College
125. Colleen McKenna  
Professor of Information Systems  
Department of Business and Public Administration  
University of Alaska Southeast
126. Brian Blitz  
Professor of Mathematics  
Department of Natural Sciences  
University of Alaska Southeast
127. Jon Martin  
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Department of Natural Sciences  
University of Alaska Southeast-Sitka
128. Kitty LaBounty  
Term Associate Professor of Biology  
Department of Natural Sciences  
University of Alaska Southeast-Sitka
129. Liz Zacher  
Assistant Professor of Art  
Department of Humanities  
University of Alaska Southeast-Sitka
130. Heather Batchelder  
Associate Professor Education  
Alaska College of Education  
Faculty Alliance Vice Chair  
University of Alaska Southeast Faculty Senate President  
University of Alaska Southeast
131. Shane Brodie  
Graduate student in Arctic and Northern Studies  
Alumnus - B.S. Geology and Geophysics '04  
University of Alaska - Fairbanks

132. Alex Jorgensen  
Political Science  
BA, UAA, Class of '20

133. Ronni Grapenthin  
Associate Professor of Geophysics  
University of Alaska Fairbanks

134. Eric S. Murphy  
Director & Professor of Psychology  
College of Arts & Sciences  
University of Alaska Anchorage

135. Rainer Newberry  
Department of Geosciences  
University of Alaska Fairbanks

136. Ed Bueler  
Professor of Mathematics (Applied)  
Department of Mathematics and Statistics  
University of Alaska Fairbanks

137. Sarah Fowell  
Department of Geosciences  
University of Alaska Fairbanks

138. Maile Branson  
PhD Student, Biological Sciences  
UAF/UAA

139. Don Larson  
Instructor and Research Affiliate  
Department of Biology and Wildlife  
University of Alaska Fairbanks

140. Santosh Panda  
Geophysical Institute  
University of Alaska Fairbanks

141. Abigail Schiffmiller  
MS Student and Teaching Assistant  
Department of Biology & Wildlife  
University of Alaska Fairbanks

142. Stephanie Crawford  
Research Professional  
Institute of Northern Engineering  
Graduate Student  
Department of Biology & Wildlife  
University of Alaska Fairbanks

143. F Stuart Chapin, III  
Professor Emeritus  
Institute of Arctic Biology  
Dept. of Biology and Wildlife  
University of Alaska Fairbanks

144. Marion Sydonia Bret-Harte  
Professor of Plant Biology  
Institute of Arctic Biology  
Dept. of Biology and Wildlife  
University of Alaska Fairbanks

145. Latrice Bowman  
Instructor of Mathematics  
Math Services Coordinator  
Department of Mathematics and Statistics  
University of Alaska Fairbanks

146. Jonas Lamb  
Associate Professor of Library Science  
Egan Library  
University of Alaska Southeast  
MFA, UAA, class of 2018k

147. Jason Fellman  
Research Assistant Professor of Environmental Science  
Alaska Coastal Rainforest Center  
Department of Natural Sciences  
University of Alaska Southeast

148. Rosemarie Alexander-Isett  
Assistant Professor, Communications  
University of Alaska Southeast

149. Knut Kielland  
Professor, Dept. of Biology & Wildlife  
University of Alaska Fairbanks

150. Diane O'Brien  
Professor  
Center for Alaska Native Health Research  
Institute of Arctic Biology  
Dept of Biology & Wildlife  
University of Alaska Fairbanks

151. Greg Breed  
Associate Professor  
Institute of Arctic Biology  
Dept of Biology & Wildlife  
University of Alaska, Fairbanks



152. David Cox  
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