

UAA Faculty Senate
Agenda
October 06, 2006
2:30 – 4:30 p.m. – LIB 309

I. Call to Order

II. Roll

2006-2007 Officers:

- | | |
|---|-------------------------------------|
| () Kerri Morris, President | () Caedmon Liburd, Chair, UAB |
| () Bogdan Hoanca, 1 st Vice President | () Jocelyn Krebs, Chair, GAB |
| () Debbie Narang, 2 nd Vice President | () Greg Protasel, Past President |
| | () Robert Crosman, Parliamentarian |

2006-2007 Senators:

- | | | |
|---------------------|----------------------|----------------------------|
| () Vacant | () Jackie Cason | () Sean Licka |
| () Andy Veh | () Janice High | () Shelley Theno |
| () Ann McCoy* | () Jeff White | () Susan Kalina |
| () Anne Bridges | () John O. Riley | () Tara Smith |
| () Brad Bradshaw | () Kenrick Mock | () Terri Olson |
| () Bruno Kappes | () Maria Ippolito | () Tim Hinterberger |
| () Carol Coose | () Maureen O'Malley | () Tim Jester |
| () Dan Kline | () Ping Tung Chang | () Timothy Gail |
| () Dave Fitzgerald | () Rashmi Prasad | () Toni Croft |
| () Diane Erickson | () Robert Boeckmann | () Trish Jenkins |
| () Genie Babb | () Robert McCoy | () William Schnabel |
| () Gerry Busch | () Sally Bremner | () Vacant (CAS Fine-Arts) |
| () Hilary Davies | () Sam Thiru | () Vacant (CTC) |
| () Jack Pauli | () Sarah Kirk | () Vacant (CHSW) |

III. Agenda Approval (pg. 1-2)

IV. September 1, 2006 Meeting Summary Approval (pg. 3-6)

V. Officer's Reports

- A. President
- Committee Reports (pg. 7)
- B. First Vice President's Report
- IDEA Update
- C. Second Vice President's Report

VI. Boards and Committee Reports

- A. Graduate Academic Board (pg. 8)
- Approve Curriculum and Motion
 - Curriculum Convocation

- B. Undergraduate Academic Board (pg. 9-11)
- C. University-Wide Faculty Evaluation Committee
- D. Academic Computing, Distance Learning and Instructional Technology (pg. 12)
- E. Budget, Planning, and Facilities Advisory Committee - PBFA (pg. 13)
- F. Committee on Committees
- G. Diversity Committee (pg. 14-16)
- H. Faculty Grants and Leaves Committee
- I. IUAC – Evaluation of Deans & Directors Update
- J. Library Advisory Committee (pg. 17-20)
- K. Professional Development Committee
- L. Student Academic Success Committee (pg. 21)

VII. Old Business

- A. Senate Goals
- B. Activity Reports Online

VIII. New Business

- A. Honor's Notation

IX. Reports

- A. Chancellor Elaine Maimon
- B. Provost Michael Driscoll
- C. Vice Chancellor Gebe Ejigu

X. Informational Items & Adjournment

- A. New Faculty Welcome
- B. Don Jose's – Friday, October 13th 2006, 5pm - ?

UAA Faculty Senate
Summary
September 01, 2006
2:30 – 4:30 p.m. – RH 117

I. Call to Order

II. Roll

2006-2007 Officers:

(x)	Kerri Morris, President	()	Caedmon Liburd, Chair, UAB
(x)	Bogdan Hoanca, 1 st Vice President	(x)	Jocelyn Krebs, Chair, GAB
(x)	Debbie Narang, 2 nd Vice President	(x)	Greg Protasel, Past President
		(x)	Robert Crosman, Parliamentarian

2006-2007 Senators:

()	Alisha Drabek	(x)	Jackie Cason	(x)	Sean Licka
(x)	Andy Veh	(x)	Janice High	(x)	Shelley Theno
(x)	Ann McCoy*	(x)	Jeff White	(x)	Susan Kalina
(x)	Anne Bridges	()	John O. Riley	(x)	Tara Smith
()	Brad Bradshaw	(x)	Kenrick Mock	()	Terri Olson
(x)	Bruno Kappes	()	Maria Ippolito	(x)	Tim Hinterberger
(x)	Carol Coose	(x)	Maureen O'Malley	(x)	Tim Jester
()	Dan Kline	(x)	Ping Tung Chang	(x)	Timothy Gail
(x)	Dave Fitzgerald	(x)	Rashmi Prasad	()	Toni Croft
(x)	Diane Erickson	(x)	Robert Boeckmann	(x)	Trish Jenkins
()	Genie Babb	(x)	Robert McCoy	()	William Schnabel
()	Gerry Busch	(x)	Sally Bremner	()	Vacant (CAS Fine-Arts)
(x)	Hilary Davies	(x)	Sam Thiru	()	Vacant (CTC)
(x)	Jack Pauli	(x)	Sarah Kirk	()	Vacant (CHSW)

III. Agenda Approval (pg. 1-2)
Approved

IV. May 5, 2006 Meeting Summary Approval (pg. 3-6)
Approved

V. Officer's Reports

A. President

- Call for recommendation of member for Diversity Action Council contact Robert Boeckmann or Kerri Morris
- Had Faculty Alliance meeting in Fairbanks
 - Statewide is on same page- Student Success
 - Faculty Alliance adopted Student Success as main goal
 - Request for proposals from statewide- \$100,000 for projects in Math and English leaning toward student success
 - Alliance members will represent faculty on all statewide committees
- Retreat- 20 people talk about goals
- Sub committee chairs need to contact Kerri, she would like to attend first meeting

B. First Vice President's Report
No report

C. Second Vice President's Report

- Committee chairs: goals and objectives are due at meeting in October
- Solicitation for nominations needed
- Need volunteers to change committee assignments
- 4 senators on each faculty committee
 - Several committees with 6 senators
 - Some committees have 2 vacancies (ex. UAB, GAB, and Budget Planning and Facilities)
- GAB: Diane Erickson volunteered

VI. Boards and Committee Reports

Reserve conversation from boards and committees to:

1. Issues that need clarification from entire Senate
2. Motions that have to be brought to floor

- A. Graduate Academic Board (pg. 7)
Motion to table GAB to 10/06/06
Approved
- B. Undergraduate Academic Board (pg. 8-9)
Motion to table UAB to 10/06/06
Approved
- C. University-Wide Faculty Evaluation Committee
- D. Academic Computing, Distance Learning and Instructional Technology
- E. Budget, Planning, and Facilities Advisory Committee - PBFA
- F. Committee on Committees
- G. Diversity Committee (pg. 10-13)
- H. Faculty Grants and Leaves Committee
- I. IUAC – Evaluation of Deans & Directors Update
- J. Library Advisory Committee (pg. 14)
- K. Professional Development Committee
- L. Student Academic Success Committee

VII. Old Business

- A. Pilot Tests of IDEA Center Student Evaluation of Instruction - Bogdan
 - In past Faculty Senate approved pilot and second pilot
 - IT will support fall 2006 -2007 pilot study
 - Point person with IDEA will be responsible for rules and procedure about how the system is run
 - Education process will come from Faculty Senate
 - WWAMI professors are already using different evaluation forms and could offer guidance

MOTION made by Robert Boeckmann and amended by Bruno Kappes to read, "Replace the current evaluation system with the IDEA evaluation system as the standard measure by which we evaluate teaching for 2007, but spend this year 2006 piloting and doing dual assessments to be adopted Fall 2007".

2nd: Tim Hinterberger

Educational report to be done at all campuses

Educational meeting in provost office

KPC requests reports about pilot results and training

Faculty referendum not require

Opposed: 4

Abstentions: 8

Motion passed

VIII. New Business

A. Senate Goals

Results of retreat:

- Student Success-
 - Statewide STARS report on developmental education, semester project done from all MAU's
 - Plan to ask Student Academic Success Committee to write a response to that report
- Completing Tasks
 - IDEA
 - Harassment of Faculty and Policies
 - Strategic Planning- asked UAB/GAB to discuss Strategic Planning, UAB and GAB will have joint meeting and make motion to Faculty Senate, have first reading in March, then vote in April
- Tenure and Promotion- Would like Faculty Senate to work with academic affairs office to think about process & content
- Each subcommittee to do survey of your committee
 - What you actually do
 - What bylaws say you do
 - How bylaws should be changed or reconciled
- Communication and engagement of colleagues across campus
 - Kerri to travel to each college in each campuses to get more voices heard
 - Improve webpage

Need ideas on how to do these goals

Institutional leadership assessment committee working with administration – need support from Deans and Directors

Kerri will talk separately to individual committees about senate goals

AdHoc Committee for Research merged into Professional Development Committee.

IX. Reports

A. Chancellor Elaine Maimon

- Thanks to Faculty Senate for service
- Announced Ground dedication of Integrated Science Building

B. Provost Michael Driscoll

Goals/ Priority:

- Promotion and tenure processes
 - Need to have shared understanding of definition of "expectation"
 - Focus on research expectations

- Meaning of scholarship of community engagement
- Internationalization
 - Focus resources to have impact on internationalization
 - Need direction for distance education
 - Research and Graduate Studies- Doug Causey has made great progress
- Strategic Planning Impact
- Diversity
 - Need to do more to give students chance to see and appreciate different perspectives
- Student Success
 - Meet students where they are at and help them get to where they want to be
 - Need to identify skills students need to have and get them with experts
 - States support honors program becoming honors college
 - Give support in undergraduate research (which includes experiences in community engagement)
 - Mandatory placement testing, need classrooms
 - Need to be partners with K12

2 proposals from UAA coming forward to BOR meeting in September

- Bachelor of Art in International Studies
- Career Specialty Certificate (primarily at Kodiak)

C. Vice Chancellor Gebe Ejigu

- Update on Parking

Voice Over IP: (Rich Whitney)

- Rich Whitney reported on new system

D. Professor Emeritus Will Jacobs- Strategic Planning

- Each major unit (school college campus) will be revisited current strategic plan
- For next five weeks refining guidance and adding revised mission statements
- CAFÉ sessions:
 - Sept. 6th, 13th, 20th in Library Dean's Conference Room 11:30 to 1:00
 - Fourth meeting is on West side of campus Gordon H Markley 103

X. Informational Items & Adjournment

Meeting Adjourned

CLASSIFIED COUNCIL REPORT TO UAA ASSEMBLY, SEPTEMBER 2006
Prepared by Kim Stanford

Classified Council met on September 7, 2006 (regular meeting)

- Chancellor Maimon, Provost Mike Driscoll, and Executive Vice Chancellor Ejigu attended as guests. Each addressed the group briefly at the start of the meeting, and we then had time for additional discussion/questions from Council members at the end of the meeting.
- **VOTER REGISTRATION DRIVE**
Classified Council is working to support the UAA Voter Registration Drive. We are currently seeking to meet a goal of having a voter registrar in each building on the Anchorage campus. Information regarding training has been sent out on the classified staff e-mail list.
- **CAMPUS SAFETY COMMITTEE**
Kim Heidemann was re-selected as the Classified Council representative to the Campus Safety Committee.
- **DIVERSITY ACTION COUNCIL**
Two Classified Council members expressed interest in serving as the representative to the Diversity Action Council. Those names, as well as their nominee paragraphs, will be forwarded to the Chancellor for selection.
- **EVENTS COMMITTEE**
The Classified Council Ad Hoc Events committee will be comprised of Wendy Withrow, Kathy Smith, Susan Hviid, Sandi Barclay, and Megan Carlson. This group will meet soon to present their recommendations for a Fall event for classified employees at UAA.

Program/Course Action Request

A. CAS- ANTH

Chg			MA Program in Anthropology
Chg	ANTH	A683	Zooarchaeology (4 cr) (3+2) (stacked with ANTH A483)
Add	ANTH	A690	Special Topics in Anthropology (1-3 cr) (1-3+0)
Add	ANTH	A629	Contemporary Alaska Native Society, 1940-present (3 cr) (3+0) (stacked with ANTH A429)
Add	ANTH	A676	Ethical Issues in Archaeology (3 cr) (3+0) (stacked with ANTH A476)
Chg	ANTH	A685	Advanced Human Osteology (4 cr) (3+2) (stacked with ANTH A485)
Add	ANTH	A686	Advanced Applied Human Osteology (3 cr) (3+0) (stacked with ANTH A486)

Motion

Adoption of new graduate form

Program/Course Action Request

A. CS- BIOL

Chg	AMSC		B.A., B.S. in Biological Sciences
Chg	AMSC		Bachelor of Science in Natural Sciences
Add			Honors in Biological Sciences
Add	BIOL	A499	Senior Thesis (3 cr) (3+0)

B. SOENGR

Chg			BSE Program Catalog Updates
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C. CAS- ANTH/JUST/LSIC/PS

Chg			B.A., B.S. in Anthropology
Chg			Bachelor of Liberal Studies
Add	JUST	A366	Alcohol and Crime (3 cr) (3+0)
Del	ANTH	A260	Old World Archaeology (3 cr) (3+0)
Add	ANTH	A290	Special Topics in Anthropology (1-3 cr) (1-3+0)
Chg	ANTH	A354	Culture and Ecology (3 cr) (3+0)
Add	ANTH	A360	Anthropology of Art (3cr) (3+0)
Add	ANTH	A375	Introduction to Cultural Resource Management (3 cr) (3+0)
Chg	ANTH	A410	History of Anthropology (3 cr) (3+0)
Add	ANTH	A425	Archaeology of Identity (3 cr) (3+0)
Del	ANTH	A426	Arctic Ethnology (3 cr) (3+0)
Add	ANTH	A429	Contemporary Alaska Native Society, 1940-Present (3 cr) (3+0) (stacked with ANTH A629)
Add	ANTH	A460	Peace, War, and Violence: An Anthropological Perspective (3 cr) (3+0)

Add	ANTH	A476	Ethical Issues in Archaeology (3 cr) (3+0) (stacked with A676)
Add	ANTH	A483	Archaeology of Animals (4 cr) (3+2) (stacked with ANTH A683)
Add	ANTH	A484	Lithic Technology (3 cr) (3+0)
Chg	ANTH	A485	Human Osteology (4 cr) (3+2) (stacked with ANTH A685)
Add	ANTH	A486	Applied Human Osteology (3 cr) (3+0) (stacked with ANTH A686)
Add	ANTH	A495	Practicum in Anthropology (1-3 cr) (1-3+0)
Add	ANTH	A499	Senior Thesis in Anthropology (3 cr) (3+0)
Chg	LSIC	A392	Seminar in Liberal Studies (1 cr) (1+0)
Chg	PS	A492	Senior Seminar in Politics (3 cr) (3+0)

D. CT CTC

Chg	FIRE	A117	Rescue Practices (3 cr) (2+2)
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E. HW CHSW

Chg			Baccalaureate Nursing Program
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Chg			Bachelor of Science Registered Nurse Option
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F. MATH- KO

Chg	MATH	A101	Technical Mathematics (3 cr) (3+0)
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Undergraduate Academic Board Goals 2006-2007

Goal 1

Institutionalize the review and development of policies that impact academics so that faculty input and review by UAB and GAB is an automatic and necessary part of the process.

Goal 2

Any curricular action or policy proposal to be reviewed for First Reading by UAB/GAB must be submitted to the Governance Office no later than 9 a. m. of the Monday prior to the meeting. It is required that the action or proposal be presented by the faculty initiator or a cognizant representative of the unit submitting the action at First Reading. If changes to the submission are suggested and agreed upon at First Reading, the revised submission must be submitted to the Governance Office no later than 5 p. m. Monday of the week in which Second Reading is requested. If this deadline is not met, the submission will not appear on the agenda for that week, but will be held by the Chair until such week as this deadline is met. The faculty initiator or a cognizant representative is expected to be prepared to present every change made in the submission between First and Second Reading. Further revisions requested by a vote of the Board at Second Reading may require the approval of the submission to be tabled until a "clean copy" is submitted. If an initiator brings forward a package program change, it cannot go forward for Senate review until every part of that package is approved. Please see page ___ in the Curriculum Handbook.

Goal 3

Define ongoing role of UAB and GAB in ensuring academic quality for distance delivery courses.

Goal 4

Clarify definition of resident credit.

Senate Report
Academic Computing, Distance Learning, and Instructional Technology Committee
September 2006

ACDLIT October meeting will be on Friday October 20, 2006, 2-4 PM in RH 303

The September 20 meeting of the ACDLIT committee was convened at 2:00 PM.

Members present:

Anne Bridges
Kenrick Mock
Shane Southwick
Bruno Kappes
Bogdan Hoanca
Kathi Baldwin
David Meyers
Jackie Cason

Guests:

Provost Mike Driscoll

Reports

The committee discussed goals for the year. The following goals were agreed on:

1. Follow-up on resolutions to faculty senate regarding student evaluations via online format with IDEA and the allocation of resources for the completion of current evaluation reports in a timely manner with return to faculty within 4 weeks.
 - a. Write a white paper on how to use the IDEA instrument for distance delivered classes (Bruno Kappes)
2. Develop and implement a plan and procedure to inform, promote, and emphasize to all UAA faculty the current technology tools that are available for use at UAA.
3. Continue to work on the A-Z list of technology terms started in 2004-2005 and explore ways to link it for easier access by all UAA faculty (Carol Coose, as committee Chair)
4. Organize a Symposium on Learner Centered Distance Education, with faculty presentations and guest speakers (Kathi Baldwin and Jackie Cason). Target date TBD in March 2007.

Guest speaker

Provost Driscoll discussed his goals relating to distance education. He asked the committee to help define the term as well as the priorities in funding DE.

The meeting was adjourned at 4:00 PM

Submitted by Bogdan Hoanca

Budget, Planning, and Facilities Advisory Board
3211 Providence Drive, Anchorage AK 99508
Maureen O'Malley, Chair

Report to Faculty Senate – 9/29/06

1. BPFa met on Friday 9/29/06, at 1PM, PSB 213. The following reports were discussed.
2. Members Present: M. O'Malley (Chair), Brian Wick, Yong Cao
3. Goals: The PBAC developed and approved the following goals.
 - A. Be a liaison between administration and the faculty in the area of budget, facilities and planning.
 - B. Seek to increase the awareness and involvement of the faculty with budget, facilities and planning issues.
4. **PBAC.** Planning, Budget Advisory Council (M. O'Malley)
 - A. PBAC has not met yet this year.
 - B. The group discussed the options for filling the seat on PBAC. The group agreed that some continuity (at least 2 years) is beneficial. The committee will work to prepare a member to serve at the end of the current PBAC member's term.
5. **University Facilities Board.** The UFB is seeking a member. Brian Wick and Yong Cao are possible members. The date of the meeting will determine who serves.
6. **Facilities Open Forum.** The Facilities open forum will be scheduled in late October. A Budget open forum will be scheduled in the Spring.
7. **Issues to Review.** The committee listed several issues that will be addressed this year: parking and textbook policies/costs. Additional issues should be sent to the BPFa for consideration.

Respectfully submitted,
Maureen O'Malley



UNIVERSITY of ALASKA ANCHORAGE

FACULTY SENATE DIVERSITY COMMITTEE

3211 Providence Drive, Anchorage Alaska 99508

Drs Robert Boeckmann & Jeanne Eder, Co-chairs.

DATE: **OCTOBER 6, 2006**
TO: Dr. Kerri Morris, Faculty Senate President
FROM: Rob Crosman, Secretary
SUBJECT: Committee Status Report.

The second regular meeting for 2006-07 was held on September 15th, from 3:00 to 4:30 P.M in GHH 105.

Present: Profs. Robert Boeckmann (Chair), Yong Cao, Ping-Tung Chang, Robert Crosman (secretary), Jeanne Eder, Patricia Fagan, Dave Fitzgerald, Nancy Furlow, Songho Ha, Alice Kisamoto, Natasa Masanovic, Sudarsan Rangarajan, Russell Presley.

The minutes from the August 25th 2006 meeting were unanimously accepted as given.

The agenda was approved, with the addition of a report from sub-committee #1.

- I. Schedule of Meetings for 06-07: 3rd Friday of each month, Sept. '06 through April '07, namely **Oct. 20, Nov. 17, Dec. 15, Jan.19, Feb. 16, Mar. 16, April 20.** Unless announced otherwise, all meetings will be in **GHH 105.**
- II. Diversity Action Council Issues
 - A. A joint meeting is planned between our committee and the DAC during Fall 06, but it must wait until new members of the DAC have been appointed by Chancellor Maimon.
 - B. Input into DAC Director Hire – Dr. Boeckmann is on the search committee for the new Diversity Director. He announced that this person will have an assistant who will handle most of the compliance issues, freeing the director to focus on the constructive side of diversity at UAA. See below for more discussion (under sub-committee #1's proposals).
- III. Diversity Action Council Nominations (4 – International faculty already well represented). President Morris has asked our committee to propose names for each of four open positions on the DAC allotted to faculty. This committee was unclear as to whether our nominees had to be faculty senators, or could come from the faculty at large. We proposed Profs. Nancy Furlow (AKNS) and Jeanne Breinig (ENGL).
- IV. Discussion: How to Use Membership to best Achieve Goals

Dr. Boeckmann had asked committee members to contribute goals and priorities for '06 – '07. There were half-a-dozen responses. In terms of process, conflicting points of view were expressed as to whether to abandon the sub-committee structure adopted last year, and turn instead to a unified one-goal-at-a-time approach. Dissatisfaction was expressed with the lack of significant accomplishment during the first year of this structure, but it was agreed to stick with this structure for at least another year before abandoning it. It was pointed out that the sub-committees had some achievements to their credit, including a successful motion to the Faculty

Senate to support the ANPsych program, which had lost its government funding, and the introduction of the issue of including diversity questions on the new IDEA forms for students evaluating their teachers. Moreover, sub-committee #1 has recently met, and has come forward with proposals for this meeting (see below).

V. Report from sub-committee #1:

The Sub-committee on Diversity Training met on Friday, September 8th. We decided to concentrate first on diversity training, and to delay consideration of how to support colleagues from abroad until next semester.

Our proposals are:

- 1) A concern for diversity training for faculty should be included in the job description of the new Diversity Coordinator. We request that those members of our committee who are also on the Search Committee include in their interview questions this concern. In our view, there has to be someone whose job includes responsibility for setting up mechanisms for training new and continuing faculty to better understand the cultures of our diverse student body, as a way of teaching them more effectively. Such mechanisms should include, but not necessarily be limited to:
 - a) A substantial diversity component to instruction given to new faculty at the start of their first semester at UAA;
 - b) Development of workshops at CAFÉ or elsewhere where new and returning faculty can learn about the diverse cultures represented at UAA, and discuss in a non-punitive way problems arising in the classroom;
 - c) Creation of multimedia sensitivity training modules that new and continuing faculty could watch on their own schedule
 - d) A yearly visit to the Alaska Native Heritage Center for new and continuing faculty;
 - e) A mandatory component to the periodic self-review that describes the faculty-members steps to make her- or himself aware of the cultures represented by his or her students, and steps the faculty member has taken to resolve difficulties in the classroom arising from differences in cultural background;
 - f) The addition of questions on the new IDEA student evaluation forms aimed at determining the faculty-member's success in teaching students of diverse cultural and ethnic backgrounds;
 - g) Other mechanisms such as the entire Diversity Committee shall see fit to include.
- 2) To bring a proposal or proposals to the UAA Faculty Senate expressing faculty willingness to institute the mechanisms proposed above.

We therefore make the following motions to the Faculty Senate Diversity Committee:

MOTION # 1: This committee instructs members who are on the search committee for a new UAA Diversity Coordinator to bring our proposals to the search committee, and to present them to candidates for the position as part of their mandate from our committee.

MOTION #2: To seek from the Faculty Senate approval of a faculty mandate to the relevant faculty committees (ours especially), to the UAA administration in general, and specifically to the new Diversity Coordinator to institute the above policies.

In discussion, the committee made some revisions in the proposals and then passed them both unanimously.

The Faculty Senate Diversity Committee therefore instructs Prof. Boeckmann to bring our proposals to the Diversity Director Search Committee. It also instructs its members who are Faculty Senators to move that the UAA Faculty Senate take the action described in the Action Item below.

- **Next meeting:** Next scheduled meeting will be on Friday, October 20th, 3:00 - 4:30 P.M. in Gordon Hartlib Hall, Rm. 103.
- **Website:** See the Website for the latest News Flash and the Diversity Scholarship Notices - <http://hosting.uaa.alaska.edu/fsdc/diversity.html>

- **ACTION ITEM FOR FACULTY SENATE:**

MOTION: The UAA Faculty Senate pledges to institute, and requests Chancellor Maimon's support in the following initiatives to improve the climate of diversity at UAA:

- a) A substantial diversity component to orientation given to new faculty at the start of their first semester at UAA. Such orientation should include, but not be limited to, a visit to the Alaska Native Heritage Center, mandatory for new faculty and available for continuing faculty and staff.
- b) Development of workshops at CAFÉ or elsewhere where new and returning faculty can learn about the diverse cultures represented at UAA, and can discuss in a non-punitive way problems arising in the classroom.
- c) Creation of multimedia sensitivity training modules that new and continuing faculty can watch on their own schedule.
- d) A mandatory component to the periodic self-review that describes each faculty-member's steps to make her- or himself aware of the cultures represented by students at UAA, and steps the faculty member has taken to resolve difficulties in the classroom arising from differences in cultural background.
- e) The addition of questions on the new IDEA student evaluation forms aimed at determining the faculty-member's success in teaching students of diverse cultural and ethnic backgrounds.

