



UNIVERSITY of ALASKA ANCHORAGE

FACULTY SENATE DIVERSITY COMMITTEE

3211 Providence Drive, Anchorage Alaska 99508
Drs Robert Boeckmann & Steven Aufrecht, Co-chairs.

DATE: OCTOBER 7, 2005
TO: Dr. Greg Protasel, Faculty Senate President
FROM: Rob Crosman, Secretary
SUBJECT: Committee Status Report.

The first regular meeting for 2005-06 was held on Sept. 16, 2005 in BEB 303, from 1:00 to 2:30 P.M.

Present: Profs. Steven Aufrecht, Robert Boeckmann, Yong Cao, Ping-Tung Chang, Robert Crosman, Jeanne Eder, Patricia Fagan, Dave Fitzgerald, Dennis Howard, Helena Jermalovic, Sean Licka, Natasa Masanovic, Nyree McDonald, Sudarsan Rangarajan. Chairita Franklin, Director of the Campus Diversity & Compliance Office, and Russell Pressley, Academic Advising Coordinator (CHSW) also attended.

The meeting began with correction and approval of the minutes of May 6th, as corrected. Prof. Chang requested a biographical paragraph from each member for the *News Flash*, at pfpc@matsu.alaska.edu. Prof. Fagan asked to be added to the e-mail address list.

Prof. Eder announced her transfer from Chair of the Alaska Native Studies Program to the History Dept., and requested a three-month leave-of-absence from chairmanship of this committee. She was granted the leave. Until her return in January, members will serve as interim co-chairs on a revolving basis, in alphabetical order starting with Prof. Aufrecht. Prof. Boeckmann will continue as co-chair. **Motion** carried with one abstention.

The Committee decided to meet on the fourth Friday of each month, from 1:30 to 3:00 P.M.

Linda Lazzell, Chair of the Chancellor's Diversity Action Council (DAC) has requested nominees from this committee to join the DAC as well. This committee nominated Prof. Gopa Venugopalar, and, if they can accommodate two additional members, Prof. Crosman asked to be renewed for a second two-year term. Profs. Chang & Narang will continue to serve as well.

The issue came up, with regard to Prof. Eder's being relieved of administrative duties, as to what recourse faculty had with administrative decisions with which they disagreed. Ms. Franklin briefly described two approaches: 1) informal resolution among the parties involved; 2) formal resolution – submit a written complaint to her office.

Prof. Aufrecht suggested that a survey of complaints be made, to ascertain if there are particular kinds of complaints, their frequency and their targets.

DRAFT

Director Franklin announced that her office would be engaged in diversity initiatives during the year comprising three types:

- 1) Mini-grants
- 2) Naming a Faculty Associate for Diversity Training
- 3) Workshops on diversity

The final half-hour was devoted to setting goals for the committee to achieve during the academic year ahead. Working from the list developed at last March's forum with students and faculty, we came up with the following list:

- 1) Diversity training for new and returning faculty. Make it substantial, including an annual visit to the Alaska Native Heritage Center. Make diversity-oriented activities and teaching a mandatory part of the periodic self-review that all faculty perform.
- 2) Bring speakers on diversity issues to UAA on a regular, ongoing basis. Depak Chopra, Fr. Aleksa, and bel hooks were suggested as possible speakers.
- 3) An initiative to find ways to hire more faculty of color, including targeted advertising, direct hires, salary subventions, recruitment at professional conferences.
- 4) Put sensitivity questions onto the student evaluation forms. Last May's resolution for the Faculty Senate to include questions of diversity onto the new student evaluation forms was received with some caution by that body. The committee undertook to visit that proposal again to make it more palatable to the Faculty Senate.

Prof. Licka suggested in addition that this committee try to have input into the requirements of the new Bachelor of Liberal Studies degree that is still in the planning stage. Required courses in diversity would also encourage the hiring of new faculty with that interest and competence. He suggested that we invite Gabrielle, the interim director of the BLS program, to our next meeting. Prof. Boeckmann agreed to extend the invitation.

- **Next meeting:** Next scheduled meeting will be on Friday, October 28th, 2005, in BEB 303 from 1:30 – 3:00 P.M.
- **Website:** See the Website for the latest News Flash and the Diversity Scholarship Notices - <http://hosting.uaa.alaska.edu/fsdc/diversity.html>

ACTION ITEMS: Prof. Boeckmann will forward names of Gopa and Crosman to Linda Lazzell; he will invite Gabrielle to our next meeting. Prof. Crosman will send out draft minutes for correction and reaction to the wording of our goals for this year. All members are asked to get a short, one-paragraph bio to Prof. Chang, for inclusion in the *News Flash*.

DRAFT

APPENDIX: Here is the diversity segment proposed by this committee to the Faculty Senate last May:

UAA Diversity Statement

WITH FREEDOM OF SPEECH BEING AT OUR CORE, UAA STRIVES TO CREATE AN INCLUSIVE RESPECTFUL CAMPUS COMMUNITY THAT PROMOTES AND EMBRACES OUR INDIVIDUAL DIFFERENCES. WE ARE UNITED IN OUR BELIEF THAT DIVERSITY INCLUDES UNDERSTANDING AND RESPECTING DIFFERENCES IN IDEAS, RELIGION, GENDER, ETHNICITY, RACE, SEXUAL ORIENTATION, DISABILITY, AGE, AND SOCIOECONOMIC STATUS. WE CELEBRATE DIVERSITY IN ALL OF OUR EDUCATIONAL AND EMPLOYMENT ENDEAVORS.

1.	m	m	M	m	m	Creates an environment tolerant of diverse views, values, experiences, and backgrounds.
2.	m	m	M	m	m	Favors contributions from some types of students at the expense of others
3.	m	m	M	m	m	Encourages student participation representing diverse views (cultural, political, etc)
4.	m	m	M	m	m	Discourages student behavior that is disrespectful of other students
5.	m	m	M	m	m	Appreciates the role of under-represented viewpoints in academic discussion
6.	m	m	M	m	m	Incorporates examples / contributions from underrepresented groups in the curriculum.
7.	m	m	M	m	m	Respectful of all students (regardless of gender, age, religion, ethnicity, disability, political views, sexual orientation, etc.)
8.	m	m	M	m	m	Notes and attempts to correct bias in conventional curriculum when appropriate