## University of Alaska Anchorage

**Call for Nomination of Faculty to Lead the Development of the**

**UAA Diversity Action Plan**

**Vision and Need**

The University of Alaska Anchorage (UAA) supports an open access institution with a variety of academic programs that offer undergraduate and graduate certificates, and associate, baccalaureate, and graduate degrees in a rich, diverse and inclusive environment. The UAA Diversity Action Council (DAC), together with the Faculty Senate Diversity Committee (FSDC), believe that interaction among individuals with different sets of experiences, histories, attitudes, and backgrounds, sharpens debate and promotes intellectual excellence. DAC and FSDC strive for a campus ethos where the cultures and beliefs of all people are acknowledged, where diversity is respected, and where all people are valued and included.

The UAA 2017 Strategic Plan called for “building an institution distinguished as a diverse, engaged community of students, staff, faculty, alumni, and schools, colleges, and campuses . . .” The need to move forward with a comprehensive diversity plan is critical to inform the development of UAA’s next strategic plan.

Along with other reasons for establishing a diversity ethos throughout the UAA enterprise, there remains a disparity of minority student retention and an underrepresentation of faculty of color. A Diversity Action Plan (DAP) for the UAA Anchorage campus will identify specific diversity goals and corresponding objectives to achieve the outcomes identified in the 2017 Strategic Plan. Such outcomes include, “Recruit, develop, and retain the highest quality faculty and staff to support our continuing drive for excellence in all dimensions of our mission.”

The development of a formal Diversity Action Plan will function as a tangible expression of—and guidepost for—UAA’s vision of being a place of “cultural, social, and intellectual diversity.” Through the development of a Diversity Action Plan and realization of its goals and objectives, the University of Alaska Anchorage will serve as a model for Alaska by ensuring that inclusivity is at the center of all that UAA endeavors.

**Leadership**

To bring this initiative to fruition, the DAC and FSDC seek a faculty member with the following characteristics and abilities to lead the DAP development process:

* Established skills to work collaboratively by:
  + gaining the support of campus groups around issues of common concern;
  + consulting with the DAC, FSDC, UAA governance groups, and Chancellor’s Cabinet;
  + communicating and working effectively within and across University divisions, departments and programs;
  + being engaged across campus with knowledge of community campuses and their diverse populations; and
  + making her or himself visible with students, faculty, staff, and the community at-large, which will require tact, diplomacy, and professionalism.
* Ability to provide effective and motivational leadership, direction and planning by:
  + ensuring positive, effective and ongoing communications with campus constituents,
  + providing voice for the multicultural issues to inform the future development of UAA’s next strategic plan,
  + having broad knowledge of the UAA community and it’s mission,
  + using strong analytical and assessment skills,
  + having demonstrated success in leading organizational change,
  + being skilled as process orientated facilitator, and
  + demonstrating excellent written communication and public presentation skill.
* Work effectively, sensitively and collaboratively in a multicultural environment by:
  + advocating for enhancement of programs to deal with broad diversity issues and services that actively seek inclusion of students, faculty and staff with diverse backgrounds, experiences and abilities; and social-economic status, and
  + possessing a sense of care for the improvement of the campus community and constituents.

**Process**

Developing a Diversity Action Plan for UAA as a collaborative process will bring together all constituencies—including students, staff, faculty, administrators, alumni, and other community members—to provide input into the drafting of the plan, as well as recommendations.

In consultation with the DAC and FSDC, the lead faculty facilitator will:

1. develop and facilitate a collaborative, campus wide process and realistic timeline for a creating UAA’s Diversity Action Plan,
2. create a DAP Development Committee charge,
3. recommend to Chancellor Case DAP Development Committee membership from a representative cross section of the campus community,
4. establish subcommittees to support the development process
5. engage campus constituents in listening sessions that bring forth vision, needs and challenges, which are synthesized and focused over subsequent conversations, and
6. as a the final outcome of the DAP Development Committee, recommend for campus-wide endorsement:
   1. major goals for the UAA Anchorage Campus Diversity Action Plan,
   2. objectives to support each goal,
   3. resources needed to achieve each objective should also be identified, and
   4. measurable benchmarks which support success for underrepresented students, staff and faculty.

**Project Timeline**

Universities and colleges across the nation, who have developed Diversity Action Plans, have done so only after hundreds of reviews within and outside of their various institutions. This same process at UAA will no doubt require intense engagement and significant time. It is anticipated that investing a full calendar year will be required to develop this plan. The lead facilitator will need the approval from her or his respective department chair and college dean to accept this service commitment.

Once complete, Chancellor Case, through his Cabinet and governance groups, may set a timeline for the development of the unit-level strategic action plans, which will bring the DAP to life.

**Nominations and Questions**

Faculty nominations should be sent to the Faculty Senate Diversity Committee co-chairs:

Assistant Professor Gabriel Garcia, or

Associate Professor Mary Weiss.

Self-nominations are welcomed. The deadline to submit nominations is March 28.

For more information or to request a confidential conversation to explore this opportunity further, please contact any of the following:

Assistant Professor Gabriel Garcia

Associate Professor Mary Weiss

Vice Chancellor Bruce Schultz

Director Marva Watson