

### **Core Theme 4: UAA Community**

#### **UAA Mission Fulfillment Expectations**

- UAA students, faculty, and staff reflect the diversity of the state

#### **Summary of Feedback for Core Theme 4**

#### **Core Theme 4 Forum Demographics**

- A. Core Theme Indicator Assessment (CTIA) went to Diversity Action Council, Faculty Senate Diversity Committee, Staff Council, and Administrative Services Senior Executive Team
- B. Student Affairs and Academic Affairs practitioners
- C. Faculty, administration, staff and students
- D. Participant Statistics:
  - a. 74 total (47 Anchorage; 13 Kenai River; 5 Kachemak Bay; 4 Mat-Su; 3 Kodiak; 2 Prince William Sound).
  - b. 34 Faculty; 22 Staff; 22 Administrators.

#### **Summary of Major Points related to Mission Fulfillment:**

**Indicator#1: Diversity:** The degree to which UAA's Faculty and Staff reflect Alaska's racial and ethnic diversity. Observation:

- Further disaggregation of data should occur to distinguish between adjunct, term, and full-time faculty and administration/executive and entry-level staff.
- Possibly compare UAA to UAA service area (Anchorage Bowl) rather than the State of Alaska since Southcentral Alaska is more diverse than the rest of the State.
- Over-represented in terms of white faculty and white staff when compared to the makeup of the State. Work needs to be done to increase parity within Alaska Native/American Indian populations in both faculty and staff ranks.
- To address the above, UAA might develop a "grow-your-own" program or Post-Doc program specifically designed to recruit/retain diverse faculty.
- Need to better understand faculty recruitment efforts

Mission Fulfillment: We appear to be over-represented in white non-Hispanics in terms of faculty and staff. We have created an Interim Associate Vice Chancellor for Alaska Natives and Diversity and have begun a Diversity and Inclusion Action Plan to assist with this effort.

Possible Next Steps:

- Mandatory training for all hiring committees
- Grow-your-own Ph.D. programs to increase pipeline for Alaska Native and other Multicultural faculty.
- Establish accountability for gaps.
- Conduct focus groups with diverse groups (off campus) to see what they think could be done to recruit and retain diverse faculty and staff.
- Deans training to insist/inspire departments to expand recruitment and include more diverse applicants and those interviewed.

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- Internal leadership development track for faculty, staff, students of color to move through the ranks. Could be hosted by Higher Education Resource Services (HERS) alumni and the Provost's office.
- Conduct exit interviews to determine future improvements.

**Indicator #2: Satisfaction:** The degree to which faculty, staff, and students' express satisfaction with their personal and learning environments.

Observation:

- Limited data on this measure: Too narrow
- "Modern Think" or "Sight Lines" survey and other satisfaction or morale surveys should be used
- Align survey instruments with accreditation
- Low survey response rates
- Satisfaction is being negatively impacted with budget implications

Mission Fulfillment: 2013 ModernThink Survey results indicate employees are 73-89% agree/strongly agree with a positive professional learning environment. Data is fairly limited. More surveys need to be done.

Possible Next Steps:

- Do surveys every two years
- Align timing of survey instruments with accreditation
- Talk to students: walking climate survey

**Indicator #3: Sustainable Budget:** Development and management of a sustainable budget as demonstrated by nationally accepted financial ratios.

Observation:

- Measures 1 and 2 appear to be more about efficiency than sustainability of budget. Need more data on student completion to understand efficiency through degree programs.
- Confusion about data: Measures 1 and 2 appears high when compared to national average. Do lower graduation rates affect this?
- Measures 3 and 4 appear high. Is this due to geography, population, cost of living?
- How does this compare to our institutional peers? What are benchmarks?
- Budgets with continued cuts are not sustainable.

Mission Fulfillment: Budget is being managed in a sustainable way, but does not take into account the fiscal downturn, budget reallocations and reductions.

Possible Next Steps:

- Create endowments (e.g., target alumni, communities and businesses)
- Onboarding: more structure and intentionality, orientation, advising, placement into the Associate of Arts unless otherwise declared (prepared?)
- Sell property that is non-essential
- Make higher education more affordable

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**Indicator #4: Safety:** Number of crimes, incidents and injuries reported

Observation:

- Need to disaggregate data in order to analyze. Must be able to compare against national norms.
- 2016 campus security and fire safety reports breaks down data. This helps create meaning.
- Need to include sexual assaults. Many go unreported or underreported. How can this be addressed?
- What about students of concern report?

Mission Fulfillment: Data indicates crime rates and injuries are well below national norms.

Possible Next Steps:

- Core theme 4 does not seem to fit well within the mission fulfillment expectations. Appear to be a “catch-all”
- Diversity doesn’t blend in to other core themes without disappearing.
- How are recording sexual harassment, Title IX priorities, and hate speech aligned with indicator 4?
- Why doesn’t this core theme include inter-campus collaboration?