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.
• 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
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?