



Faculty Senate Diversity Committee AY 2019-2020 Report

April 2020

Our Mission is to promote and implement the diversity and inclusion initiatives of all faculty members in order to enhance educational experiences at the University of Alaska Anchorage.

Summary of the initiatives undertaken by the Faculty senate Diversity Committee (FSDC) during the 2019-2020 academic year.

FSDC Mission Statement

- New mission statement (approved by Faculty Senate April 2020)

FSDC approved a new mission statement in September 2019 to shift to a more active and leading role in faculty driven diversity initiatives at UAA. This new mission statement is included above. The UAA Faculty Senate approved this new mission statement in April 2020.

Diversity & Inclusion (D&I) General Education Requirement

- D&I GER Approved, Implementation scheduled for Fall 2020

The new D&I GER has been approved and will be implemented for incoming students in Fall 2020. FSDC has continued to move this D&IAP recommendation forward in collaboration with Director of General Education Prof. Daniel Kline. This involved finalizing the Student Learning Outcomes, a catalog description, and an updated list of existing UAA GER courses that will satisfy this new requirement. FSDC contacted all department chairs and program directors to obtain approval for their courses to be included in the list of approved D&I GER courses.

Multicultural Pre-Professoriate/Postdoctoral Fellowship Program

- Established quarterly meetings with Provost
- Program handbook (approved and delivered to Provost's office April 2020)

FSDC has continued to support this program by inviting the Multicultural Fellows to participate FSDC, advocating for the Fellows when a need is identified, and establishing program expectations for Fellows, department chairs, program directors, college deans, and Provost's office through the development of a program "handbook". All five of UAA's current Fellows have participated and become valuable members of FSDC. A significant accomplishment for this year has been the establishment of quarterly meetings of the Fellows and FSDC co-chairs with Interim Provost Stalvey. This open dialogue facilitated the identification of ways in which the program could be strengthened and action has been taken to make these improvements. In particular, the handbook that has been developed includes a collection of resources for Fellows to support their instructional and research activities, including recommendations for "on-boarding" activities. The content of the handbook included previous recommendations of multiple past



groups (e.g. the AY18-19 Multicultural Postdoctoral Fellowship Working Group) and input was gathered from existing groups such as the Diversity Action Council subcommittee on Enhancing Diverse Curriculum and Pedagogy. The insight of the current Multicultural Fellows was invaluable in the development of this handbook.

UAA Faculty Diversity Database Survey

- Survey has been analyzed and key findings shared

FSDC conducted a survey of UAA faculty in Spring Semester 2019 to determine their participation in diversity-related activities in teaching, research/creative activity, and service. The purpose of this survey is to develop a UAA Faculty Diversity Activities Database, which aims to create a community that is committed to and interested in diversity, leverage the scholarly profile and diverse service work of faculty members, highlight the teaching by faculty members incorporating diversity and inclusion, and provide an Experts Database for internal and external constituents. It is the intention that this searchable database will be available via the FSDC website next academic year, and that the survey will be repeated and the database updated in Spring 2021. Survey results were analyzed and the key findings are as follows:

- ❑ A total of 155 faculty members reported engaging in some type of diversity-related activities; most were from CAS (47%), COH (21%), and CTC (12%).
- ❑ Of the faculty who are engaging in diversity-related activities, 30% were full professors, 22% associate professors, 31% assistant professors, and 17% term professors.
- ❑ Of the faculty members who reported engaging in diversity-related activities, 80% were related to teaching; 52% were related to research/creative activity; and 68% were related to service. Approximately 28% of them engaged in diversity-related activities across all three areas of their workload (teaching, research/creative activity, and service).
- ❑ Of the faculty engaging in some type of diversity-related activities, 75% reported participating in a training or workshop on diversity and inclusion either on or off campus.

Increased Visibility via [FSDC Website](#)

- New website published

A new website has been published to increase visibility of FSDC initiatives. This website includes bios of current FSDC members. Underdevelopment are the addition of all meeting minutes, current and past motions and resolutions, as well as current and past initiatives. In addition, goals for next year will include highlighting the work of UAA's Multicultural Fellows, and housing the searchable UAA Faculty Diversity Database to be accessible to internal and external constituents.

Diversity Dialogues

- Three part workshop series on linguistic diversity at UAA (spring 2020)
- Event highlighting work of Multicultural Fellows (spring 2020, cancelled)



Unfortunately plans for a spring event at which the Multicultural Pre-Professoriate Fellows were going to have the opportunity to share with the UAA community their research and efforts to enhance diversity, equity, and inclusion in UAA's curriculum were canceled due the COVID-19 prompted campus closure. FSDC member Carrie Aldrich collaborated with colleagues from the Department of Writing and Department of English to organize a three part workshop series offered through CAFE on the topic of linguistic diversity at UAA. This series included discussion of the relevant foundation and theoretical framework, best practices in relevant pedagogy, and best practices in responding to and assessing works from our linguistically diverse student population. The last of these workshops was not able to be held due to the campus closure, but the first two were well attended.

Advocating for Identification of Diversity, Equity, and Inclusion Activities in Faculty eAAR

- Recommendation developed for faculty electronic annual activity reports (eARR)

A recommendation for implementation of a mechanism for identifying faculty activities that contribute to diversity, equity, and/or inclusion has been submitted to the eAAR Steering Committee. The Diversity Database Survey provided valuable guidance in considering the broad range of relevant activities considered by UAA faculty.

Celebrating with UAA's Diverse Student Graduates

- Video message shared with students celebrating graduation

FSDC produced a video message of congratulations on graduation that will be shared through the Multicultural Center, UAA's "A Tribute to Our Grads: UAA Spring 2020 Graduation Day Celebration" website, and multiple individual colleges.

FSDC AY 2019-2020 Motions & Resolutions

- Recommendation that Diversity be Included as a Metric in Program Review at UAA (motion 2019-1, delivered by Provost's office October 2019)
- Feedback on Strategic Planning Report Recommending Implementation of a "Diversity & Inclusion Lens" (motion 2019-2, delivered to Chancellor's office November 2019)
- Resolution Recommending Teaching Load for Multicultural Pre-Professoriate Fellows (resolution 200117-1, January 2020; Endorsed by UAA Faculty Senate February 2020, received by Provost's office February 2020)
- Approval of Multicultural Postdoctoral/Pre-Professoriate Fellowship Program Handbook (motion 200417-01; delivered to Provost's office April 2020)
- Recommendation for Identification of Diversity, Equity, and Inclusion Activities in Faculty eAAR (motion 200417-02; delivered to eAAR Steering Committee April 2020)
- Letter of support for Diversity, Equity, and Inclusion Curriculum Impacted by Budget Cuts (motion 200417-03; delivered by CAS Dean, Provost, and Chancellor's offices April 2020)



FSDC AY 2019-2020 Membership

Co-Chairs

Erin Hicks, Physics & Astronomy	Amber Christensen Fullmer, Human Services
---------------------------------	---

Members

Carrie Aldrich, Writing	Emily Madsen, English
Sigrid Brudie, Library	Amana Mbise*, Social Work
Yvonne Chase, Human Services	Jennifer McCurdy*, Philosophy
Thomas Chung, Fine Arts	Vanessa Meade, Social Work
Herminia Din, Arts	Virginia Miller, Health Sciences
Gabriel Garcia, Health Sciences	Anita Moore-Nall*, Health Sciences
Songho Ha, History	Paul Ongtooguk, Alaska Native Studies Director
Annette Hornung, English	Kimberly Pace, Political Studies and Women's Studies
Ryan Harrod, Anthropology	Evan Shenkin*, Sociology
Wei-Ying Hsiao, Education	Heidi Senungtuk*, Alaska Native Studies
Seta Kabranian-Melkonian, Human Services	Annie Ping Zeng, Languages

* UAA Multicultural Pre-Faculty Fellows

FSDC's first meeting of the 2020-2021 academic year will be our August "retreat" (date and time to be announced). All interested in joining this retreat, or for more information about joining FSDC, can contact Erin Hicks (ekshicks@alaska.edu).