



Faculty Senate Diversity Committee February Report

Attendance at the meeting held February 19th, 2021 3-4:30pm via Zoom.

2020-2021 Co-Chairs

P	Erin Hicks, Physics & Astronomy	P	Thomas Chung, Fine Arts
---	---------------------------------	---	-------------------------

2020-2021 Members

P	Carrie Aldrich, Writing	P	Emily Madsen, English
P	Sigrid Brudie, Library	P	Amana Mbise, Social Work
E	Matthew Calhoun, Civil Engineering	P	Jennifer McCurdy, Philosophy
E	Yvonne Chase, Human Services	P	Vanessa Meade, Social Work
P	Tzu-Chiao Chen, Communication	E	Virginia Miller, Health Sciences
P	Herminia Din, Arts	P	Anita Moore-Nall, Health Sciences
P	Gabriel Garcia, Health Sciences	E	Kimberly Pace, Political Studies and Women's Studies
P	Songho Ha, History	E	Sondra Shaginoff-Stuart, Alaska Native Studies
P	Ryan Harrod, Anthropology	E	Jessica Ullrich, Social Work
P	Wei-Ying Hsiao, Education	P	Michele Yatchmeneff, Civil Engineering
P	Seta Kabranian-Melkonian, Human Services	P	Annie Ping Zeng, Languages
E	Jennifer Booz, Chief Diversity Officer, ex-officio	E	Amber Christensen Fullmer, Director of NSS, ex-officio

P= Present; A= Absent; E= Excused



UNIVERSITY of ALASKA ANCHORAGE

Faculty Senate Diversity Committee
3211 Providence Drive, Anchorage Alaska 99508
Prof. Thomas Chung & Prof. Erin K. S. Hicks, Co-Chairs

- I. Welcome and roll call
- II. Response to FSDC [December motion regarding Alaska Native Faculty and Student Retention](#)

FSDC received a second response from Interim Chancellor Schultz with an update on the UA Alaska Native Recruitment and Success Initiative launched by UA President Pitney and the coordinated UAA Action Team that has been charged to conduct a baseline evaluation of the climate for Alaska Native students, faculty and staff. Ultimately these groups will develop an overarching five-year plan with specific system-wide and university-based goals and targets for improving recruitment and retention of Alaska Native students, faculty, and staff. A copy of the FSDC December memo and motion dated was shared with the UAA Action Team. Interim Chancellor Schultz also said he anticipated that the UAA Action Team will recommend resource needs for the Alaska Native Education and Outreach Executive Director's work and that he will call upon Vice Chancellor Jacob, Provost Runge and members of the UAA Campus Planning Advisory Board to determine reallocations. He also expressed appreciation for FSDC service and commitment and this was shared with the committee.

- III. Update from UNAC committee (Nelta)

Dr. Nelta Edwards shared that work is proceeding to determine ways in which UNAC can give consideration to funding requests for work toward diversity, equity, and inclusion within the existing faculty funding mechanisms. Nelta also shared concerns about institutional discrimination with regards to policies that eliminate well-enrolled, healthy academic programs that speak to the experiences and/or serve students from underrepresented groups while at the same time support the reinstatement of an athletic program that serves upper middle class white students. The committee discussed ways in which to initiate a productive discussion that highlights these institutional discriminatory policies and draw attention to the impacts of participating in making policy that produces and sustains racial inequity between groups.

- IV. DAC Update

CDO Booz shared via email that DAC, we will be 1. Writing a summary document to close out the 2016-2021 DIAP, and 2. Writing a new action plan based on UAA 2025 and the DEI tactics submitted by all colleges/departments.

It was also mentioned by committee members that there is an initiative to rename UAA spaces using Denani place names. A group was formed and a grant received for this initiative, but there was little to no involvement of Alaska Native faculty or community members. It was thought that the initiative has been regrouped after these concerns were raised.



V. Update on CAS FEG effort (Erin/Tom/Kimberly)

Erin and Tom shared that the committee working to revise CAS FEPPs to incorporate DEIA are just about finished with a revised draft and will be soliciting feedback from CAS faculty in March. CAS faculty were encouraged to discuss these proposed changes with their faculty to initiate department level discussion on the importance of taking this step. Vanessa shared that the School of Social Work is working to develop a diversity action plan and code of ethics and that CDO Jenn Booz held a very helpful workshop associated with this work.

VI. Faculty Senate: renewed interest in faculty mentoring (Erin)

It was shared that renewed interest in faculty mentoring was discussed at the February faculty senate meeting. There was hope expressed by faculty senate leadership that with the significant focus on student mentoring at UAA, that there may be a window for also advancing faculty mentoring initiatives. Senate leadership will be sending out communications to determine the level of faculty interest in this topic.

VII. Spring Diversity Dialogue:

a. Draft Guidelines and submission details, format

b. Sample Video: <https://youtu.be/SGz2IH6mdfE>

The committee decided on two questions to focus video submissions: (1) Please describe a favored aspect of your teaching/research or service which attempts to further diversity, equity and inclusion at UAA, and (2) If relevant, can you give an example of how you have responded to Covid-19 in the classroom or in research (if possible, please relate to DEI)? Tom will also include simple directions on recording video via Zoom. These videos will be posted in a dedicated location on the updated FSDC website. Members are encouraged to submit a video and to also solicit submission from their colleagues who are not members of FSDC.

VIII. Diversity Database survey (Gabe)

The committee discussed the various means by which we can collect faculty engagement in DEI activities and decided that a shared document that faculty can update annually would be most appropriate. Gabe will work to get this set up.

IX. Subcommittees updates

a. Increased awareness through web presence

i. [FSDC Website](#) development

Emily and Erin are working with Raegan Kelliher to update the FSDC website. All updated and new bios should be sent Emily.

ii. Diversity Database: post searchable version on FSDC website

iii. Multicultural Pre-Professoriate Fellowship Program website

b. faculty retention



UNIVERSITY *of* ALASKA ANCHORAGE

Faculty Senate Diversity Committee
3211 Providence Drive, Anchorage Alaska 99508
Prof. Thomas Chung & Prof. Erin K. S. Hicks, Co-Chairs

- X. Next meeting: March 19th 3-4:30pm via Zoom
- XI. Announcements
- XII. Resources/Webinar Opportunities
 - a. [Creating a Culture of Belonging](#) (Qualtrics/Airbnb)
 - b. [Faculty Diversity: Recruitment, Retention, and Planning for New Leadership](#) (National Training Directors Council)
 - c. [Mobilizing Public Health to Achieve Environmental Justice](#) (American Public Health Association) & Dr. Wilson's blog post [here](#).