



Faculty Senate Diversity Committee January Report

Attendance at the meeting held January 15th, 2021 3-4:30pm via Zoom.

2020-2021 Co-Chairs

P	Erin Hicks, Physics & Astronomy	P	Thomas Chung, Fine Arts
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2020-2021 Members

E	Carrie Aldrich, Writing	E	Emily Madsen, English
P	Sigrid Brudie, Library	P	Amana Mbise, Social Work
P	Matthew Calhoun, Civil Engineering	P	Jennifer McCurdy, Philosophy
E	Yvonne Chase, Human Services	E	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	P	Kimberly Pace, Political Studies and Women's Studies
E	Songho Ha, History	E	Sondra Shaginoff-Stuart, Alaska Native Studies
P	Ryan Harrod, Anthropology	P	Michele Yatchmeneff, Civil Engineering
	Wei-Ying Hsiao, Education	P	Annie Ping Zeng, Languages
P	Seta Kabranian-Melkonian, Human Services		
P	Jennifer Booz, Chief Diversity Officer, ex-officio	E	Amber Christensen Fullmer, Director of NSS, ex-officio

P= Present; A= Absent; E= Excused



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

FSDC received a positive response from Interim Chancellor Schultz stating that steps are already being taken to address the concerns raised: “At President Pitney's request, we are assembling an Alaska Native Action Team at UAA that will work alongside the UAS and UAF teams to identify the barriers and to design and implement strategies that address these.”

- III. DAC Update

Nothing new to report.

- IV. Update on CAS FEG effort

A few members of FSDC are involved in an effort within CAS to incorporate diversity, equity, inclusion, and access work explicitly into the faculty evaluation guidelines. Multiple forums have been held and feedback from these are being incorporated into the effort. There is a sense of urgency to have the CAS FEG revisions voted on this semester and a hope that the approach adopted by CAS will serve as a model for other colleges.

- V. Update on the Executive Director, Alaska Native Education and Outreach position search

- a. Input requested regarding any questions, comments, and/or concerns.

Members were happy to see this position will be a cabinet position. Although there is general support and consensus for this position, concerns remain about the resources (e.g. budget) and authority that the position will hold. There is also uncertainty that the title aligns with the ultimate goals of the position.

- VI. [UAS Indigenous Education Agreement](#)

Committee discussed if a similar “agreement” would be beneficial to encourage at UAA. It was decided that given the goals of the UA Alaska Native Success Initiative the committee would not act on this at this time, but would consider a motion to endorse recommendations and actions that are recommended by the Initiative in the future.

- VII. [UAA 2025 Strategic Plan](#)

Members were encouraged to engage in their college’s dialogue regarding identification of 2025 goals to focus on in the near term. CDO Jen Booz shared that she has reached out to directors to offer support for how to implement these and she is also available to visit departments to assist in development and implementation.

- VIII. Subcommittees updates & spring goals



- a. faculty retention
No new updates.
 - b. Increased awareness through web presence
 - i. [FSDC Website](#) development
Erin and Emily will connect with CDO Jenn Booze to make a plan for updates.
 - ii. Diversity Database: post searchable version on FSDC website
Gabe will be putting together the faculty diversity database survey again. There was discussion about whether faculty should participate multiple times or simply update previous year's entries. An additional question was suggested for this year to request information on how faculty implement DIEA during the shift to online courses. There was interest in encouraging Advancement to consider drawing stories from the database entries.
 - iii. Multicultural Pre-Professoriate Fellowship Program website
This site will be developed alongside the FSDC website.
 - c. Diversity Database survey
Gabe will create a new survey form and will bring the questions to the February meeting for feedback.
 - d. Diversity Dialogues: spring event
Several topics have been considered: Impact of Covid 19 on different groups, Highlight UAA response to Covid, Highlight Alaska Chinese association work, and What lessons have we learned?
The committee was enthusiastic about a faculty showcase on DEIA work with potential themes along the lines of the topics mentioned above. This showcase event could then also serve as a springboard for highlighting this work to various audiences via other platforms: Northern Light, Alaska Public Media, etc.
 - e. D&I GER assistance
Dan Kline communicated that this topic will be tabled for now, but when it is the right time for this work to be undertaken that he will contact FSDC.
- IX. Next meeting: February 19th 3-4:30pm via Zoom
- X. Announcements