



Faculty Senate Diversity Committee November Report

Attendance at the meeting held November 20th, 2020 3-4:30pm via Zoom.

2020-2021 Co-Chairs

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

2020-2021 Members

E	Carrie Aldrich, Writing	E	Emily Madsen, English
P	Sigrid Brudie, Library	E	Amana Mbise, Social Work
P	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
E	Herminia Din, Arts	P	Anita Moore-Nall, Health Sciences
P	Gabriel Garcia, Health Sciences	P	Kimberly Pace, Political Studies and Women's Studies
P	Songho Ha, History	P	Sondra Shaginoff-Stuart, Alaska Native Studies
P	Ryan Harrod, Anthropology	P	Michele Yatchmeneff, Civil Engineering
P	Wei-Ying Hsiao, Education	P	Annie Ping Zeng, Languages
P	Seta Kabranian-Melkonian, Human Services		
E	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

Quorum reached with 17 members attending via Zoom.

II. Quick introductions

III. Presentation by Ethan Snyder (Office of Equity & Compliance)

Ethan Snyder presented updates on efforts to support LGBTQIA+ students. Discrimination is a current issue and focus. Multiple initiatives provide training to faculty on LGBTQIA+ issues such as the presentation and use of pronouns, inclusive spaces and workshops exploring other tricky topics. The Office of Equity and Compliance are looking for trainers to instruct on inclusive spaces, and is planning to provide “allies” training opportunities.

IV. AAA update from Nelta Edwards

Nelta Edwards provided an update from the recently formed UNAC Committee AAA (Anti-Colonialism, Anti-racism and Anti-discrimination). The committee will be attempting independent exit interviews with Alaska Native Faculty that have recently left UAA. FSDC had suggested that DEI language and promotion be added to the UNAC professional development proposals and these changes are now underway and being passed on to UAS and UAF.

V. Update on CAS FEG effort

Tom Chung and Erin Hicks reported that the ongoing effort to implement DEI requirements into the CAS FEG’s is currently underway creating clear objectives for the addition. An open forum was held regarding the FEG’s and a preliminary survey was disseminated.

VI. Update on Chancellor/Cabinet Advisor, Alaska Native Education and Engagement (working position title)

Erin Hicks provided an update to the Chancellor’s Advisor on Alaska Native Education and Engagement position. The Chancellor has created a position description that was shared for edits. The position is intended to be filled during the incoming Chancellor’s term. Position Title Still in flux. Concerns were raised over a lack of budget and line authority in the position description. FSDC will be drafting a



motion in support of this incoming position to have a robust budget/authority to prevent major issues raised about the position.

VII. DAC Update

Erin Hicks and Tom Chung provided an update from the most recent DAC meeting. CDO Jen Booz has expressed interest in developing mini grants for faculty large enough to provide a course release. \$15,000 was raised for the newly created DEI fund. Jen Booz is currently disseminating best hiring practices and will be providing bias training for faculty searches in the future.

VIII. Fall Diversity Dialogue event: summary, outcomes

Multicultural Pre-Professoriate Fellow Jennifer McCurdy provided background to this Fall's Diversity Dialogue in collaboration with the Interfaith Council of Anchorage. Feedback was given that noted the openness of the panel to difficult topics. At least 45 people from UAA and the community attended. Jennifer McCurdy is thinking about adapting the format of the dialogue for other DEI topics such as faculty research.

IX. Subcommittees updates

a. faculty retention

See below for subcommittee update.

b. Increased awareness through web presence

i. [FSDC Website](#) development

ii. Diversity Database: post searchable version on FSDC website

iii. Multicultural Pre-Professoriate Fellowship Program website

c. Diversity Database survey

Still planning to request faculty complete the survey this spring semester.

d. Diversity Dialogues: spring event

A Spring 2021 mid-semester event is planned. Considering a topic related to DEI teaching and FEGs.

e. D&I GER assistance

Tom and Erin will meet with Dan Kline to establish subcommittee goals and procedures. This work will begin spring semester.



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. Faculty retention: What is causing attrition and how can we better retain our faculty?
AKNS Professor Maria Williams spoke to the group about the abysmal success rates retaining Alaska Native faculty and students. When asked about support FSDC can provide, the suggestion of resolutions to make the data regarding Alaska Native faculty/staff/students public, as well as advocating a budget/authority for the incoming Chancellor's Advisor for Alaska Native Education and Engagement. Metrics for success were also discussed, including a 5% increase in the number of Alaska Native Faculty by the year 2025.
- The group discussed potential actions FSDC could take or support to better retain faculty. The idea of "affinity groups" was discussed and the benefits of using an online platform for the near term, as well as long term, were considered.*
- XI. Next meeting: December 18th - canceled
January 15th 3-4:30pm via Zoom
- XII. Announcements