



Faculty Senate Diversity Committee October Report

Attendance at meeting held October 18, 2019 3-4:30pm in ADM 102.

2019-2012 Co-Chairs

E	Erin Hicks, Physics & Astronomy	E	Amber Christensen Fullmer, Human Services
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2019-2020 Members

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

P= Present; A= Absent; E= Excused



I. Welcome and roll call

Minutes approved and seconded; September meeting minutes approved and seconded.

II. Report: Multicultural Fellows meeting with Interim Provost Stalvey (Anita)

All five current UAA Multicultural Fellows and the FSDC co-chairs met with Interim Provost Stalvey on Sept. 27th. The meeting was productive and lasted about an hour and a half. Significant time was spent discussing the Fellow's backgrounds and their teaching and research activities while at UAA. Challenges that the Fellows have faced were discussed and solutions were considered. Provost said that there will be funds for travel for all Fellows, but the amount is not yet clear. The Fellows will meet with the Provost on a quarterly basis throughout AY19-20 to continue to review the success of the program. FSDC co-chairs will continue to facilitate the identification of ways to improve the program and implementation of program changes where possible.

III. Finalize AY 2019-2020 goals

a. D&I GER

i. Support approval process: coordinate with Dan Kline

Update (Erin): The presentation of the existing GER courses that were determined by FSDC to satisfy the SLOs for the D&I GER last year has been adjusted based on requests from Dan Kline. The D&I GER SLOs and the course list are now at the GERA for approval.

ii. Support faculty in building curriculum

Update (Erin): One Diversity Dialogue will focus on this topic, and collaborations with other groups (see below) will provide additional opportunities for faculty.

b. Increased awareness of diversity initiatives and activities on campus

i. FSDC Website

Update (Emily): Website is live; looking for subcommittee members to assist with content generation.

ii. Diversity Database

Update (Gabe): There will be more news on this next meeting.



- c. Multicultural Fellowship program:
 - i. Recommendations for on-boarding
- d. Diversity Dialogues

Topics discussed and to be explored further:

- *Expansion of Global Kitchen event: Global Kitchen is an event at which different student organizations share cultural food at the Student Union, and people get to taste different cultures' foods. This would be an opportunity for collaboration with students. World Kitchen seems to have occurred last in 2017, so Ryan is going to reach out to students involved with Student Life and Leadership for these events to see when this might be held this year--they said March or April.*
- *Kimberly suggested that the two new Multicultural Fellows might like to present their work in the same way that the Fellows did last spring.*
- *Vanessa suggested a speaker from California or connecting with Student Life LGBTQ+ activities to see if there might be synergy there.*
- *Culturally responsive pedagogy: partner with CAFE to think about this.*
- *Connect to Kurdish community.*

Also discussed in the context of Diversity Dialogues:

- *Vanessa asked about the possibility of funding available to sponsor people or events. Gabe said in the past we have sought funding from the Diversity Action Council, and Kimberly said that there is still funding available but the request process is now different.*
- *Bookstore events are now occurring in Library 307.*

IV. Partnership with Department of Writing, CAFE, and DAC: Linguistic Diversity at UAA

Carrie: This has been moved forward. Carrie, Sarah P, and Jen Stone are partnering with Department of Writing, CAFE, and DAC and will hold a three part series on Linguistic Diversity at UAA. There will be one in January on the linguistic landscape at UAA and putting theory behind it, one in February on pedagogical strategies, and one in March on evaluating linguistically diverse populations.



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V. Review FSDC committee name

Topic tabled for now.

VI. Subcommittee membership (send preferences via email to Erin & Amber)

- a. D&I GER (Carrie, Gabe, Annette, Songho)
- b. Website Development (Sigrid, Emily, Ryan, Gabe)
- c. Multicultural Fellowship (Anita, Ryan)
- d. Diversity Dialogues (Vanessa, Kimberly, Herminia)

VII. Next meeting: November 15th 3-4:30pm

VIII. Announcements

- *Gabe: There is a new template for program review. In the five questions, there are no questions that specifically mention Diversity and Inclusion. It was discussed that this information should be important information for programs to have and that graduation and certificate rates would be useful in considering this question rather than information gathered on lower division courses. The committee discussed the importance of the Office of Institutional Research providing these metrics to programs as part of the review process. Paul made a motion to ask the Provost to include metrics of graduation and certification that include the diversity of students in the metrics provided for program review. Kimberly seconded. Vote: motion passes. Motion language is included below.*
- *Sigrid noted that Sarah Childress and Ben Morton were looking for members for the Diversity Action Council Coordinate Campus Initiatives Subcommittee, and it would be really good if a faculty member from this group could join. One goal of the subcommittee is creating a centralized calendar that would have all diversity-related events on it. Let them know by next Wednesday.*
- *Ryan is on the Honorary Degree Award Committee. Maybe we should try to think of a good suggestion for an honorary degree award recipient that would connect with diversity initiatives in the community. The deadline is January, and he has a sample proposal that he wrote that was successful before. Suggestions were put forward for candidates.*



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Faculty Senate Diversity Committee Motion

Motion to Recommend that Diversity be Included as a Metric in Program Review at UAA

The Faculty Senate Diversity Committee recommends that the Provost include metrics of graduation and certification that include the diversity of students in the metrics provided for UAA program review.

Rationale

Review of UAA programs, and metrics provided by the Office of Institutional Research, should reflect that UAA considers diversity and inclusions as integral to excellence.