



Faculty Senate Diversity Committee
August Report

Attendance at the meeting held September 18th, 2020 3-4:30pm via Zoom.

2019-2012 Co-Chairs

Table with 2 columns: Name, Attendance. Row 1: Erin Hicks, Physics & Astronomy (P), Thomas Chung, Fine Arts (P)

2019-2020 Members

Table with 2 columns: Name, Attendance. Rows include Carrie Aldrich, Writing (P); Seta Kabranian-Melkonian, Human Services (P); Sigrid Brudie, Library (P); Emily Madsen, English (P); Yvonne Chase, Human Services (E); Amana Mbise, Social Work (P); Tzu-Chiao Chen, Communication (P); Jennifer McCurdy, Philosophy (P); Herminia Din, Arts (E); Vanessa Meade, Social Work (P); Gabriel Garcia, Health Sciences (P); Virginia Miller, Health Sciences (E); Songho Ha, History (P); Anita Moore-Nall, Health Sciences (P); Ryan Harrod, Anthropology (P); Kimberly Pace, Political Studies and Women's Studies (P); Wei-Ying Hsiao, Education (E); Annie Ping Zeng, Languages (P); Seta Kabranian-Melkonian, Human Services (P); Jennifer Booz, Chief Diversity Officer, ex-officio (P); Amber Christensen Fullmer, Director of NSS, ex-officio (E)

P= Present; A= Absent; E= Excused



I. Welcome and roll call

Quorum reached with 17 members attending via Zoom.

II. Diversity Action Council update

DAC will be reconsidering the current subcommittees, which will include a focus on retaining minority faculty. An effort outside of DAC, but related to goals of recruiting and retaining minority faculty has begun in CAS in an effort to initiate a discussion of including DEI work in the faculty evaluation guidelines. This was presented at the recent CAS chairs meeting. Kimberly also reported that, through work with the DAC community campus subcommittee, satellite campuses are forming local DAC groups and that there are some exciting events being held at these campuses, for example in celebration of Alaska Native Heritage month.

III. Diversity & Inclusion GER update (Dan Kline)

D&I GER is not implemented and new students must meet this new GER. No new courses are currently being solicited for a second round of approval for this GER, although individual faculty can include this in curriculum revisions if desired. It is recommended that significant additional GER courses meeting the D&I nad AKNT GERs delay until new GER approach is more fully established. When the accreditation team announces that the year will focus on the Core Competencies “Intercultural Fluency”, assistance will be needed from FSDC to assess the D&I and AKNT GERs. Please gather relevant assignments in preparation for this assessment and either hold on to them until the relevant time or send them on to Dan now.

IV. Campus Climate Committee update (Vanessa)

Vanessa has been involved in the campus climate committee meetings over the summer to continue to look at the LGBTQ+ campus climate survey done in 2018 and address ways to improve the experiences of our LGBTQ+ students. One significant development is that a map of gender-neutral bathrooms that was developed and is being distributed. In addition, a placement in the School of Social Work has been developed for a master's student to specifically focus on LGBTQ+ issues at UAA. They are going to be working with the student group, The Family, that was restarted



- last year by a student in the School of Social Work and the Campus Climate Committee.*
- V. Updates on equity gains through placement reform (Carrie)
Placement tests used in the past have significant biases. UAA has moved placement reform forward quickly and will no longer rely on placement exam scores but instead on a number of measures, including writing examples evaluated by trained faculty. Significant equity gains are expected, in addition to saving students money through improved placement. Effort is not shifting to implement similar changes in other placements, for example math.
- VI. Leadership for 2020-2021 (official vote)
Thomas Chung and Erin Hicks both officially voted in as FSDC co-chairs for AY20-21.
- VII. AY 2020-2021 goals
Potential topics include:
- a. Identifying support needed to improve faculty retention
Members agreed this should be a significant focus for this year, with significant collaboration with CDO Jenn Booz.
 - b. Increased awareness of diversity initiatives and activities on campus
 - i. [FSDC Website](#) development
 - ii. Diversity Database: post searchable version on FSDC website
 - iii. Multicultural Pre-Professoriate Fellowship Program website*Members agreed these activities should occur again this year. Website development will rely on support from CDO Jenn Booz's office.*
 - c. Diversity Database survey
Members agreed these activities should occur again this year in collaboration with CDO Jenn Booz.
 - d. Multicultural Fellowship program
FSDC will continue to support UAA's three current Fellows, and will advocate for the continuation of this program, especially in light of recent losses of significant DEI programs and courses at UAA through faculty attrition and program cuts.



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- e. Diversity Dialogues (e.g. contribution to World Kitchen event, culturally responsive pedagogy, local Interfaith Organization focusing on racism/colonialism as it relates to religion)

Several Diversity Dialogue topics were discussed, and the Zoom webinar format was recommended. Jenny is currently working with the Interfaith Council on an event focused on racism/colonialism as it relates to religion and members were enthusiastic to assist in this effort and co-sponsor the event.

- f. Resources for faculty relating to issues of race and social inequity

Members felt this was currently sufficiently covered by activities scheduled through CAFE and that no further action was necessary by FSDC.

- g. D&I GER expansion of course list to include upper division

After discussion with Dan Kline members decided there was no significant action to take on this initiative this year.

Final subcommittees were therefore established as below, and the committee will also continue to support the Multicultural Fellowship program.

- *Faculty Retention*
- *Increasing Awareness Through Website Development*
- *Diversity Database Survey*
- *Diversity Dialogues*

- VIII. Send your bio and a picture for FSDC website to Emily Madsen

[*\(emadsen6@alaska.edu\)*](mailto:emadsen6@alaska.edu)

- IX. Next meeting: October 16th 3-4:30pm via Zoom

- X. Announcements

- a. [2020 Student Diversity Award](#) accepting applications until Oct. 30th

- b. CAS requesting nominations for dean search committee (send name to uaa_casdean@alaska.edu)

Ryan Harrod volunteers to put his name forward for serving on this search committee. Members in CAS are encouraged to recommend Ryan for this position.

- c. [Open forums](#) for UAA 2025 Strategic Plan: Sept 24th 2-4pm, Oct. 9 9-11am, Oct. 22 1-3pm



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- d. *Vanessa is working with CAFE to offer a mindfulness-based anti-racism course for faculty and staff over the Fall semester. More details will be coming out about that from CAFE, but it will meet weekly for 8 weeks and will have a focus on people becoming aware of their own biases and blind spots about racism.*