



## **Faculty Senate Diversity Committee AY 2018-2019 Report**

April 2019

### **Summary of AY 2018-2019 Initiatives**

1. **Development of Diversity & Inclusion GER (D&I GER)**  
Faculty Senate Diversity Committee (FSDC) has been working closely with Daniel Kline, Director of General Education, to develop Student Learning Outcomes for a D&I GER. In addition, an inventory of all GER courses has been completed and 98 existing courses were found to satisfy these D&I GER student learning outcomes. Per procedure, UAA faculty were notified in March 2019 of this Diversity and Inclusion GenEd Initiative via the faculty listserv. The D&I GER will go through the appropriate curriculum review and approval process in AY19-20, guided by Dan Kline. Implementation of this new D&I GER is anticipated for newly enrolled students starting Fall 2020.
2. **Multicultural Postdoc/Pre-Professoriate Fellowship Program**  
FSDC has aimed to support the three Multicultural Fellows who joined UAA this year through invitations to join FSDC and in holding our Spring Diversity Dialogue at which each of the Fellows gave a presentation on their research activities. In addition, input was provided to the Multicultural Postdoc/Pre-Professoriate Fellowship Working Group in Fall 2018 as the Working Group drafted recommendations for the review process of department proposals. Searches are underway in three departments to fill additional Multicultural Fellows positions with these three new Fellows expected to arrive in Fall 2019. In addition, a current wave of proposals by departments seeking Multicultural Fellows is currently being evaluated by a committee formed by Interim Provost Stalvey, with new searches to begin for two Fellows in Fall 2019 for positions starting Fall 2020.
3. **Increased visibility via website to promote FSDC diversity initiatives**  
A new website has been built and will be published as soon as this is facilitated by an update to the the primary UAA Diversity page. This website includes, for example, bios of current FSDC members, current and past motions brought to Faculty Senate, as well as current and past initiatives. Faculty and staff activity related to Diversity and Inclusion will eventually be featured.
4. **Faculty Diversity Activities Database**  
FSDC has collected data, maintained, and analyzed the Faculty Diversity Activities Database. The committee update the database by re-launching the survey via Qualtrics in Spring 2019 (the first instance was in Spring 2015). The Spring 2015 database included 81 faculty entries, while the Spring 2019 database included 96 faculty entries as of April 26, 2019. The Spring 2019 database will remain open until May 11, 2019. The Spring 2019



Faculty Diversity Activities Database will be analyzed in Fall 2019. The database, and analysis of entries, will also be made available via the new FSDC website in Fall 2019.

The purposes of the Faculty Diversity Activities Database are to:

- create a community that is committed and interested in diversity and inclusion
- leverage the scholarly profile of faculty members
- leverage the diverse service of faculty members
- highlight the teaching by faculty members incorporating diversity and inclusion; and
- provide an Experts Database for internal and external constituents

#### 5. Diversity Dialogues:

Two successful Diversity Dialogues were held this year. Of note is that the spring dialogue featured UAA's first three Multicultural Pre\_Professoriate Fellows.

Fall: "Ethnic Studies: Value and Meaning, Then and Now" held Oct. 2018 at the UAA Bookstore in conjunction with the celebration of Filipino American History Month

Spring: "Multicultural Pre-Professoriate Fellows Research Spotlight" held April 19th at the UAA Bookstore

#### *April 2019 activities*

FSDC met with leadership and held the Spring Diversity Dialogue event in April. No monthly committee meeting was held. FSDC met with Chancellor Sandeen and Interim Provost Stalvey on April 16th to discuss the year's accomplishments and potential goals for next year. In anticipation of initiatives under consideration for next year, and guided by needs identified by the Diversity Action Council's Enhance Diverse Curriculum and Pedagogy subcommittee, FSDC requested that funding be identified to incentivise course development to enhance diversity and inclusion. This request was positively received and work is underway to prepare funding opportunities using existing funding mechanisms for Fall 2019. In addition, FSDC requested that resources be dedicated to the development of an International Office to support international students and faculty. A welcome event hosted or co-hosted by FSDC was also discussed for the incoming Multicultural Pre-Professoriate Fellows in Fall 2019. FSDC will follow up with each of these initiatives in AY2019-2020.

**FSDC will hold its first meeting of the AY2019-2020 year, our August "retreat", on August 21, 2019 in CPSB 105A (time to be announced). All interested in joining this retreat, or for more information about joining FSDC, can contact Erin Hicks ([ekshicks@alaska.edu](mailto:ekshicks@alaska.edu)).**



# UNIVERSITY of ALASKA ANCHORAGE

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

## 2018-2019 Co-Chairs

Thomas Chung, Fine Arts	Erin Hicks, Physics & Astronomy
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## 2018-2019 Members

Carrie Aldrich, Writing	Ryan Harrod, Anthropology
Jeane Breinig, Interim Vice Chancellor of Alaska Natives & Diversity (ex-officio)	Wei-Ying Hsiao, Education
Sigrid Brudie, Library	Kathy Kelsey, Biology
Yvonne Chase, Human Services	Beth Leonard, Alaska Native Studies
Amber Christensen Fullmer, Human Services	Emily Madsen, English
Herminia Din, Arts	Vanessa Meade, Social Work
Gabriel Garcia, Health Sciences	Virginia Miller, Health Sciences
Songho Ha, History	Anita Moore-Nall, Health Sciences
Hiroko Harada, Languages	Kimberly Pace, Political Studies and Women's Studies