



Faculty Senate Diversity Committee March Report

Attendance at meeting held March 22, 2019 3-4:30pm in ADM 102.

2018-2019 Co-Chairs

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

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

P= Present; A= Absent; E= Excused



I. Roll call and welcome

Meeting convened at 3:05

II. DAC Curriculum Subcommittee update (Erin and Tom)

Co-chairs Thomas Chung and Erin Hicks presented updates from the DAC Curriculum Subcommittee March meeting.

a. Multicultural Pre-Professoriate Fellowship Program

Objectives to provide support for the Multicultural Pre-Professoriate Fellows were discussed including opportunities for professional development, FSDC support of the program, start up packages, establishing annual evaluations, grant accessibility, opportunities to present research, and mentoring tailored to research and background. Security for transition to tenure track is a priority. FSDC intends to discuss setting up a meeting for the Multicultural Pre-Professoriate Fellows to meet with the provost.

b. Incentivising Diversity and Inclusion Curriculum Development

FSDC members provided suggestions for incentivising diversity and inclusion in the curriculum. The suggestion was made that a diversity centered funding award could be offered to support course development. An additional idea presented was to adjust current funding opportunities to prioritize faculty development that furthers topics of diversity and inclusion. Funding for faculty to attend conferences covering topics related to diversity and inclusion in curriculum was also recommended.

Other update from the DAC Subcommittee included the news that ESL classes have been activated in the curriculum and will be available next Fall. The establishment of a Women & Gender Studies Program is also moving forward with the enthusiastic support of Chancellor Sandeen.

III. Subcommittee Updates

a. FSDC Website (Emily)

The FSDC website is ready to go live once issues with the umbrella Diversity page are resolved. Emily has included a member directory, which is nearly complete.



The website will include past meeting minutes, as well as ongoing and past initiatives. FSDC is also investigating assigning a designated staff member to update the website in the future.

b. Diversity Database (Gabe)

Reminder email went out to the listserv 3/22. 67 entries to the survey database have been submitted currently. A final reminder will be sent to complete the survey before faculty go off contract. Gabe will prepare a report based on the survey results and this will be shared publicly.

IV. Diversity Dialogue Update: April 19th 3-5pm at the UAA Bookstore

All three of the current Multicultural Postdoctoral Fellows will be giving an approximately 20 minutes presentation on their research. A brief introduction to the Multicultural Pre-Professoriate Fellowship Program will also be given.

V. FSDC meeting with Chancellor & Provost: April 16th 10:30-11:30 ADM 204

a. Current Initiatives and Goals

Updates will be provided on the Diversity GER SLOs, the current status of the Diversity GER Inventory including related DAC benchmarks for success, the Multicultural Pre-Professoriate Fellowship Program, FSDC website, Diversity Database, the Fall 2018 Diversity Dialogue co-sponsored by the Filipino American History Month event, and the Spring 2019 Diversity Dialogue showcasing the research activities of UAA's Multicultural Pre-Professoriate Fellows.

b. Internationalization

The DAC objectives related to internationalization will be covered and support for the action items will be requested.

c. Request for Support

The implementation and incentivising of many of the DAC initiatives will require the support of the Chancellor and Provost. The preexisting Chancellor research award could be incentivised to promote diversity and inclusion based research, as well as diversity event funding being used to promote course development focusing on diversity and inclusion. The continuation of implementing the Diversity GER, ESL program, the Women and Gender Studies program, and



support for the Multicultural Pre-Professoriate Fellowship Program will be discussed as well.

VI. FSDC membership and leadership for next year

Amber Christensen Fullmer and Erin Hicks expressed interested in co-chairing. An official vote for next year's co-chairs will be officially conducted at the first FSDC Fall 2019 meeting, once current membership is concretized. An advertisement for FSDC membership to faculty senate is planned. We are anticipating potential changes in faculty workloads affecting membership.

VII. Ideas for AY2019-2020 FSDC goals

- a. Supporting D&I GER through approval process*
- b. Incentivize development of Diversity and Inclusion curriculum*
- c. Supportive Women and Gender Studies program implementation*
- d. Supporting Multicultural Pre-Professoriate Fellows- The creation of a welcome event for new fellows, presentation from past Pre-Professoriate Fellows as well as check-ins with current Postdocs are planned as methods to support the program.*
- e. Language/Writing center support for international faculty*
- f. Diversity Dialogues- Potential topics were discussed including the promotion of the Women & Gender Studies program, the Chief Diversity Officer, and academic writing. Hosting these events in collaboration with the DAC was also discussed.*

VIII. August FSDC retreat date & time

A date and location were set for the August FSDC retreat. August 21st/CPSB 105A

IX. Next Meeting: April 19th 3-5pm - Diversity Dialogue

X. Announcements:

- a. Search for Chief Diversity Officer, advertise widely: [apply here](#)*