



UNIVERSITY of ALASKA ANCHORAGE

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

Faculty Senate Diversity Committee November Report

Attendance at meeting held November 21, 2018 34:30pm in ADM 102.

20182019 CoChairs

P	Erin Hicks, Physics & Astronomy	P	Thomas Chung, Arts
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20182019 Members

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

P= Present; A= Absent; E= Excused



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I. Roll call and welcome

Meeting convened at 3:05

II. Vote on support of effort to add diversity and inclusion activities to faculty Annual Activity Reports

Advocate for including optional box on Electronic Annual Activity Reports?

FSDC co-chairs met with Prof. Clare Dannenberg who shared an idea for adding a component to faculty annual activity reports for reporting of activities relevant to diversity and inclusion. FSDC co-chairs presented this idea during the October meeting.

At our November meeting members reported back on their thoughts and the thoughts of fellow faculty members. While many positives were discussed including the potential resource of information on faculty inclusive and diversity activities, FSDC ultimately voted not to support this new change at the moment. It was felt that more of a framework needs to be put in place at UAA before placing any expectation on faculty that they participate in these activities, even if only a perceived expectation with an optional box. However, we have already begun a voluntary database of faculty reports on diversity and inclusivity activities at UAA, including instruction, and the general sentiment was that the work we are involved in to implement the new diversity GER is pointing out the curriculum that reflects UAA's success in this area. It is our hope that this database and the GER effort can satisfy the need to better understand diversity and inclusivity activities across UAA's campuses.

III. Subcommittee Updates

a. Diversity & Inclusion GER: SLOs (Tom)

Subcommittee has resolved the language of the SLO's enough to begin the second assessment of the course inventory. This reevaluation has begun and has changed



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the status of several potential courses in terms of their eligibility for the diversity GER.

b. Diversity & Inclusion GER: Benchmarks (Erin)

Erin Hicks reported that this action will be completed as part of the goals achieved by the Diversity Action Council "Enhance Diverse Curriculum" subcommittee in FY19.

c. Multicultural Postdoctoral Fellowship Program Working Group (Erin)

Erin Hicks reported that the Working Group has nearly finalized their recommendations for the program and will submit these to the Provost's office by mid-December as originally planned. Key developments include confirmation that administration intends to transition Multicultural Postdoc Fellowship positions to tenure track, and that it is being recommended that the deans' offices discuss the future hiring needs in department interested in proposing to host a Fellow prior to submitting a proposal.

d. Multicultural Postdoctoral Fellowship Program: Prof. Development

This subcommittee discussed several opportunities available to the Fellows during their October meeting and are exploring ways to complement these existing activities.

e. FSDC Website & Diversity Database (Emily)

Emily will be attending website creation training. Committee discussed needing to decide what the website should look like and what content should be included. Most member bios have been sent to Emily and will be available to add to the

website. A draft will be brought before the committee for feedback.

f. Internationalization (Songho)

Songho reported that no response has been received about the creation of an international student center and the effort to provide more support for international students and faculty. Committee discussed the potential for assisting international student in a cultural climate of xenophobia.

IV. Update on search for “Chief Diversity Officer” (Erin)

Erin Hicks reported that the Chief Diversity Officer position was originally planned to be an interim position, and an internal search, but the transition has now been made



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to a permanent position which requires a national search. Before proceeding with a search the committee has recommended that the seek clarification regarding how this position is expected “to hold the institution accountable” and what resources will be available to achieve this goal.

V. Break out into FSDC Subcommittees

Committee members needing to discuss matters specific to their subcommittees were offered time to conduct these discussions.

VI. Next Meeting: December 21st 3-4:30 ADM 102 - how many will be in attendance? No

meeting was planned for December. If a meeting becomes necessary then it will be scheduled by Dec. 7.

VII. Announcements

- a. We need a community campus representation on FSDC, please invite your colleagues.
- b. Student Diversity Award submissions due Dec. 7th