



UNIVERSITY of ALASKA ANCHORAGE

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

Date: March 21, 2021

From: UAA Faculty Senate Diversity Committee

Subject: Resolution on commitment to Alaska Native Students, Faculty, and Staff

On March 19, 2021 the UAA Faculty Senate Diversity Committee approved the following resolution.

Resolution #210319-1

In December 2020 the UAA Faculty Senate Diversity Committee (FSDC) approved a motion in support of the recommendations made by the Alaska Native Studies Council regarding the retention of Alaska Native faculty and students at UAA. A December 20, 2020 memorandum from the Alaska Native Studies Council recommended the formation of a task force to develop a series of recommendations with associated timeline and benchmarks for implementation. FSDC supports the formation of this Task Force and would like to emphasize the importance of the following recommendations:

- Without administrative accountability all efforts to support our Alaska Native community are in danger of failing. The concerns raised this year are critical due to years of neglected findings and recommendations. We recommend that administrative objectives be issued with the aim of committing to a fair balance of Alaska Native faculty to students.
- Alaska Native Studies needs to be strengthened as a program. Resources should be invested to support the creation of an Alaska Native major and the requisite number of faculty members should be hired.
- In addition to the recommendations regarding recruitment, we also recommend that a working group be formed to focus specifically on faculty *retention*. The information gathered from exit interviews could provide useful insight into preventing future losses.
- Recruitment and retention of Alaska Native *staff* as well as faculty should be pursued.
- Flexibility should be considered regarding required degree qualifications for faculty in disciplines where a significant needed knowledge base can be acquired through multiple ways of knowing.
- American Indian and Alaska Natives with advanced degrees (e.g. Ph.D.) are statistically rare. In addition to the recommendations in support of community building, we recommend that resources be focused on pipelines that encourage and allow Alaska Native students to obtain the necessary qualifications to become potential UA faculty members.



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- In addition to focusing on areas where Alaska Native faculty currently and formerly held positions, we recommend recruitment and retention of Alaska Native faculty at UA be a focus for all programs and departments.

Budget issues and job insecurity are heavy burdens on each one of us in the UA community lately. However, we believe this is an opportunity for the administration to demonstrate that they value all of our members, especially those historically underserved. We strongly support a dedicated effort to build toward a 10% Alaska Native faculty body in the coming years, and we hope that the priorities shown by leadership will aim to dismantle systemic racism and inequality. It is only in difficult times that we can see what a community or individual truly values. Thank you for your dedication and commitment.

Sincerely,

Thomas Chung (FSDC Co-Chair)

Erin K. S. Hicks (FSDC Co-Chair)

2020-2021 FSDC Members

Carrie Aldrich, Writing

Sigrud Brudie, Library

Matthew Calhoun, Civil Engineering

Yvonne Chase, Human Services

Tzu-Chiao Chen, Communication

Herminia Din, Arts

Gabriel Garcia, Health Sciences

Songho Ha, History

Ryan Harrod, Anthropology

Wei-Ying Hsiao, Education

Seta Kabranian-Melkonian, Human Services

Emily Madsen, English

Amana Mbise, Social Work

Jennifer McCurdy, Philosophy

Vanessa Meade, Social Work

Virginia Miller, Health Sciences

Anita Moore-Nall, Population Health Sciences

Kimberly Pace, Political Studies and Women's Studies

Sondra Shaginoff-Stuart, Alaska Native Studies

Jessica Ullrich, Social Work

Michele Yatchmeneff, Civil Engineering

Annie Ping Zeng, Languages