



UNIVERSITY of ALASKA ANCHORAGE

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

Date: April 26, 2020

To: Dr. Nathaniel Hicks
eAAR Steering Committee

From: Faculty Senate Diversity Committee

Subject: Recommendation for including of Diversity and Inclusion

On April 17, 2020 the Faculty Senate Diversity Committee approved motion 200417-02 making the following recommendation regarding reporting of diversity and inclusion activities on faculty electronic annual activity reports.

Proposal for including Diversity & Inclusion on Electronic AAR Motion 200417-02

Diversity and inclusion is a core value at UAA. Thus, FSDC proposes that UAA note diversity and inclusion activities of faculty in teaching, research/creative activity, and service on the new electronic Annual Activity Report. The information related to diversity and inclusion will be collated and provided to FSDC to include in the Faculty Diversity Database, which aims to:

- Create a community that is committed to and interested in diversity and inclusion activities;
- Leverage the scholarly profile of faculty members;
- Leverage the diversity and inclusion work of faculty members; and
- Provide an Experts Database for internal and external constituents.

Additionally, the data from the database could be used to include in university reports to highlight diversity and inclusion activities of the faculty for accreditation purposes, as well as in developing recruitment materials to attract a diverse student body.

In including Diversity and Inclusion on the electronic Annual Activity Report (AAR), we recommend the following:

- Including UAA's "Diversity and Inclusion" statement on the form, which can be found on the [UAA Diversity website](#).



UNIVERSITY of ALASKA ANCHORAGE

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

- Simplifying the identification of diversity and inclusion activity by adding a checkbox, for example, that allows the faculty to identify that their activity was related to diversity and inclusion.
- Adding a space to list faculty professional development activities (in addition to listing teaching, research/creative activity, and service activities), which would also include a checkbox that allows the faculty to identify that their professional development activity was related to diversity and inclusion.

Sincerely,

Amber Christensen Fullmer (FSDC Co-Chair)

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

2019-2020 FSDC Members

Carrie Aldrich, Writing

Sigrid Brudie, Library

Yvonne Chase, Human Services

Amber Christensen Fullmer, Human Services

Thomas Chung, Fine Arts

Herminia Din, Arts

Gabriel Garcia, Population Health Sciences

Songho Ha, History

Annette Hornung, English

Ryan Harrod, Anthropology

Erin Hicks, Physics & Astronomy

Wei-Ying Hsiao, Education

Emily Madsen, English

Amana Mbise, Social Work

Jennifer McCurdy, Philosophy

Vanessa Meade, Social Work

Virginia Miller, Population Health Sciences

Anita Moore-Nall, Population Health Sciences

Paul Ongtooguk, Alaska Native Studies Director

Kimberly Pace, Political Studies and Women's Studies

Evan Shenkin, Sociology

Heidi Senungtuk, Alaska Native Studies

Annie Ping Zeng, Languages