



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 28, 2020

To: Chancellor Cathy Sandeen
Interim Provost John Stalvey
Interim Dean John Petraitis

From: Faculty Senate Diversity Committee

Subject: Concern Regarding Impacts to Diversity, Equity, and Inclusion Curricula at UAA

The Faculty Senate Diversity Committee wishes to bring attention to and share our concern regarding the impacts of on-going budget cuts to faculty positions and programs that are key contributors to upholding UAA's Diversity Statement and creating an inclusive environment at UAA.

"Our term professor Alvin Amason just found out his contract will not be renewed Fall 2020 and with his absence our entire Alaska Native Arts program is gone. This program was not recommended for discontinuation during expedited program reviews. At promotional events and in interviews I raved about UAA's Native Arts offerings. Where else can you learn to skin a moose for college credit? Those classes made UAA special and it breaks my heart that more people could not see the necessity and value in them" - Tom Chung: Fine Arts Faculty, Faculty Senate Diversity Committee member, and Co-Chair of Diversity Action Council Subcommittee on Enhancing Diverse Curriculum and Pedagogy

"The University fosters an inclusive, welcoming and respectful campus community that promotes diversity, civility, inclusion, and an appreciation for each unique member of our academic community." This excerpt from UAA's Diversity Statement is a promise to our students that they have membership in a community that values their culture and identities. With the adoption of UAA's Diversity & Inclusion Action Plan (D&IAP) much has been achieved that confirms this commitment, including in diversifying UAA's curriculum. FSDC has devoted effort to building and supporting the Multicultural Pre-Professoriate Fellowship program, and the expertise of the first cohort of Fellows in diversity, equity and inclusion has reached our students in the classroom and society at large. FSDC has also worked to develop the Diversity & Inclusion GER which will be implemented this coming Fall, bringing the critical perspective of the range of human experience to more UAA students than ever before. These D&IAP recommendations have been realized due to the dedication of many faculty with the support of our University leadership.



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Despite initiatives across UAA to ensure our University serves and reflects the rich diversity of our community, we are concerned that faculty positions, programs and curriculum essential to an inclusive environment at UAA are being overlooked in the sacrifices made during these unprecedented times. For example, the Expedited Academic Program Review recommendation to discontinue sociology offerings will be felt in our community as a whole, to some much more than others. Outside of this formal review process, the termination of adjuncts and term faculty is resulting in the loss of programs such as Alaska Native Arts. This curriculum, as well as courses in Ethnobotany, give students the rare opportunity to learn directly from Alaska Native Elders. The loss of these programs directly impacts diversity in UAA's community and curriculum, and furthermore reduces available Alaska Native-Themed and Diversity & Inclusion General Education Requirement courses.

We therefore request that the cumulative impact of terminated programs and faculty, including adjunct and term faculty, be considered in terms of our established UAA values regarding diversity, inclusion, and equity. The Diversity Action Council resolution 2020-01 emphasized the importance of considering the impact of your decisions on diversity and inclusivity during the Expedited Academic Program Review. We also ask that this same consideration be given to program and faculty reductions outside of this formal program review process

Thank you for your dedication and commitment; it is understood that the future wellbeing of UAA is behind every difficult decision.

Sincerely,

Erin K. S. Hicks (FSDC Co-Chair)
Amber Christensen Fullmer (FSDC Co-Chair)
Thomas Chung

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



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Ryan Harrod, Anthropology
Erin K. S. Hicks, Physics & Astronomy
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, 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