



Date: March 21, 2021

From: UAA Faculty Senate Diversity Committee

Subject: Resolution on recruitment to Alaska Native Student, Faculty, and Staff

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

Resolution #210 19-1

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

- Without administrative accountability all effort to support our Alaska Native student unit are in danger of failing. The concerns raised this year are critical due to year of neglected funding and recommendation . We recommend that administrative objectives be aligned with the aim of recruiting to a fair balance of Alaska Native faculty to student .
- Alaska Native Student need 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 member should be hired.
- In addition to the recommendation regarding recruitment, we also recommend that a working group be formed to focus specifically on faculty retention. The information gathered from exit interviews would provide useful insight into preventing future losses .
- Recruitment and retention of Alaska Native staff as well as faculty should be pursued. Those with advanced degrees (e.g. Ph.D.) are particularly

critical,

rare. In addition to the recommendation in support of student unit building, we recommend that resources be focused on pipeline that encourage and allow Alaska Native student to obtain the necessary qualifications to become potential UAA faculty member .

