



Faculty Alliance

Resolution 2022-02

Resolution to Support ANSI Goals

WHEREAS: The University of Alaska System voted unanimously to support the Alaska Native Success Initiative, due to the documented history of non-support encountered by Alaska Native students, staff, administrators, and faculty that creates a hostile learning and work environment for Alaska Native peoples. This hostile environment contributes to low retention rates of Alaska Native students and faculty.

WHEREAS: The University of Alaska System is unable to adequately retain and promote Alaska Native professors, such that Alaska Natives make up over 20 percent of the population in Alaska, which is closely reflected in the student populations at UAA, UAF, and UAS; yet the systemwide population of Alaska Native faculty is 3.4% overall (5.7% of the Assistant Professors, 2.5% of the Associate Professors, and 1.3% of the full Professors).

WHEREAS: The aforementioned numbers are a reflection of systemic inequities at the structural and curricular levels.

WHEREAS: The University of Alaska System has systemically and historically failed to meet the needs of Alaska Native students, and failed to adequately incorporate Alaska Native peoples, languages, histories, and organizations across the curricula.

WHEREAS: Fiscal contributions from Alaska Native organizations in the form of scholarships and grant funding, as well as federal Title III funding for components of the university that qualify as being Alaska Native Serving Institutions, are significant. Hence, there must be explicit data and reporting to how these funds are spent and if they result in Alaska Native student success and improve the current low rates of retention.

WHEREAS: The governmental sovereignty of Alaska Native Tribes and the fiscal sovereignty of ANCSA Corporations contribute to the vibrancy and health of the University of Alaska system.

WHEREAS: The University of Alaska System has attempted to respond to many of these requests by developing the Alaska Native Success Initiative; however, making system improvements and moves toward equity requires conscious systemic and structural shifts on the part of all faculty, staff, administrators, and students.

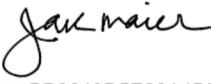
WHEREAS: University of Alaska System would do well to review their hiring practices and monitor the diversity of their faculty regarding Alaska Native hires, and to develop methods to increase

inclusion of Alaska Native peoples, languages, histories, and organizations in order to ensure that educational pathways are accessible to Indigenous peoples and inclusive of their Ways of Knowing as much as possible.

THEREFORE, BE IT RESOLVED: the Faculty Alliance calls on the University of Alaska system administrative leadership and Board of Regents to commit to the following five priorities that we believe will contribute significantly towards Alaska Native student success:

1. Dedicate no less than 3 percent of the University of Alaska System's total unrestricted general funds or \$9 million per year, depending on which is higher, to endow Alaska Native senior-level professorships at each university and recruit Alaska Native faculty at the junior-level until faculty diversity matches that of the State of Alaska.
2. Develop an Office of Indigenous Excellence and Innovations at each university involving the Alaska Native Studies Council, student leaders, and ANSI leads, which will provide the structure required to ensure the success of ANSI and is empowered to bring Indigenous content to every academic department and program to encourage inclusion and decolonization.
3. Implement a mandatory anti-discrimination training program that requires faculty, staff, and administrators to maintain certification in anti-discrimination practices. Create a reporting system for anti-Native behaviors, similar to that of Title IX. The training program would be developed by members of the Alaska Native Studies Council and ANSI leaders.
4. Examine the existing Native student support centers and ensure they have adequate funding and staffing.
5. Review the University of Alaska system hiring practices and monitor the diversity of their faculty regarding Alaska Native hires. Implement an effective hiring process that expands recruitment beyond traditional sites to include advertising in Alaska Native organizations, including tribes and corporations. Also, consider hiring an outside Human Resources expert to find high quality AK Native candidates for tenure-track positions.

The UA Faculty Alliance approved this resolution unanimously on 27 April 2022.

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Julie A.K. Maier, Ph.D.
Chair, UA Faculty Alliance