



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Staff Alliance
Resolution FY2025-01
Regarding Board of Regents motion on DEI language

Whereas, the University of Alaska Board of Regents passed a motion at its February 21 meeting directing the universities to take all necessary actions to comply with federal executive orders including the removal of all mentions of diversity, equity, inclusion, affirmative action and other associated words from all digital and print platforms, position titles and offices, and;

Whereas, the motion was not included in the meeting agenda posted ahead of the meeting, nor added to the agenda when adopted, nor when the board had determined to take the action; and

Whereas, board members during the meeting were observed holding non-posted and unofficial meetings, never exceeding three members of the board at a time, in order to further discuss the motion without following Alaska Open Meeting Act regulations, and;

Whereas, as a result of these actions neither governance representatives nor the general public were provided opportunity to give feedback or testimony on the motion before it was passed, nor were governance representatives or meeting attendees provided with a copy of the motion prior to its approval, and;

Whereas, in the subsequent fallout from this action, the university, its board and leadership have been subjected to significant backlash and reputational damage, and;

Whereas, the internal community has suffered from uncertainty over the extent of the impact of the motion causing even further unrest and negative impacts, and;

Whereas, while the Staff Alliance understands the position that the board was in to take action on executive orders in a short timeline, there were plenty of opportunities to amend the agenda and provide open discussion, receive feedback, and further define the scope of the motion prior to action in accordance with the law and university policy on shared governance, and;

Whereas, the failure to do so further exacerbated this already difficult situation and created unnecessary uncertainty, distrust and fear to members of staff, faculty, students, donors and the public, and;

Therefore let it be resolved, that the Staff Alliance calls on the Board of Regents to recognize that this experience was unnecessarily difficult and counter to our principles, and commit to take no further actions that circumvent our shared governance structures and philosophy, and;

Let it be further resolved that the Board of Regents and university leadership take all necessary actions to clarify the extent of the impact of this decision. In particular, making clear and undeniable support for academic freedom, freedom of speech, program accreditation, commitment to law and policy, and the health and wellbeing of all members of the university community

Adopted by a unanimous vote by the Staff Alliance on the 10th day of March 2025.

Signed by:
Austin Wayne Cranford

Austin Cranford, Chair