

# University of Alaska Fairbanks Alaska Native Success Initiative Baseline Data

May 2021



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**We acknowledge the Alaska Native nations upon whose ancestral lands our campuses reside. In Fairbanks, our Troth Yeddha' Campus is located on the ancestral lands of the Dena people of the lower Tanana River.**



# UAF ANSI Action Team Members:

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Dr. Charlene Stern, *Interim Vice Chancellor for Rural, Community and Native Education*

Dr. Barb Amarok, *Northwest Campus Director*

Dr. Jessica Black, *Associate Professor of Alaska Native Studies and Rural Development*

Dr. Courtney Carothers, *Associate Professor, College of Fisheries and Ocean Sciences*

Dr. Sean Topkok, *Associate Professor, Center for Cross-Cultural Studies*

Keith Champagne, *Former Vice Chancellor for Student Affairs*

Owen Guthrie, *Associate Vice Chancellor for Enrollment Management*

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# Enrollment and Graduation Trends for Alaska Native and American Indian Students 2016-2020



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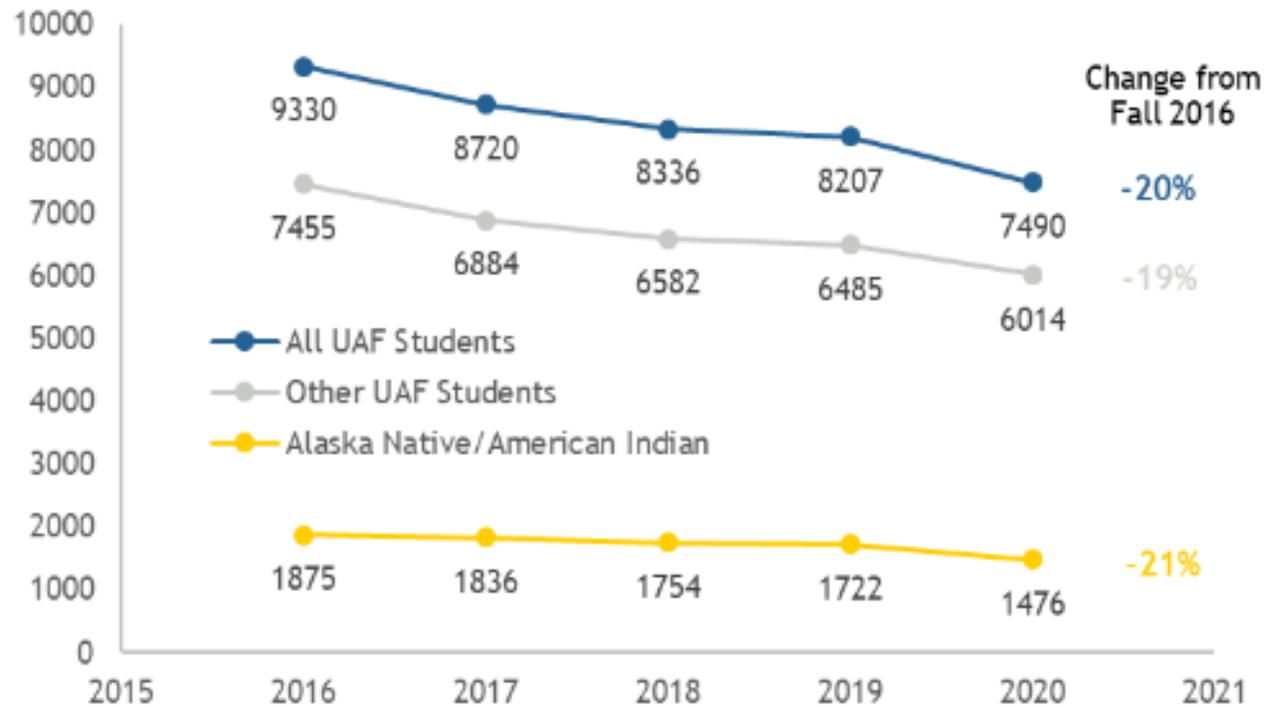
Data and graphs provided by UAF PAIR with UA Data Warehouse SI Opening, Closing and Degree Extracts.



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# UAF Enrollment Trends 2016-2020

## HEADCOUNT



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# AK Native and American Indian headcount and % of total by campus 2016-2020

ALASKA NATIVE/AMERICAN INDIAN HEADCOUNT BY UAF CAMPUS	Distinct Student Headcount					Percent of Total Campus Enrollment				
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
UA Fairbanks	1,875	1,836	1,754	1,722	1,476	20.1%	21.1%	21.0%	21.0%	19.7%
Fairbank	720	772	764	820	829	11.8%	13.6%	14.4%	15.1%	15.5%
Bristol Bay	367	288	193	188	67	50.0%	53.8%	47.0%	47.0%	29.4%
Chukchi	63	56	41	59	66	29.7%	29.3%	20.2%	28.0%	34.6%
Interior Alaska	259	279	245	213	154	63.3%	67.1%	63.8%	61.0%	58.3%
Kuskokwim	194	245	244	186	208	38.7%	46.9%	48.6%	42.3%	40.2%
Northwest	145	124	146	136	131	43.0%	34.3%	51.6%	39.8%	56.5%
Rural College	251	274	283	152	141	28.1%	33.7%	33.3%	38.1%	35.3%
UAF CTC	338	367	331	466	398	14.0%	15.1%	13.7%	18.4%	18.3%

# Enrollment comparisons with demographics 2016-2020

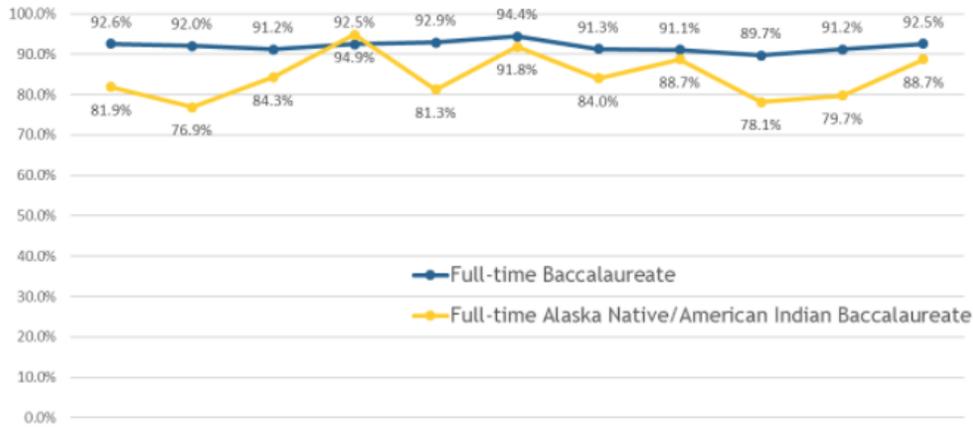
	Alaska Native/American Indian				Other UAF Student				UAF Total			
	Fall 2016	Fall 2020	% Chang	5-year Trend	Fall 2016	Fall 2020	% Chang	5-year Trend	Fall 2016	Fall 2020	% Chang	5-year Trend
<b>University Total</b>	4,212	3,470	-17.6%		16,703	13,379	-19.9%		20,915	16,849	-19.4%	
<b>Full-time/Part-Time Status</b>												
Full-time at UAF	470	501	6.6%		3,245	2,272	-30.0%		3,715	2,773	-25.4%	
Part-time at UAF	1,405	975	-30.6%		4,210	3,742	-11.1%		5,615	4,717	-16.0%	
Full-time at UA	515	526	2.1%		3,508	2,479	-29.3%		4,023	3,005	-25.3%	
Part-time at UA	1,360	950	-30.1%		3,947	3,535	-10.4%		5,307	4,485	-15.5%	
<b>Class Standing</b>												
Freshman (1st Time)	183	156	-14.8%		709	498	-29.8%		892	654	-26.7%	
Freshman (Cont.)	191	203	6.3%		557	487	-12.6%		748	690	-7.8%	
Sophomore	213	193	-9.4%		898	643	-28.4%		1,111	836	-24.8%	
Junior	155	154	-0.6%		770	618	-19.7%		925	772	-16.5%	
Senior	246	235	-4.5%		1,374	1,116	-18.8%		1,620	1,351	-16.6%	
UA Degree Seeking	88	45	-48.9%		303	224	-26.1%		391	269	-31.2%	
Non-Degree Seeking	707	384	-45.7%		1,880	1,621	-13.8%		2,587	2,005	-22.5%	
<b>Degree-Seeking Status</b>												
OEC	14	15	7.1%		38	31	-18.4%		52	46	-11.5%	
Certificate	116	96	-17.2%		257	249	-3.1%		373	345	-7.5%	
Associate (AAS)	197	151	-23.4%		512	363	-29.1%		709	514	-27.5%	
Associate (AA)	152	114	-25.0%		376	246	-34.6%		528	360	-31.8%	
Bachelor	509	565	11.0%		3,124	2,474	-20.8%		3,633	3,039	-16.4%	
Licensure	3	4	33.3%		65	77	18.5%		68	81	19.1%	
Master	61	66	8.2%		611	508	-16.9%		672	574	-14.6%	
Doctorate	28	36	28.6%		289	221	-23.5%		317	257	-18.9%	
UA Degree Seeking	88	45	-48.9%		303	224	-26.1%		391	269	-31.2%	
Non-Degree Seeking	707	384	-45.7%		1,880	1,621	-13.8%		2,587	2,005	-22.5%	
<b>Gender</b>												
Female	1,263	1,048	-17.0%		4,053	3,428	-15.4%		5,316	4,476	-15.8%	
Male	605	398	-34.2%		3,346	2,369	-29.2%		3,951	2,767	-30.0%	
Not Reported	7	30	328.6%		56	217	287.5%		63	247	292.1%	
<b>Age</b>												
Under 25	763	680	-10.9%		3,539	2,854	-19.4%		4,302	3,534	-17.9%	
25 and older	1,112	796	-28.4%		3,912	3,136	-19.8%		5,024	3,932	-21.7%	
Not Reported	0	0	0.0%		4	24	500.0%		4	24	500.0%	

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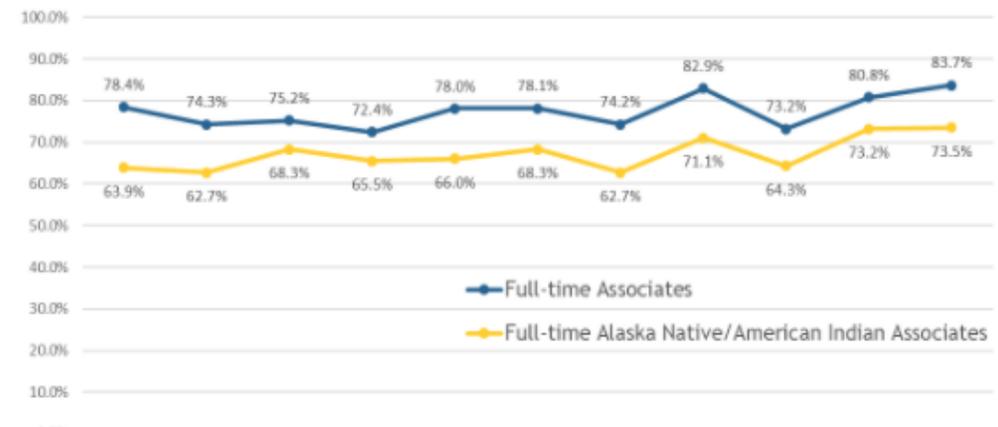


# Persistence of first-time full-time students from Fall to Spring 2009-2019

FIRST-TIME FULL-TIME BACCALAUREATE DEGREE-SEEKERS



FIRST-TIME FULL-TIME ASSOCIATES DEGREE-SEEKERS

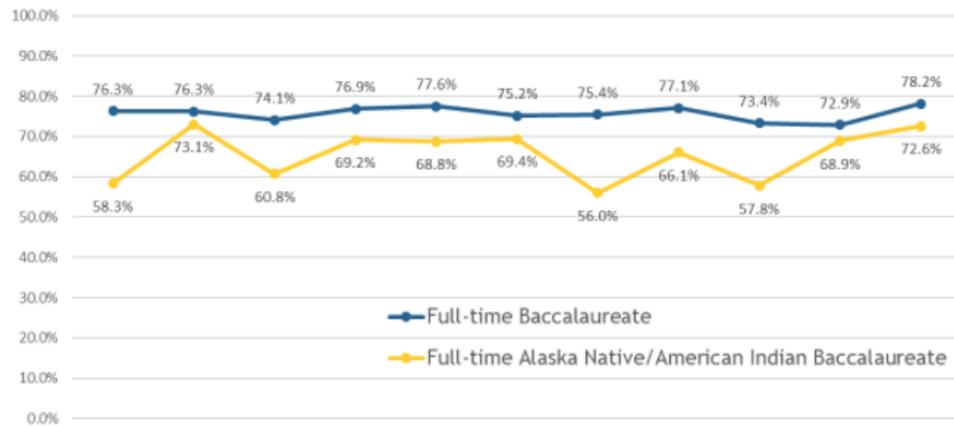


ENTER	FALL 09	FALL 10	FALL 11	FALL 12	FALL 13	FALL 14	FALL 15	FALL 16	FALL 17	FALL 18	FALL 19
	72	52	51	39	48	49	50	62	64	74	62
RETURN	SPR 09	SPR 10	SPR 11	SPR 12	SPR 13	SPR 14	SPR 15	SPR 16	SPR 17	SPR 18	SPR 19
	59	40	43	37	39	45	42	55	50	59	55

ENTER	FALL 09	FALL 10	FALL 11	FALL 12	FALL 13	FALL 14	FALL 15	FALL 16	FALL 17	FALL 18	FALL 19
	108	102	63	58	50	41	51	38	70	41	49
RETURN	SPR 09	SPR 10	SPR 11	SPR 12	SPR 13	SPR 14	SPR 15	SPR 16	SPR 17	SPR 18	SPR 19
	69	64	43	38	33	28	32	27	45	30	36

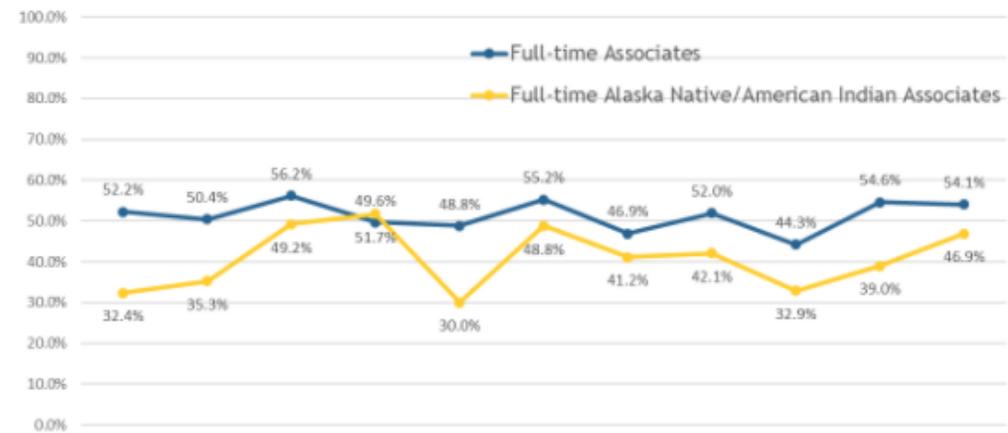
# Retention of first-time full-time students from Fall to Fall 2009-2010

FIRST-TIME FULL-TIME BACCALAUREATE DEGREE-SEEKERS



ENTER	FALL 09	FALL 10	FALL 11	FALL 12	FALL 13	FALL 14	FALL 15	FALL 16	FALL 17	FALL 18	FALL 19
	72	52	51	39	48	49	50	62	64	74	62
RETURN	FALL 10	FALL 11	FALL 12	FALL 13	FALL 14	FALL 15	FALL 16	FALL 17	FALL 18	FALL 19	FALL 20
	42	38	31	27	33	34	28	41	37	51	45

FIRST-TIME FULL-TIME ASSOCIATES DEGREE-SEEKERS



ENTER	FALL 09	FALL 10	FALL 11	FALL 12	FALL 13	FALL 14	FALL 15	FALL 16	FALL 17	FALL 18	FALL 19
	108	102	63	58	50	41	51	38	70	41	49
RETURN	FALL 10	FALL 11	FALL 12	FALL 13	FALL 14	FALL 15	FALL 16	FALL 17	FALL 18	FALL 19	FALL 20
	35	36	31	30	15	20	21	16	23	16	23

# First Generation and Pell Grant Aid 2016-2020

FIRST GENERATION AMONG AID STUDENTS - ALASKA NATIVE/AMERICAN INDIAN COMPARED TO ALL OTHERS

	Aid Recipients			First Generation			% First Generation		
	AK Native	All Others	Total	AK Native	All Others	Total	AK Native	All Others	Total
FALL 2016	457	2,156	2,613	319	1,116	1,435	69.8%	51.8%	54.9%
FALL 2017	527	2,019	2,546	382	937	1,319	72.5%	46.4%	51.8%
FALL 2018	541	1,928	2,469	356	881	1,237	65.8%	45.7%	50.1%
FALL 2019	520	1,824	2,344	345	820	1,165	66.3%	45.0%	49.7%
FALL 2020	499	1,642	2,141	330	672	1,002	66.1%	40.9%	46.8%

UAF PELL GRANT RECIPIENTS - ALASKA NATIVE/AMERICAN INDIAN COMPARED TO ALL OTHERS

	N Enroll			Pell Recipients			% Pell Recipients		
	AK Native	All Others	Total	AK Native	All Others	Total	AK Native	All Others	Total
FALL 2016	1,875	7,455	9,330	317	1,119	1,436	16.9%	15.0%	15.4%
FALL 2017	1,836	6,884	8,720	375	1,083	1,458	20.4%	15.7%	16.7%
FALL 2018	1,754	6,582	8,336	400	1,095	1,495	22.8%	16.6%	17.9%
FALL 2019	1,722	6,485	8,207	370	1,022	1,392	21.5%	15.8%	17.0%
FALL 2020	1,476	6,014	7,490	326	867	1,193	22.1%	14.4%	15.9%

**University of Alaska Fairbanks**  
**Degrees Awarded per Alaska Native/American Indian Status, Degree Level and Fiscal Year**

UAR Degree	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Total UAF awards	1,188	1,324	1,377	1,558	1,526	1,564	1,543	1,442	1,432	1,383
OEC	54	59	80	126	112	134	118	157	87	66
CT	98	179	162	204	238	221	214	186	193	151
AAS	163	166	206	252	229	228	219	172	154	186
AA	70	60	77	81	78	106	90	109	99	76
Bachelor's	523	535	550	579	572	572	581	533	602	622
Licenseure	35	30	37	44	48	29	44	39	50	35
Masters	199	245	213	223	209	227	228	191	210	198
PhD	46	50	52	49	40	47	49	55	37	49
Total AN/AI awards	179	230	226	307	238	298	253	273	238	204
OEC	16	13	16	46	41	64	43	72	39	25
CT	25	70	55	61	61	68	72	64	74	44
AAS	27	37	41	64	45	51	42	44	32	41
AA	27	15	32	27	19	30	17	26	12	12
Bachelor's	61	69	61	79	58	63	60	53	62	61
License	1	2	3	3	2	2	2	2	1	0
Masters	19	22	16	24	10	16	16	8	13	16
PhD	3	2	2	3	2	4	1	4	5	5
Percent AN/AI awards	15.1%	17.4%	16.4%	19.7%	15.6%	19.1%	16.4%	18.9%	16.6%	14.8%
OEC	29.6%	22.0%	20.0%	36.5%	36.6%	47.8%	36.4%	45.9%	44.8%	37.9%
CT	25.5%	39.1%	34.0%	29.9%	25.6%	30.8%	33.6%	34.4%	38.3%	29.1%
AAS	16.6%	22.3%	19.9%	25.4%	19.7%	22.4%	19.2%	25.6%	20.8%	22.0%
AA	38.6%	25.0%	41.6%	33.3%	24.4%	28.3%	18.9%	23.9%	12.1%	15.8%
Bachelor's	11.7%	12.9%	11.1%	13.6%	10.1%	11.0%	10.3%	9.9%	10.3%	9.8%
License	2.9%	6.7%	8.1%	6.8%	4.2%	6.9%	4.5%	5.1%	2.0%	0.0%
Masters	9.5%	9.0%	7.5%	10.8%	4.8%	7.0%	7.0%	4.2%	6.2%	8.1%
PhD	6.5%	4.0%	3.8%	6.1%	5.0%	8.5%	2.0%	7.3%	13.5%	10.2%

# Trends for UAF Faculty, Staff and Student employees 2016-2020



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Data and graphs provided by UAF PAIR with UA Data Warehouse HR Extracts.

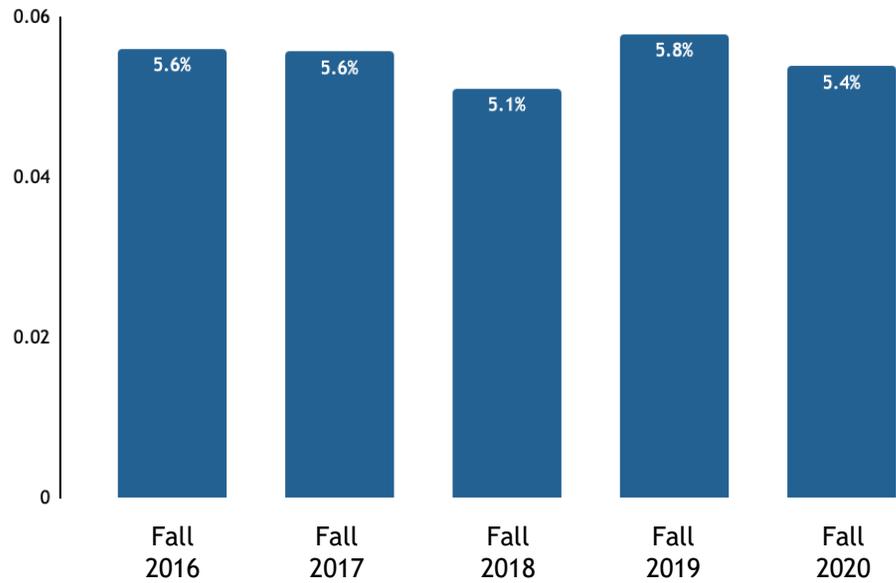
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# AK Native and American Indian Employee Representation Trends by UAF MAU

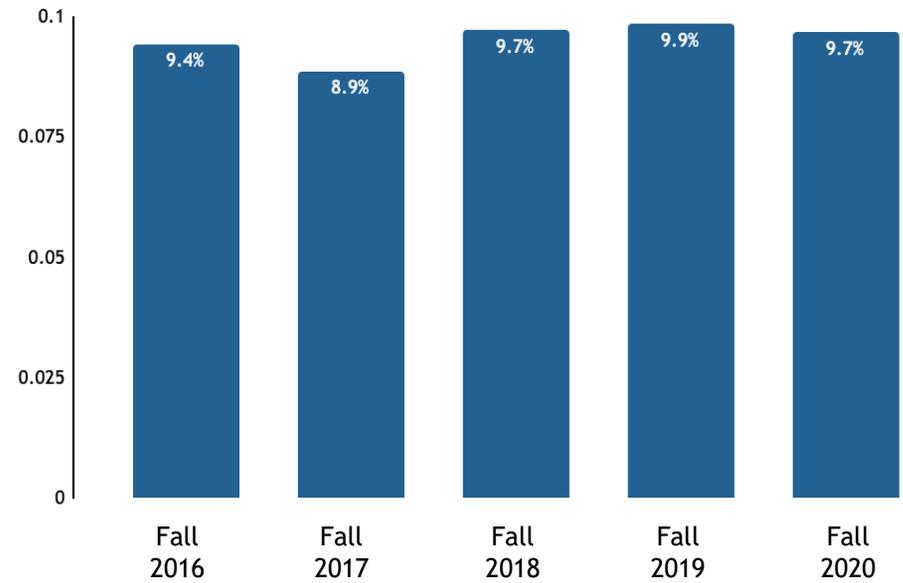
	Alaska Native/American Indian							Other Race							Total						
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-2020 %Change	5-Year Trend	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-2020 %Change	5-Year Trend	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-2020 %Change	5-Year Trend
<b>UA Fairbanks</b>	282	276	286	281	263	-6.7%		3,271	3,123	3,034	2,928	2,807	-14.2%		3,553	3,399	3,320	3,209	3,070	-13.6%	
Faculty	51	48	43	48	42	-17.6%		858	815	798	781	737	-14.1%		909	863	841	829	779	-14.3%	
Staff	160	145	158	155	158	-1.3%		1,534	1,490	1,466	1,417	1,475	-3.8%		1,694	1,635	1,624	1,572	1,633	-3.6%	
Grad Asst	15	14	16	19	20	33.3%		337	307	270	263	261	-22.6%		352	321	286	282	281	-20.2%	
Student	56	69	69	59	43	-23.2%		542	511	500	467	334	-38.4%		598	580	569	526	377	-37.0%	
<b>Fairbanks</b>	188	184	193	189	181	-3.7%		2,846	2,733	2,643	2,563	2,474	-13.1%		3,034	2,917	2,836	2,752	2,655	-12.5%	
Faculty	25	22	19	19	19	-24.0%		628	608	592	588	580	-7.6%		653	630	611	607	599	-8.3%	
Staff	103	93	102	102	107	3.9%		1,350	1,312	1,286	1,253	1,301	-3.6%		1,453	1,405	1,388	1,355	1,408	-3.1%	
Grad Asst	14	13	14	18	19	35.7%		337	307	270	260	260	-22.8%		351	320	284	278	279	-20.5%	
Student	46	56	58	50	36	-21.7%		531	506	495	462	333	-37.3%		577	562	553	512	369	-36.0%	
<b>CRCO</b>	76	78	74	77	71	-6.6%		155	139	138	119	111	-28.4%		231	217	212	196	182	-21.2%	
Faculty	17	20	16	22	19	11.8%		72	63	61	49	42	-41.7%		89	83	77	71	61	-31.5%	
Staff	48	44	46	45	44	-8.3%		80	74	75	66	67	-16.3%		128	118	121	111	111	-13.3%	
Grad Asst	1	1	2	1	1	0.0%		0	0	0	3	1			1	1	2	4	2	100.0%	
Student	10	13	10	9	7	-30.0%		3	2	2	1	1	-66.7%		13	15	12	10	8	-38.5%	
<b>UAF CTC</b>	18	14	19	15	11	-38.9%		270	251	253	246	222	-17.8%		288	265	272	261	233	-19.1%	
Faculty	9	6	8	7	4	-55.6%		158	144	145	144	115	-27.2%		167	150	153	151	119	-28.7%	
Staff	9	8	10	8	7	-22.2%		104	104	105	98	107	2.9%		113	112	115	106	114	0.9%	
Grad Asst	0	0	0	0	0			0	0	0	0	0			0	0	0	0	0		
Student	0	0	1	0	0			8	3	3	4	0	-100.0%		8	3	4	4	0	-100.0%	

# AK Native and American Indian Employee Representation 2016-2020: Faculty and Staff

Faculty - % Alaska Native/American Indian

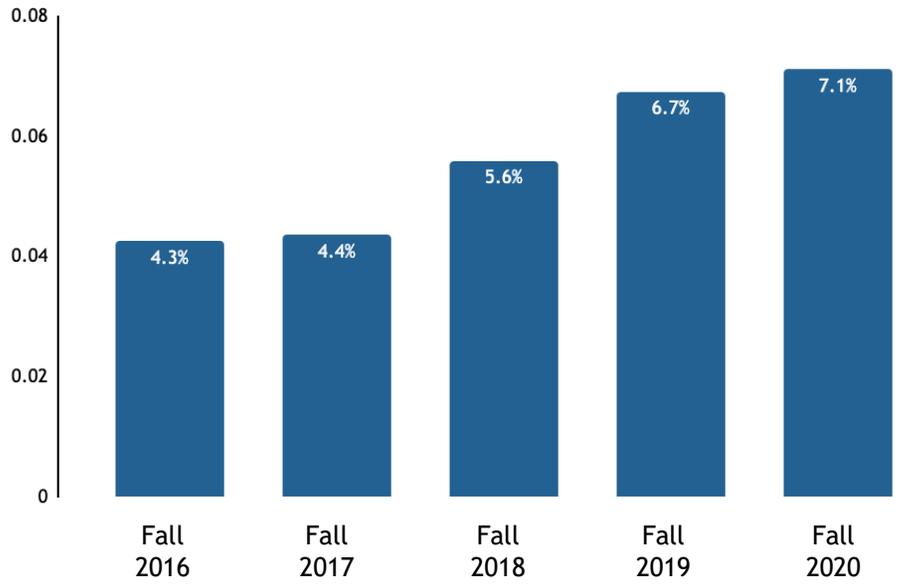


Staff - % Alaska Native/American Indian

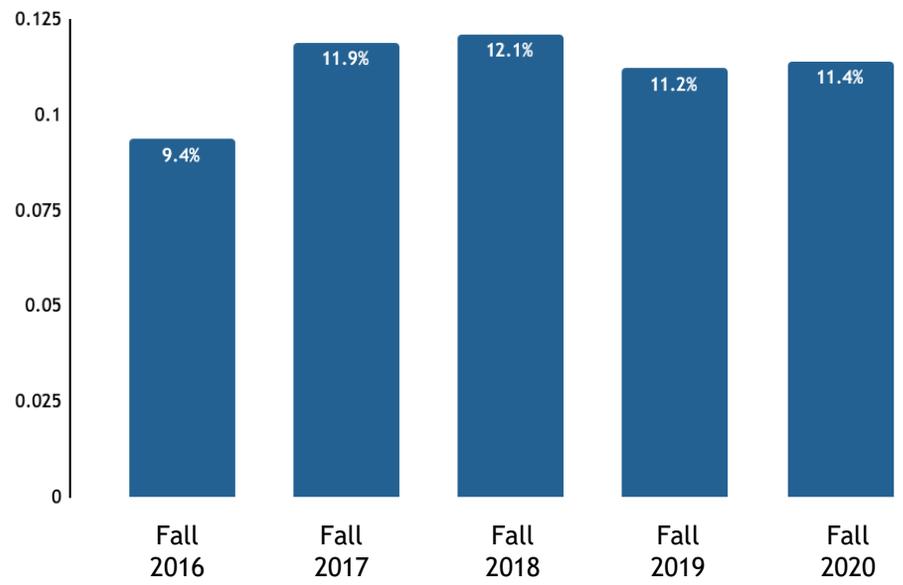


# Overall AK Native and American Indian Employee Representation 2016-2020: Student employees

Graduate Assistants - % Alaska Native/American Indian



Student Employees - % Alaska Native/American Indian



# AK Native and American Indian Employee Tenure Status Trends by UAF MAU 2016-2020

	Alaska Native/American Indian							Other Race							Total						
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-2020 % -Change	5-Year Trend	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-2020 % -Change	5-Year Trend	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	2016-2020 % -Change	5-Year Trend
<b>UA Fairbanks</b>	30	31	31	29	26	-13.3%		531	496	482	481	463	-12.8%		561	527	513	510	489	-12.8%	
Tenured	5	5	7	8	8	60.0%		258	253	243	248	224	-13.2%		263	258	250	256	232	-11.8%	
Eligible	9	10	11	9	8	-11.1%		100	83	74	52	49	-51.0%		109	93	85	61	57	-47.7%	
Not Eligible	16	16	13	12	10	-37.5%		173	160	165	181	190	9.8%		189	176	178	193	200	5.8%	
<b>Fairbanks</b>	20	19	18	15	15	-25.0%		459	433	423	422	409	-10.9%		479	452	441	437	424	-11.5%	
Tenured	5	5	7	7	7	40.0%		232	231	221	223	200	-13.8%		237	236	228	230	207	-12.7%	
Eligible	5	5	4	3	3	-40.0%		84	73	66	45	41	-51.2%		89	78	70	48	44	-50.6%	
Not Eligible	10	9	7	5	5	-50.0%		143	129	136	154	168	17.5%		153	138	143	159	173	13.1%	
<b>CRCD</b>	9	10	11	12	10	11.1%		41	37	33	27	24	-41.5%		50	47	44	39	34	-32.0%	
Tenured	0	0	0	0	0			13	11	11	8	8	-38.5%		13	11	11	8	8	-38.5%	
Eligible	4	5	6	6	5	25.0%		11	7	5	4	3	-72.7%		15	12	11	10	8	-46.7%	
Not Eligible	5	5	5	6	5	0.0%		17	19	17	15	13	-23.5%		22	24	22	21	18	-18.2%	
<b>UAF CTC</b>	1	2	2	2	1	0.0%		31	26	26	32	30	-3.2%		32	28	28	34	31	-3.1%	
Tenured	0	0	0	1	1			13	11	11	17	16	23.1%		13	11	11	18	17	30.8%	
Eligible	0	0	1	0	0			5	3	3	3	5	0.0%		5	3	4	3	5	0.0%	
Not Eligible	1	2	1	1	0	-100.0%		13	12	12	12	9	-30.8%		14	14	13	13	9	-35.7%	



## **UAF Alaska Native Success Initiative Update**

May 2021

*We acknowledge the Alaska Native Nations upon whose ancestral lands our campuses reside. In Fairbanks, our Troth Yeddha' Campus is located on the ancestral lands of the Dena people of the lower Tanana River.*

### **Introduction:**

In January, University of Alaska President, Pat Pitney, launched the Alaska Native Success Initiative (ANSI) with a goal of drafting a 5-year plan for consideration by the Board of Regents. The following report was compiled by the UAF Action Team which included: Dr. Charlene Stern (chair), Dr. Anna Frank, Dr. Jessica Black, Dr. Barb Amarok, Dr. Sean Topkok, Dr. Courtney Carothers, Geri Simon, Keith Champaign, Owen Guthrie, Carlton Huatala, Gabrielle Russell, Margaret Rudolf, Brooke Woods and Izzy Martinez.

### **Process:**

The UAF ANSI team met several times virtually and once in-person over the spring semester. The team reviewed relevant baseline data which was compiled with help of staff from Planning, Analysis, and Institutional Research as well as eCampus. The team also collaborated with UAF's Department of Equity and Compliance on a campus climate survey. At the request of ANSI members, additional survey questions were added with the hope of generating qualitative data which could be useful for our purposes. An analysis of the campus climate data is expected to be sharable by June 2021. Additionally, the team focused on the development of a theory of change (TOC) model focusing on Alaska Native success. The draft TOC framework includes the following sections: desired outcomes, key things that need to shift to achieve desired outcomes, proposed strategies, resources needed, an articulation of the challenges before us, and key assumptions that underpin our change theory. A refined TOC framework will be shared more broadly once it is finalized by the action team.

### **Key Question:**

A key question that has routinely emerged around the ANSI initiative is: What is UA prepared to do to make the changes necessary throughout the system to make our universities a great place for Alaska Native students, faculty and staff? It is critically important that moving forward, strategies to increase Alaska Native success focus on systemic change needed on the part of UA.

### **Fall 2020 UAF Demographic Snapshot:**

- **AN/AI students** comprise 19.7% (1,476) of the total UAF student population.
- **AN/AI faculty** compromise 5% (42) of the total UAF faculty.
- **AN/AI staff** comprise 10% (158) of the total UAF staff.

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### **Statewide Recommendations:**

- Establish a plan for a [Truth, Racial Healing, and Transformation](#) process.
  - Engage First Alaskans Institute to lead a process.
  - Review UA's history to understand how racist ideology has been embedded into its culture.
  - Document in an affirming and safe way, the harms that have been created by racism both historically and today on students, faculty, staff, and each community.
  - Identify and fund interventions that serve as "equity amplifiers" to address historical harms.
- Develop an annual report on Alaska Native success at UA that includes standards and data on AN/AI students, faculty and staff. Such a report would help to ensure transparency in data reporting and monitoring of progress around ANSI indicators.
- Support the establishment of a College of Alaska Native Languages.
- A campaign to increase Indigenous visual representation across campuses including signage and art. Ensure Alaska Native students, faculty, and staff lead these efforts.
- Establish a cabinet-level AN/AI position within the Office of the UA President
- Allocate equitable general funds in support of ANSI related recommendations. This would help to ensure ongoing sustainable support as opposed to an over-reliance on one-time and/or grant funds.
- Extend the work of the action teams to guide the implementation of these recommendations.
- Support recommendations made by the Alaska Native Studies Council.

### **UAF Next Steps:**

- Communicate ANSI findings to UAF administration
- Advocate for key strategic investments to support ANSI implementation
- Ensure equitable investment in ANSI at both Troth Yeddha as well as rural campuses
- Further UAF ANSI action team discussion around the following draft recommendations:
  - Development of new faculty and staff orientation, ongoing trainings and meaningful dialogues (i.e. racial equity dialogues) on topics of importance to the AN/AI population
  - Expansion of Indigenous programs and places (i.e. Troth Yeddha Indigenous Studies Center).
  - Recruit and hire additional AN/AI staff with a goal of reaching 20% AN/AI staff at UAF.
  - Commit to hiring more Alaska Native leaders into administrative positions with significant budget and authority.
  - Set a goal of achieving 20% AN/AI faculty (10% by 2025) and charge UAF colleges, schools, departments, and programs to work internally to help meet this goal.
  - Identify current AN/AI term and adjunct faculty for rank changes to tenure track faculty positions.
  - Set a priority of retaining and promoting successful tenure and promotion of AN/AI faculty
  - Evaluate tenure and promotion processes (including unit peer criteria) for inclusivity of Indigenous knowledge production and dissemination as well as opportunities for elders and other knowledge keepers to engage in the evaluation

of candidates.

- Launch a campaign to increase Indigenous visual representation across UAF campuses including signage and art.
- Explore opportunities to build on cohort-based models (i.e. cluster hiring for AN/AI faculty and staff, building on successful student advising models such as Rural Student Services and Rural Student Services, etc.).
- Become a leader in Post-Secondary Indigenization Initiatives (i.e. [https://www.tru.ca/edsw/research/indigenizing-higher-education/Indigenization\\_Resources.html](https://www.tru.ca/edsw/research/indigenizing-higher-education/Indigenization_Resources.html))

## **Appendix A: UAF Strategic Planning Goal Two: Global Leadership in Alaska Native & Indigenous Programs Summary and Action Items**

UAF initiated a strategic planning process in 2019 which led to the development of six visionary and aspirational goals. Goal 2 is to solidify global leadership in Alaska Native and Indigenous Programs. Committees were formed to help inform the development of key pathways for UAF to achieve each of its six goals. Below is a summary of the work of the Goal 2 committee which was shared with the ANSI committee in the spirit of building upon and coordinating with existing initiatives.

Vision: We are a global leader in Alaska Native and Indigenous programs throughout the Circumpolar North, the Americas, and in the Pacific Islands.

Mission: To build and enhance leadership in Alaska Native and Indigenous programs, research, and workforce development.

We seek to:

- Be a leader in Alaska Native and Indigenous faculty, staff, and student success
- Be a leader in elevating and situating Indigenous knowledge within academia as its own intact knowledge system
- Be a leader in preparing Alaska Native, Indigenous, and other students in academic and professional areas critical to Alaska Native and Indigenous communities.

Goals:

1. We have state-of-the-art research, learning, and cultural activities facilities.
  - Troth Yeddha' Indigenous Studies Center and Interpretative Park
2. We are a leading institution in Alaska Native and Indigenous degree programs and pedagogy;
  - Document and disseminate current teaching practices that use Alaska Native and Indigenous pedagogical approaches
  - Finalize and institute the In This Place training (Alaska Native cultural awareness) for all faculty, staff, and students
  - Weave Indigenous knowledge and methodologies into programs throughout the university
  - Strengthen academic and professional degree pathways to build scaffolding for Alaska Native and Indigenous students.
3. We retain and graduate Alaska Native and Indigenous students on par or above the UAF average
  - Increase retention of first year Alaska Native and Indigenous students
  - Establish culturally-based counseling position at Rural Student Services
  - Increase culturally relevant academic support for Alaska Native and Indigenous students throughout the university

4. We are recognized for Alaska Native and Indigenous led research, knowledge production, and publications
  - Increase the number of Alaska Native and Indigenous faculty serving as Principal Investigators (PI) and co-PI's on research projects
  - Increase the number of publications authored/co-authored by Alaska Native and Indigenous faculty and staff;
  - Increase the dissemination of Indigenous knowledge and strategies.
  
5. We graduate Alaska Native, Indigenous, and other students in academic, professional, and workforce areas critical to Alaska Native and Indigenous communities.
  - Expand strategic partnerships with tribal and regional employers to meet their workforce and organizational needs.
  - Strengthen partnerships among academic and research units with the rural campuses.
  
6. Increase and retain Alaska Native and Indigenous faculty and staff.
  - Prioritize the hiring of Alaska Native and Indigenous faculty and staff to mirror the 20% Alaska Native population in the state
  - Mentor Alaska Native and Indigenous scholars for success (i.e. tenure and promotion, co-authorship, etc.)
  - Network and connect Alaska Native faculty and staff across the university

# Mahsi' Choo



*Naturally Inspiring.*