

SC 286

Resolution 2017-286-2

Attachment 286-3

ORIGINAL

**University of Alaska Fairbanks
Staff Council
Resolution 2017-286-2**

Resolution in Support of Institutional Recommendations to Better Support Women and Underrepresented Persons at UAF

Whereas, the UAF staff council recognizes the importance of providing equitable educational and employment-based opportunities at the institutional level, and;

Whereas, the UAF Staff Council wishes to recognize existing disparities in equality at UAF, particularly where women and underrepresented groups are concerned, and;

Whereas, an equal opportunity institution such as UAF has an obligation to actively pursue and execute solutions to barriers in equality, and;

Whereas, fostering an environment of inclusivity provides opportunities for underrepresented groups to add their voices to conversations and disciplines from which they previously found themselves excluded, promoting richer discussions and greater discoveries and advancements for the betterment of everyone;

Therefore be it resolved that, the UAF Staff Council supports the implementation of these recommendations in order to better support women and underrepresented persons and to create an environment of equality and inclusivity at UAF for all.

DocuSigned by:



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Kara Axx, President, UAF Staff Council

November 28, 2017

Date

Supporting Leadership at UAF

* Required

Dear President Johnsen, Provost Henrichs, Vice Provost Schlutt, Chancellor White, Vice Chancellor for Research Hinzman, Vice Chancellor of Administrative Services Burrell, Vice Chancellor for University and Student Advancement Gray, Vice Chancellor for Rural, Community and Native Education Peter, Director of Human Resources Lobland, Senior Public Information Officer Grimes, Title IX Director Griffith, and Board of Regents Members Anderson, Bishop, Bureta, Davies, Heckman, Hughes, O'Neill, Parker, Perdue, Sweet, and Teuber,

Thank you for the invitation to provide the UAF administration with solutions to institutional challenges faced by women and other historically underrepresented groups. Although institutional change to create an inclusive and diverse community at UAF is ongoing, the current gender distribution of leadership positions and salaries suggests that UAF has yet to create equal opportunity for everyone (<http://www.uafsunstar.com/top-earners-include-chancellor-and-deans/>). We seek institutional changes that provide an equitable environment for all, as no gender, race or other identity should have primary access to leadership, mentorship, or teaching positions.

The following list of institutional changes represents a summary of recommendations written by a self-organized, concerned committee of researchers at UAF and endorsed by individuals in the greater UAF community. We cannot speak for the Alaska Native community but we recommend UAF leadership more proactively seek the inclusion of AK Native voices, and renew their commitment to seek counsel from AK Native leaders. These recommendations are organized under four categories: mandatory leadership training/skills; policy changes; institution-wide research; and specific administrative actions.

Mandatory leadership training and leadership skills

Individuals in leadership positions at UAF and on any hiring committee must demonstrate an in-depth understanding of the following topics and strategies to create an equitable work environment:

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- Implicit bias
- Stereotype threat
- Avoiding “favoritism”; standardizing the advertisement and availability of opportunities for all employees in a unit
 - Examples include opportunities to serve on boards, participate in large grant proposal efforts, and internships that promote leadership potential
- Emotional intelligence
- Effective communication for leaders
- Inclusivity of a diversity of voices (e.g., women, Alaska Native) in decision-making processes (include at the “table”)
 - Alaska-specific cultural awareness that raises UAF community awareness and knowledge of Alaska Native cultures to create a more inclusive campus; and to educate international researchers about UAF community standards
- Recognition of systemic privilege, including colonization and decolonization

Policy Changes

Policy changes to create an inclusive university community include:

- Changing the evaluation systems of professional researchers, faculty and staff to factor in a candidate’s strength and experience in mentoring, outreach, teaching, diversity, and collaboration
- Creating a formalized mentorship program and additional training and resource materials for UAF graduate students, postdocs and faculty interested in pursuing leadership roles

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- **Developing family inclusive policies, which include:**
 - Paid parental leave for graduate students, staff, and faculty with a formal way to take birth and childcare into account in graduate school timelines
 - Freedom to donate sick leave for maternity / paternity leave / adoption
 - Availability of on-site child care
 - Availability of breastfeeding rooms across campus
 - Flex-time or job-share programs university-wide
- Provide budgetary allocation for more frequent leadership workshops targeting women in science and other underrepresented groups, for which workshop organizers are paid
- Define mandatory benefits requirements for contractors at UAF to create a university-wide, equitable environment
- Define harassment as research misconduct equivalent to fabrication, falsification, and plagiarism (as recently done by the American Geophysical Union); Institute a process for reporting any misconduct to said staff or faculty's funding agencies.
- Create a policy addressing hiring or retaining faculty, staff, or vendors with a history of sexual harassment, sexual assault, stalking, domestic violence, racial or religious discrimination, or misuse of funds
- Continue to streamline and fix processes for reporting and disciplining harassment, assault and bullying at UAF. Ensure expedient investigations and clear measures for supporting victims throughout the processes of reporting and disciplinary action.
- Incorporate mandatory training on UAF community standards for international researchers

Institution-wide research

To effectively create an inclusive community at UAF the following metrics need to be determined and implemented:

- A university-wide investigation into salary equity (by department, race, gender and socioeconomic upbringing)
- Institution of equal pay advocacy to bring all employees to the correct pay scale for their positions
- Standardization of hiring levels and (thus) pay of new employees

Specific administrative actions

- Immediately begin a study into UAF's performance in diversity and salary equity by hiring an external firm. Findings from the study should be broadly published and disseminated to the public.
- Immediately begin a task force to collect resources and trainings for the topics mentioned under *Mandatory leadership training/skills*.
- Immediately create a formal mentorship program for early career researchers at UAF.
- Starting in FY19, proactively fund bi-annual leadership trainings for women in science for

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- the next 5-years to stimulate diverse leadership at UAF and in the Alaskan community.
- Institute paid parental leave for all.

We appreciate your collective commitment to UAF 

We appreciate your collective commitment to creating a future at UAF where all scientists and employees university-wide, have equal access to training and leadership positions, equal pay, and opportunities to contribute to their field of research. We look forward to receiving your written response on November 1, 2017 detailing the timeline of specific goals UAF plans to achieve in its efforts to create a more inclusive community.

Respectfully, 

Vanessa Raymond, Project Manager, Geographic Information Network of Alaska
Lily Cohen, Research Professional, International Arctic Research Center
Brie Van Dam, Environmental Data Center Manager, Toolik Field Station
Jessie Robertson, Research Professional, School of Natural Resources and Extension
Jane Walker, Program Coordinator, Alaska Climate Science Center

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Jane woiken, Program Coordinator, Alaska Climate Science Center
 Joanna Young, PhD Candidate in Geophysics and Program Lead for Girls on Ice Alaska

With UAF community support from:

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 David Rounce, UAF
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 Claudine Hauri, International Arctic Research Center
 Emilie Sinkler, PhD Student in Geophysics
 Erin Pettit, Associate Professor of Geophysics, Director of Inspiring Girls Expeditions
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 Bob Bolton, International Arctic Research Center
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(We will be adding more signatures on a rolling basis)

To co-sign this letter, add your name and affiliation below



Your name *

Your answer

Your affiliation *

Your answer

Any comments for the university

Your answer

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CHANCELLOR'S OFFICE

University of Alaska Fairbanks

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MEMORANDUM

DATE: October 27, 2017

TO: Joanna Young, Ph.D. Candidate in Geophysics and Program Lead for Girls on Ice Alaska
Jane Wolken, Program Coordinator, Alaska Climate Science Center
Brie Van Dam, Environmental Data Center Manager, Toolik Field Station
Jessie Robertson, Research Professional, School of Natural Resources and Extension
Vanessa Raymond, Project Manager, Geographic Information Network of Alaska
Lily Cohen, Research Professional, International Arctic Research Center

FROM: Daniel M. White, Chancellor

A handwritten signature in black ink, appearing to be 'D. White', written over the printed name of the Chancellor.

RE: Diversity at UAF

Thank you for bringing forward your ideas and suggestions on making UAF a more diverse and inclusive community. Diversity is important to me, personally, and is vital to our success as a university. I am grateful for your attention to this matter. While we have made some recent changes, we have much work to do. Your petition identifies areas for improvement and highlights that we need to do a better job communicating the progress we are already making.

My team has already begun a thorough inventory of what UAF is doing, or can do right away to address each of the areas outlined in the petition. For example, effective immediately all UAF faculty and administrative/executive recruitments will be required to have a diversity briefing at the outset of the committee's work from our Office of Diversity and Equal Opportunity. Thanks to recent work on diversity and equity, UAF now has lactation rooms for breastfeeding mothers and gender neutral bathrooms across our campuses. UAF Human Resources currently provides a variety of diversity-related training, including supervisor and hiring committee training, and is updating their curriculum to cover some of the same topics you've recommended. We also have parental leave for regular employees, any gender. These are just a few of the things that are currently in place but, as you've noted, we can, should, and will do more.

After consultation with President Johnsen, I have decided to create a *Chancellor's Task Force on Diversity and Inclusion* at UAF. This new task force is one way to ensure that your ideas and suggestions for improvement have a formalized pathway along with other current and future opportunities in this area. In your petition you captured some broad diversity issues. At this point I feel it would be valuable to bring together members from across the University and across the diversity spectrum to this conversation about change. I will ask that the task force begin its work with your petition, so that we don't lose any of the momentum you have started.

Celebrating a century 1917-2017

I respectfully request you nominate three individuals to serve on the new task force. I will be asking Staff Council and Faculty Senate to each nominate one representative and will be looking for representatives from our community campuses, student populations and the broader community to serve as well. So that we don't lose time, I ask that you please have your nominations to me no later than Nov. 15. Because some faculty and staff positions do not have time that can be dedicated to such activities, I will be making fund 1 salary support available to these members so that their task force work is compensated.

I am proposing that the new task force convene in January 2018 and that it be charged with assessing the ideas and suggestions put forth in the petition, identifying other areas that need improvement and developing a recommendation for implementation of improvements that are of highest priority. I will also ask the task force for prioritized recommendations on how to monitor and assess our progress.

Diversity and inclusion is and will continue to be a high priority for UAF and for me, personally. Just like safety, diversity, equity, and inclusion are everyone's responsibility, and I will need the help of the task force and many others to bring about the changes we must make. Again, I thank you for bringing your concerns to me and other University leaders.

Cc: James R. Johnsen, UA President