

UNIVERSITY of ALASKA ANCHORAGE™

ALASKA NATIVE SUCCESS INITIATIVE (ANSI)
STRATEGIC PLAN EXECUTIVE SUMMARY

October 2021

This Alaska Native Success Initiative (ANSI) Strategic Plan Executive Summary is a guide to building a strong and holistic Alaska Native community within UAA. Alaska Native people have historically been tasked with the process of addressing systemic inequities that profoundly impact them. That approach has had limited success as it does not address systemic inequities in a manner that includes the entire institution. This plan requires all of UAA, including administrators, faculty, staff, and the student body to work together to create the systemic change that is needed to foster Alaska Native student, faculty, and staff success and create a place of belonging. A more detailed plan can be found in the UAA ANSI Strategic Plan.

ANSI VISION

Build an Alaska Native community within UAA and be a global leader in Alaska Native student success, teaching, and scholarship.

PRIORITY 1: ALASKA NATIVE STUDENTS

Increase Alaska Native student preparation, recruitment, retention, and graduation rates.

Goal 1: Eliminate the need for remediation and reduce the time to earn their degree for graduated high school students.

Goal 2: Have 15% of the total enrolled students be Alaska Native.

Goal 3: Increase Alaska Native retention and graduation rates.

Strategy:

- UAA Administration will work with all Departments and Programs to develop, implement, assess, and update unit-level plans to increase Alaska Native student preparation, recruitment, retention, and graduation rates.

Assessment:

- UAA shows an increase in the percentage of Alaska Native students that are prepared, recruited, retained, and graduating.

PRIORITY 2: ALASKA NATIVE FACULTY & STAFF

Increase recruitment and retention of Alaska Native faculty and staff.

Goal: Increase the percentage of Alaska Native faculty from 6% and Alaska Native staff from 7.5% to 20%.

Strategies:

- UAA Administration will work with each Department and Program to develop, implement, assess, and update unit-level plans to increase Alaska Native faculty and staff recruitment and retention.
- UAA works to retain and promote a majority of the qualified Alaska Native faculty to tenured positions within seven years from their start dates.
- UAA identifies current qualified Alaska Native Term and Adjunct Faculty and converts these to tenure track or tenured positions.
- The promotion and tenure process is overhauled in the Faculty Evaluation Policies and Procedures (FEPPs) and the Faculty Evaluation Guidelines (FEGs) to make it equitable for Alaska Native faculty.
- UAA commits to hiring qualified Alaska Native staff into leadership positions.

Assessment:

- UAA shows an increase in the percentage of Alaska Native faculty and staff that are recruited and retained.

PRIORITY 3: INSTITUTION (Internal & External)

Create a culture of belonging for Alaska Native students, faculty, staff, and community organizations.

Goal 1: Resource Alaska Native Academic Departments and Student Support Programs.

Goal 2: Increase Alaska Native representation both internally and externally.

Goal 3: Improve Human Resources' policies and practices.

Strategies:

- Resource Alaska Native Academic Departments and Student Support Programs with adequate funding and space needed to successfully implement their work.
- Increase the amount of Alaska Native artwork and location names across all UAA campuses.
- Highlight Alaska Native students, faculty, staff, and alumni so that our Alaska Native students can see role models on the UAA website, social media, announcements, billboards, and advertising campaigns.
- UAA strengthens its relationships with Alaska Native organizations to get feedback, create partnerships, and build community.
- Develop inclusive hiring policies and practices.
- Implement an annual Racial Equity & Cultural Safety Training.
- Implement a new employee onboarding process to include Alaska Native information.

Assessments:

- Ensure Alaska Native Academic Departments and Student Support Programs are adequately resourced with funding and space needed to successfully implement their work.
- UAA shows an increase in Alaska Native artwork, location names, and website representation.
- An external council of Alaska Native organization leaders is created and meets regularly with UAA leadership.
- UAA has improved Human Resources' policies and practices, implemented Racial Equity & Cultural Safety Training, and implemented a new employee onboarding process that includes Alaska Native information.

Completed:

- Hired a cabinet-level Alaska Native position: Executive Director of Alaska Native Education and Outreach.