

University of Alaska

Alaska Native Success Initiative

February 2023



UNIVERSITY
of ALASKA
Many traditions. One. Alaska.

Leaders for Alaska Native Success



MEMRY DAHL
UNANGAĀ

UA Chief Human Resources Officer
and Senior Advisor for Alaska Native Success



DR. CHARLENE STERN
GWICH'IN

UAF Vice Chancellor
Rural, Community & Native Education



DR. MICHELE YATCHMENEFF
UNANGAĀ

UAA Executive Director
Alaska Native Education & Outreach



RONALDA CADIENTE BROWN
TLINGIT/FILIPINO

UAS Associate Vice Chancellor for Alaska Native
Programs & Director of PITAAS



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Strategic Plan Priorities & Update 2022-2027

Priorities

- Develop and Implement Racial Equity & Cultural Safety Training
- Increase Alaska Native Visual Representation
- Increase awareness of Organizational Change in Messaging
- Establish a Cabinet-level Alaska Native position within the Office of the President
- Publish an Annual Report on Alaska Native Success

Updates

- Launched Alaska Native Success video
- In the process of recruiting Cabinet-level Alaska Native position to lead ANSI
- Published an Annual Report on Alaska Native Success
- Hosting an evening “**Honoring Alaska Native Partners**” event on June 6, 2023 at the Alaska Native Heritage Center with UA Foundation.





Alaska Native Academic Programs



Alaska Native Business Management

Offers courses towards interest, minor, and occupational endorsement certificate (OEC) for students who plan to live and work in Alaska



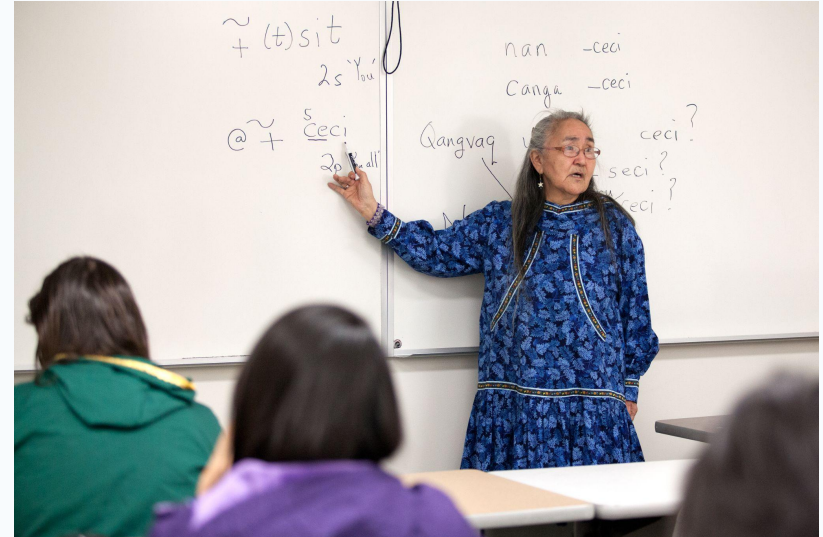
Alaska Native Studies

Offers courses towards interest, minor, and associates of arts (AA) in the Anchorage, Kodiak and Kenai Peninsula campuses




Alaska Native Art

Offers courses in beginning, intermediate and advanced Alaska Native art






Alaska Native Student Success Programs



Alaska Native Community Advancement in Psychology

Seeks to address behavioral and mental health issues and promote wellness among Alaska Native communities



Alaska Native, Indigenous & Rural Outreach Program

Provides care to Native and rural students, to support academic success and to assist with the transition to college



Alaska Native Science & Engineering Program

Offers STEM opportunities for students from kindergarten through university. Acceleration Academy students go from 8th grade to a BS in 5 years



Native Student Services

Provides a safe affirming gathering place where students can find support, resources, connections, study with classmates, meet new friends and interact with other Indigenous Peoples



Recruitment & Retention of Alaska Natives into Nursing

Serves under-representation of Alaska Native/American Indian people in Alaska's nursing workforce



Strategic Plan Priorities & Updates 2022-2027

Priorities

- Increase Alaska Native STUDENT preparation, recruitment, retention and graduation rates
- Increase recruitment and retention of Alaska Native FACULTY and STAFF
- Create a culture of BELONGING for Alaska Native students, faculty, staff and community organizations

Updates

STUDENTS

- Alaska Native Students graduated with 28 certificates, 53 associate degrees, 57 bachelor degrees, 13 master degrees and 3 doctoral degrees during the 2021-22 academic year

FACULTY & STAFF

- Alaska Native Business Management hired a tenure-track Faculty member
- Alaska Native Studies promoted 2 Alaska Native term Faculty to tenure-track Faculty
- ANSEP has 1 Grow Our Own PhD starting as tenure-track Faculty in engineering in 2023-24 and hired 3 Indigenous Director Staff
- Alaska Native Art term Faculty member hired for Spring 2023-Fall 2024
- Native Student Services hired a new staff member
- RRANN hired a new Director and a Student Success Coordinator

INSTITUTION

- All Colleges, Campuses and Divisions are developing, implementing and assessing unit-level ANSI plans
- Included ANSI into the 10-year Facilities Master Plan
- Reopened the Alaska Native Art Studio
- Projection of land acknowledgement onto buildings
- Rasmuson Foundation grant to develop conceptual design for an Alaska Native Gathering Place



Relevant Academic Degree Programs



Alaska Native Studies, B.A.



One Health, M.A.



Alaska Native Languages, B.A.



Arctic & Northern Studies, B.A.



Rural Development, B.A. & M.A.



Rural Human Services, Cert.



Indigenous Studies, M.A. & Ph.D.



Tribal Governance, Cert. & A.A.S



Rural & Alaska Native Student Support Services



Rural Alaska Honors Institute

6-week summer program that prepares rural & Alaska Native high school students for academic excellence and college success



Eileen Panigeo MacLean House

A 20 room dorm with a cultural focus that strives to make Indigenous students feel at home while pursuing their academic goals on the Troth Yeddha' campus



Rural Student Services

An advising unit that supports rural & Alaska Native students to achieve success by providing culturally relevant programming and comprehensive advising



Tamamta 'All of Us'

A graduate program aimed at increasing Indigenous representation in fisheries and ocean sciences management and education

Alaska Native Clubs & Organizations

- Alaska Native Education Student Association
- Alaska Native Science & Engineering Program
- Alaska Native Social Workers Association
- American Indian Science & Engineering Society
- Festival of Native Arts
- Iñu-Yupiaq Dance Group
- Native Alaskan Business Leaders
- Native Games
- Troth Yeddha' Dance Group
- UAF Beading Club



Strategic

Plan

Priorities &

Updates

2022-2027

Priorities

- Expansion of Indigenous and rural student serving programs and places
- Recruit and hire Indigenous staff with a goal of employing a UAF workforce that reflects Alaska's population (approximately 20% Alaska Native/American Indian)
- Set a priority of recruiting, retaining and promoting successful tenure and promotion of Indigenous faculty that reflects Alaska's population
- Launch a campaign to increase Indigenous visual representation across UAF campuses including signage and art
- Become a leader in Post-Secondary Indigenization Initiatives

Updates

STUDENTS

- Alaska Native students graduated with 11 occupational endorsements, 10 certificates, 28 associate degrees, 55 baccalaureate & 8 master degrees during the 2021-22 academic year

FACULTY & STAFF

- Successful recruitments of faculty in Rural Development, Indigenous Studies, Tribal Governance & Alaska Native Languages
- Geophysical Institute hired an Indigenous Engagement Coordinator
- International Arctic Research Center hired a Diversity & Inclusivity Coordinator
- Rural Student Services hired a Degree Completion Advisor
- Rural Alaska Honors Institute hired an Academic Coach

INSTITUTION

- "Welcome to UAF Troth Yeddha' Campus" added to main campus signs
- Banner on UAF's Gruening Building welcomes campus visitors in 6 Alaska Native languages



Alaska Native Academic Programs



Indigenous Studies



Northwest Coast Art



Alaska Native Languages



Indigenous Language Speaking



Alaska Native Studies



Indigenous Language Teaching



Alaska Native Student Success Programs



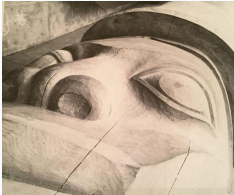
Preparing Indigenous Teachers & Administrators for Alaska Schools (PITAAS)

Continues to be an attractive scholarship opportunity for students entering or advancing in the field of education. PITAAS graduates increased to 230 degrees, certificates and five superintendent endorsements in Fall 2022. Graduates are employed in 26 of Alaska's 54 school districts.



Chancellor's Advisory Committee on Alaska Native Education

Co-chaired by staff and faculty members, meets routinely to discuss and provide input to the UAS Chancellor



Alaska Native Arts, Languages, and Studies

Degrees continues to grow and expand its options for students and maintains important partnerships with Alaska Native organizations



Native and Rural Student Center

On the Juneau Campus, is a thriving hub for the campus community. Sealaska Heritage Institute co-sponsors special events and supplemental resource support



Strategic

Plan

Priorities &

Updates

2022-2027

Priorities

- Attracting and Retaining Alaska Native STUDENTS
- Attract and Retain Alaska Native STAFF and FACULTY
- INSTITUTIONAL Change Vision, Leadership and Messaging

Updates

STUDENTS

- UAS Alaska Native student enrollment continues to be above 20% and represented across disciplines.

STAFF & FACULTY

- Currently, there are 27 positions actively being recruited which provide an opportunity for Alaska Native hire. These include, but are not limited to Chancellor, Dean of the School of Education and Northwest Coast Arts.
- Of note, a hiring committee is underway to fill the position of Alaska Native Success Coordinator.

INSTITUTION

- UAS partners with Southeast Alaska Native organizations and tribes in developing opportunities for Alaska Native hire, student engagement and course and degree development. Northwest Coast Arts and Cultures academic options continues to expand and is celebrated across the campuses of Ketchikan, Sitka and Juneau.
- The ANSI plan is embedded in the UAS Facilities Master Plan, Student Recruitment and Retention Plans, accreditation planning, and by Department and Schools.

Celebrations



LARGEST ANSEP ENROLLMENT

The Alaska Native Science & Engineering Program (ANSEP) expanded the Acceleration Academy to Kotzebue, and a statewide residential opportunity, welcoming nearly 150 dual-enrolled secondary students to UAA and UAF — making the largest class in ANSEP history.



NEXT PHASE FOR TROTH YEDDHA'

The Troth Yeddha' Indigenous Studies Center (TYISC) is now in the design phase. The architect for the National Museum of the American Indian, is designing the TYISC, and is led by creating a place of belonging for generations of students.



INDIGENOUS LANGUAGE SUPPORT FROM SEALASKA

Sealaska Heritage Institute will fund UAS students taking courses in Xaad Kíl, Sm'algayax and Lingít, and teachers to provide free, non-credit language courses. Funding will be available Spring 2023 through Spring 2025.

Alaska Native Success Initiative:

- The following data sets are part of the Board of Regents goals & measures and illustrate the most recent reports of Indigenous students, faculty, staff and executive positions
- Focused on long-term sustainable increases in Alaska Native representation in students, staff, and faculty
- FY22 saw increases in 2 or 3 measures

*Those who self-identify as having at least some Indigenous Heritage

Students of Indigenous Heritage

	2018	2019	2020	2021	2022
Headcount	4,259	3,971	3,337	3,368	3,146
Rate	16.0%	15.9%	15.1%	16.2%	15.6%

Faculty of Indigenous Heritage

	2018	2019	2020	2021	2022
Headcount	126	126	108	115	121
Rate	5.8%	6.2%	5.8%	6.1%	6.5%

Staff of Indigenous Heritage

	2018	2019	2020	2021	2022
Headcount	300	289	277	279	305
Rate	9.1%	9.2%	8.7%	8.5%	9.3%

