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November 28, 2017

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# Supporting Leadership in the Synod

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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

- Inclusivity of a diversity of voices (e.g. women, Alaska Native) in decision making

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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

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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 

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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:

Brita Irving, Research Scientist, College of Fisheries and Ocean Sciences

David Rounce, UAF

Aurora Roth, UAF Geophysics Alumna, Girls on Ice Alaska Instructor

Claudine Hauri, International Arctic Research Center

Emilie Sinkler, PhD Student in Geophysics

Erin Pettit, Associate Professor of Geophysics, Director of Inspiring Girls Expeditions

Federico Covi, Geophysical Institute

Stefan Tangen, Master's Candidate, Natural Resources Management

Robert Busey, International Arctic Research Center

Lindsey Parkinson, Master's Candidate

Barbara Johnson, PhD Student, Natural Resources and Sustainability

Constantine Khrulev, Research Professional, Geophysical Institute

Project Officer, Research Programmes, Geographic Information Network, of Alaska

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Christopher Bruton, Alum, M.S. Geophysics

Hannah Gerrish, Student, Department of Biology and Wildlife; College of Liberal Arts

Jeff Benowitz, Research Associate Professor, Geophysical Institute

Meghan Murphy, PIO, College of Natural Science and Mathematics

Patrick Terhune, M.S., Geosciences

Patricia Divers, Facilities Coordinator, College of Fisheries and Ocean Sciences

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Erin Trochim, Postdoctoral Fellow, International Arctic Research Center



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~~Maureen P. Hogan, Professor, School of Education~~  
~~Helena Burman, Alaska Earthquake Center, Geophysical Institute~~  
~~Brian Burman, Institute of Arctic Biology~~

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....., Department of Biology, .....  
 Veronica Padula, Aleut Community of St. Paul Island  
 Casey Brown, Alaska SeaLife Center  
 Katherine A. Trahanovsky, PHD Candidate, College of Fisheries and Ocean Sciences  
 Tom Kurkowski, IARC  
 Heather Dahl, Counseling Program, School of Education  
 Susan L. Renes, Associate Professor, School of Education  
 Gino Graziano, School of Natural Resources and Extension

(We will be adding more signatures on a rolling basis)

To sign this letter add your name and affiliation below

Your name \*

Your answer

Your affiliation \*

Your answer

Agreements for the university



Daniel M. White, Chancellor  
P.O. Box 757500  
Fairbanks, Alaska 99775-7500

University of Alaska Fairbanks

[www.uaf.edu/chancellor/](http://www.uaf.edu/chancellor/)

**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', is written over the printed name of the sender.

**RE:** Diversity at UAF

Thank you for bringing forward your ideas and suggestions on making UAF a more diverse and

I respectfully request you nominate three individuals to serve on the new task force. I will be

