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March 10, 2025

To: Members of the University of Alaska Board of Regents

Re: Petition regarding BOR motion banning the use of diversity, equity, inclusion, affirmative action, and associated terms

We, the undersigned members of United Academics, are writing to respectfully ask that you rescind the motion you passed with neither notice nor discussion on February 21, 2025.

In our view, this directive was premature, rushed, overly broad, and difficult to interpret. More importantly, it threatens our academic freedom. In addition to Board of Regents (BOR) policy on freedom of speech that you cited in your motion, the Collective Bargaining Agreement (CBA) between United Academics and University of Alaska contains, in Article 6, strong support for academic freedom and freedom of speech that can NOT be modified by unilateral action of the BOR. This includes the mutual endorsement of the AAUP's 1940 Statement of Principles on Academic Freedom and Tenure, which calls for full freedom in research and publication, as well as in the classroom.

We are concerned that this action by the board has caused alarm and fear among faculty, staff, and students. Your action did not provide the clarity that you stated was your intent, instead the motion elicits more questions than answers. We ask that you rescind this motion and instead seek input from your stakeholders while the legality of federal directives is determined in federal court. As always, United Academics will fight to ensure the protection of our members, students, and programs and enforcement of our CBA.

Sincerely,

*Names retracted for privacy
(356 United Academics Faculty and Postdoctoral Fellows signed this petition)*

Cc: UA chancellors, UA provosts