

UNIVERSITY of ALASKA ANCHORAGE™

Director of Athletics Leadership Profile



The University of Alaska Anchorage (UAA) invites applications and nominations for the position of Director of Athletics.

UAA seeks an innovative and collaborative leader to serve as its next Director of Athletics (“AD” or the “Director”). Located in Anchorage – Alaska’s largest city and gateway to world-class outdoor adventure – UAA offers a distinctive opportunity to lead a nationally recognized National Collegiate Athletic Association (NCAA) Division I and II athletics program in one of the most unique settings in higher education.

The AD will join the Chancellor’s leadership team at a pivotal moment for the university and Seawolf Athletics. With strong community support, outstanding facilities, and a student-athlete culture grounded in academic success and athletic excellence, the next AD will have the opportunity to elevate the national profile of Seawolf Athletics while strengthening its impact across Alaska and beyond.

This role offers a rare combination of strategic leadership, community engagement, and program growth within a dynamic dual-mission university, positioning athletics as a driver of enrollment, community engagement, and workforce pathways for metropolitan Anchorage and communities across Southcentral Alaska.

With this profile, the Search Committee seeks to provide nominators and potential candidates with information about UAA, the position, and participation in the search.

Role of the Director of Athletics

The AD serves as the chief strategist and administrative leader for UAA's 13 NCAA Division I and Division II athletic programs. Reporting to the Chancellor and serving on the Chancellor's Cabinet, the AD provides vision and leadership across all aspects of Seawolf Athletics, including competitive excellence, fiscal stewardship, fundraising, facilities planning, compliance, and student-athlete success.

The AD will work in collaboration with university administration, students, faculty, and staff to ensure the athletic program remains in compliance with NCAA, university, state, and federal regulations. The Director will maintain the principles of sportsmanship and ethical conduct with a strong focus and commitment to the university's mission and goals.

The successful candidate will be a highly visible leader who builds strong relationships across campus and throughout the Anchorage and Alaska communities. The AD will champion academic achievement, student-athlete well-being, and a culture of integrity while strengthening the national profile of Seawolf Athletics.

Key Duties and Responsibilities

The AD provides strategic leadership for the UAA Athletic Department, stewarding its 13 NCAA Division I and Division II programs toward competitive excellence while supporting the holistic success of student-athletes. Joining UAA at an exciting time for Seawolf Athletics, the next AD will have the opportunity to shape the future of the program while advancing the university's mission and strategic priorities.

Key opportunities include:

Strengthening the Future of Seawolf Athletics

Provide strategic leadership for UAA's unique NCAA Division I and Division II athletics program while aligning athletics with the university's broader institutional goals. This role offers a significant opportunity to help shape the university's next strategic plan as UAA 2027 sunsets, ensuring athletics is meaningfully integrated into UAA's future direction.

Enhancing Financial Sustainability

Expand fundraising, corporate sponsorships, and external partnerships to strengthen the long-term financial sustainability of Seawolf Athletics and support program growth.

Elevating the Student-Athlete Experience

Continue UAA's strong tradition of academic excellence among student-athletes while prioritizing holistic development, leadership opportunities, and student-athlete well-being.

Strengthening Community Engagement

Capitalize on the strong statewide support for Seawolf Athletics to position the athletics program as a driver of enrollment growth, community connection, and workforce preparation by expanding fan and alumni engagement and strengthening (forging) strategic partnerships with community and business leaders.

Leading a Culture of Excellence and Integrity

Recruit, develop, and support outstanding coaches and staff while fostering a culture grounded in integrity, accountability, inclusion, and competitive excellence.

Supporting Facilities and Long-Term Growth

Provide vision for the continued development and strategic use of athletic facilities to enhance the student-athlete experience and support the long-term success of Seawolf Athletics. This includes establishing an expanded, permanent home for hockey and securing conference membership.

For information on how to apply or submit nominations, please see "Procedure for Candidacy" at the end of this profile.





Director of Athletics Position Description

Job Duties

Strategic Leadership and Alignment: Provide vision and operational leadership for all aspects of UAA's NCAA Division I and Division II athletics program. Align athletics with UAA's institutional goals and broader mission through collaboration across campus units.

Personnel and Culture: Recruit, evaluate, and develop head coaches and senior staff. Foster a culture of integrity, accountability, innovation, and excellence.

Student-Athlete Success: Prioritize academic achievement, leadership development, mental health, and life skills for student-athletes.

Community and External Engagement: Strengthen relationships with alumni, donors, corporate partners, and community stakeholders. Serve as the public face of Seawolf Athletics promoting engagement and representing UAA at local, regional, and national levels.

Financial Stewardship: Lead strategic planning and resource alignment within a lean operational model. Drive fundraising, sponsorships, and revenue generation initiatives.

Compliance and Risk Management: Ensure full compliance with NCAA, conference, and UAA policies. Uphold Title IX, gender equity, and student safety standards.

Facilities and Capital Planning: Provide vision for facility planning, capital projects, and long-term growth strategies.

Workplace Culture: Foster an empowering environment that promotes fairness, mutual respect, a sense of belonging, and collaboration.

Knowledge, Skills and Abilities

UAA's next AD will bring with them a robust skillset suitable for leading a high-performing intercollegiate athletics program. At the minimum, candidates must possess a bachelor's degree, have a minimum of five years of experience in progressively responsible senior athletic administration, and prior NCAA Division I and/or Division II collegiate or professional athletics experience. The strongest candidates will also have most, if not all of the following attributes:

-  Knowledge of and compliance with NCAA regulations, conformance with university policies and procedures, and compliance with state and federal law.
-  Demonstrated commitment to the welfare, retention, academic success and graduation of student-athletes.
-  Demonstrated ability in working across diverse constituencies including donors, volunteers, businesses, media, etc.
-  Knowledge of and clear commitment to Title IX compliance.
-  Significant administrative experience required including budgeting, personnel, facility management and intercollegiate athletics.
-  Successful fundraising and marketing experience.
-  Demonstrated experience with brand marketing, public relations, media, community and campus engagement.
-  Master's Degree or higher is preferred.
-  Successful experience and leadership in athletic management/coaching is preferred.
-  Coaching experience or experience in training or directing coaches is preferred.

Core Leadership Qualities

-  Visionary Leadership
-  Communication Excellence
-  Financial Acumen
-  Policy & Compliance Expertise
-  Relationship Building
-  Crisis & Risk Management



Opportunities and Expectations

The next AD joins the Seawolf nation at a pivotal time for intercollegiate athletics. In addition to the overall responsibilities outlined earlier in this profile, the next AD has a unique opportunity for leadership and innovation. The Director of Athletics will be expected to:

Lead for Financial Sustainability

- 🌊 Develop, model and implement strategic financial strategies including resource allocation and long-term planning that further the success of athletics in a financially sustainable manner.
- 🌊 Provide innovative leadership to generate new, diverse and sustainable revenue streams for the department.
- 🌊 Alleviate staffing challenges that arise due to fiscal strain by providing solutions grounded in innovation and efficiencies.

Elevate Internal and External Engagement

- 🌊 Serve as the external face of UAA Athletics, sharing a compelling narrative that embodies the value that the program brings to the Anchorage community and beyond.
- 🌊 In partnership with the campus, grow the current momentum around athletics and school spirit.
- 🌊 Partner with the Alumni office to build and strengthen a Seawolf Alumni group.
- 🌊 Develop initiatives and collaborations with academics to build strong relationships with professors and support greater academic and holistic student success.

Develop Relationships and Opportunities

- 🌊 Support the many successful service opportunities that student-athletes already take advantage of now and help to grow their influence over time.
- 🌊 Improve external and internal marketing to leverage Seawolf athletic and academic success while building greater campus support for athletic events.
- 🌊 Improve community access to athletics, providing Anchorage and Alaska with the opportunity to connect with UAA and benefit from its commitment to furthering the lives of Alaskans.
- 🌊 Develop and maintain relationships with the local community and businesses, alumni, parents and fans to create community connections in partnership with athletics.

Provide Forward-thinking Leadership

- 🌊 Work in partnership with coaches and staff to co-create approaches that will help to provide greater recruiting and travel opportunities.
- 🌊 Leveraging subject matter expertise, develop strategies that keep UAA at the forefront of changes in the NCAA landscape.
- 🌊 Using political savvy, stay ahead of challenges that might be posed by changes in government policies and funding levels.
- 🌊 Serve as sound counsel for campus and system leadership where athletics is concerned and serve as a trusted partner and collaborator with campus leadership on university issues broadly.

Professional Qualifications and Personal Characteristics

To achieve the goals set before them, the next Director of Athletics will need to possess the following qualifications and characteristics.

Strong Leadership, Accountability and Collaboration

The AD will be a confident actor at the leadership table, collaborating with the same collegial and cooperative spirit as the campus, diplomatically and with good will. They will hold themselves and others accountable to the highest of ethical standards and uphold NCAA compliance. They will provide a vision and clear direction for UAA's next steps in athletics while working to cohere athletics and its related campus partners around a unified identity. They will be committed to people, demonstrated by their ability to build and mentor strong teams. As a strong team member, the AD will be a servant-leader with humility and have a record of using data to make decisions and evaluate performance.

Charisma and Energy

The strongest candidates will be charismatic representatives of Seawolf Athletics, lifting people with their positive energy. They will have demonstrated success in raising money through philanthropy, corporate sponsorship, community engagement, and state support. They will take their role as an innovator to heart while simultaneously serving as a champion for students, coaches, staff, fans, and UAA. The AD will necessarily be courageous, seizing opportunities to build, create and change in the pursuit of excellence. They will be entrepreneurial, without the need for a book of pre-written plays.



Commitment and Grit

Like Anchorage and Alaska, the most successful of candidates will be full of grit and determination. They will relish getting their hands dirty and be a little hungry for challenges every day. They will be attracted to and skilled at building for lasting impact and they will have the patience and wisdom to commit for the long haul, understanding that great leadership requires time.

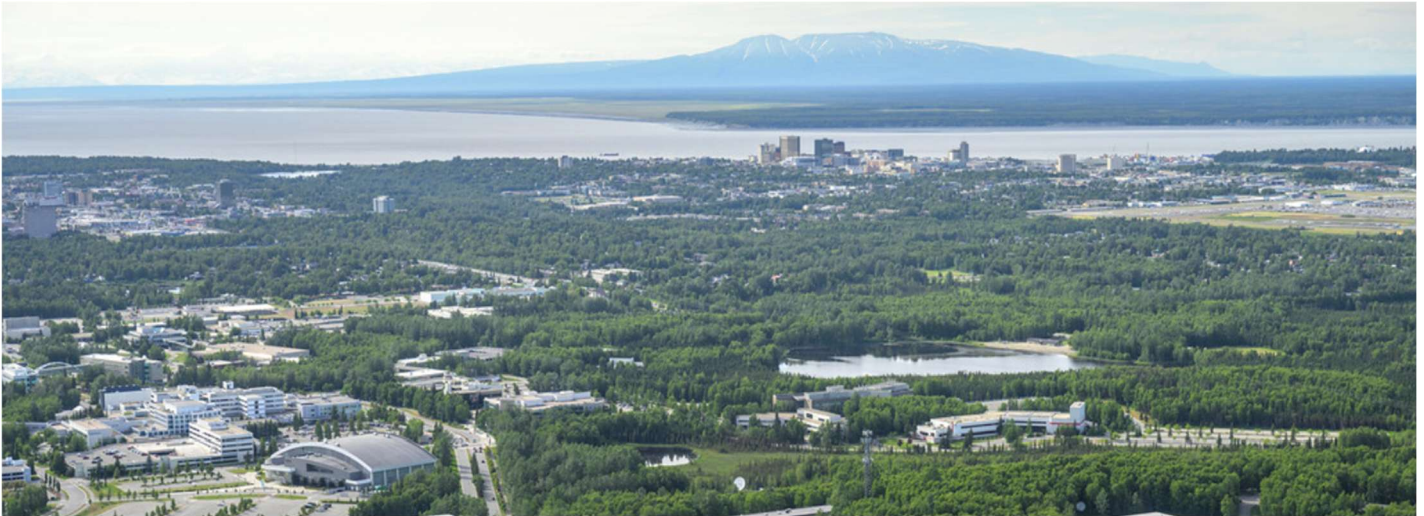
Exemplary Communication

In addition to being a strong storyteller, the next AD will also be an organized and skilled top-down communicator within the department and with campus stakeholders. They will have the equanimity to be out front with media and use their relational skills to build good will and relationships in the community.

Athletics Expertise

Given the growing complexity of intercollegiate athletics, the most qualified of candidates will have experience leading in Division I and/or Division II or professional sport. They will be well-versed in NIL compliance and preferably have some experience working in a multi-divisional environment. They will have experience in facilities management and upgrades, budgeting, capital planning and experience in elevating all sports, regardless of their levels of success, notoriety or fiscal demands. Their leadership in athletics administration shall be of significant duration.





About UAA

Headquartered in Alaska's largest city of Anchorage, UAA's main campus spans approximately 390 acres and includes more than 65 buildings, located in the heart of Anchorage's University-Medical District and adjacent to major health care partners including Alaska Native Tribal Health Consortium, Providence Alaska Medical Center, and Alaska Regional Hospital. The campus sits alongside Anchorage's extensive multi-use trail network and provides direct access to the city's outdoor recreation opportunities.

In addition to the Anchorage campus, UAA includes four community campuses—Kenai Peninsula College, Kodiak College, Matanuska-Susitna College, and Prince William Sound College—serving students across Southcentral Alaska, with the university collectively offering associate, baccalaureate, and graduate degrees in more than 150 areas of study.

UAA is a comprehensive, open-access, dual mission public university established on the ancestral lands of the Dena'ina, Ahtna Dene, Alutiiq/Sugpiaq, Eyak/dAXunhyuu Peoples. UAA also serves as the largest university within the University of Alaska System, serving nearly 11,000 students on its Anchorage campus and 13,000 each year when including its campuses in Soldotna, Kodiak, Palmer, Valdez, and Homer. The present university was created in 1987 following a statewide reorganization that merged the university with these community colleges. UAA has a vibrant history for a young institution. It has served the higher education needs of the communities of Southcentral Alaska since the 1950s. From its formation, UAA is a dual mission university, combining technical and short-term training with traditional bachelor's and graduate programs. Through its centers and institutes, the university's research and public service help students create flexible pathways to advance their education, gain job-

ready skills and build their futures and is the flagship institution for health education in Alaska.

UAA is accredited by the Northwest Commission of Colleges and Universities (NWCCU). Many of UAA's academic programs have additional specialized accreditation from professional associations and other external entities. UAA is classified by the Carnegie Foundation of Institutions of Higher Learning. The 2025 classification of Professions-focused Baccalaureate Medium and Higher Access, Medium Earnings underscore UAA's role as a dual mission university, balancing academic excellence with practical workforce development to meet the needs of the community. UAA has also received the elective designation as a Community Engaged University. Exceptional educational opportunities include undergraduate research, national and international exchanges and study abroad programs. In 2025, VIQTORY designated UAA a Military Friendly School for the 17th consecutive year.

In fiscal year 2025, revenues were approximately \$328.5 million. State appropriations accounted for 38%, tuition and fees 17%, a combination of auxiliaries, gifts and other sources 31% and restricted grants and contracts was 15%. Total grant awards have increased 51% since FY2014.



University Strategic Plan - UAA 2027

The UAA 2027 Strategic Plan provides a framework for defining and advancing the university's shared goals through 2027. Developed with broad input from faculty, staff, students, and community stakeholders, the plan builds on UAA's strengths while identifying new opportunities to expand student success, strengthen community partnerships, and meet the evolving educational needs of Alaska. UAA 2027 serves as a roadmap guiding institutional priorities and ensuring the university remains grounded in the principles and core values that define its mission as a comprehensive, open-access, dual-mission university.

The next AD will play an important role in advancing this strategic vision by aligning Seawolf Athletics with the university's broader goals, strengthening student-athlete success, and fostering meaningful engagement across campus and the community. The AD will have significant opportunity to help shape the university's next strategic plan, ensuring athletics is meaningfully integrated into UAA's future direction.

Mission

UAA transforms lives through teaching, research, community engagement and creative expression in a welcoming environment. Serving students, the state, and the communities of Southcentral Alaska, UAA is a comprehensive, open access, public university established on the ancestral lands of the Dena'ina, Ahtna, Alutiiq/Sugpiaq, and Eyak/dAXunhyuu Peoples.

Vision

We are known as a university of distinction, transforming lives and communities.

Core Learning Competencies

UAA defines four core competencies essential for student success and academic growth. These competencies are designed to prepare students for both academic success and post-graduation careers. The core competencies also act as a model for how UAA employees interact with each other and the greater community.

Effective Communication





Creative and Critical Thinking

Intercultural Fluency




Personal, Professional, and Community Responsibility engagement.

Aspirations




We put students first.

-  UAA becomes a student-centered institution.
-  Achievement gaps in student learning are narrowed.
-  Students are retained, persist, and graduate at increasing rates.
-  Students develop and achieve UAA's Core Learning Competencies.





We embrace our role as a trusted and respected community partner.

-  Demonstrate value and meaningful progress on UAA 2027 aspirations
-  Align and communicate UAA capacity to meet community needs
-  Deepen and expand community engagement beyond current level

We positively impact communities and the world through innovation.

-  Strengthen interdisciplinary initiatives.
-  Enhance scholarship, service, and teaching related to the Arctic, aligned with UAA's mission.
-  Increase external sponsorship of research, scholarship, and creative activities, expanding student opportunity where possible.

We accelerate excellence through continuous improvement.

-  Reduce barriers and redundancies in administrative processes.
-  Enhance revenue and financial sustainability through increased enrollment, external support, fundraising, and fee-for-service entrepreneurial activities.
-  Strengthen UAA's environmental sustainability practices.
-  Students develop and achieve UAA's Core Learning Competencies.



About UAA Athletics

UAA Athletics serves the Anchorage campus, the broader community, and the state of Alaska by sponsoring competitive NCAA programs while promoting student success, leadership development, and community engagement. UAA is represented by 13 intercollegiate teams, attracting student-athletes from across the United States and around the world.

Men’s and women’s alpine and nordic skiing compete in the Rocky Mountain Intercollegiate Ski Association (RMISA), while women’s gymnastics and men’s ice hockey compete at the NCAA Division I level, providing national visibility for the university. Gymnastics is part of the Mountain Pacific Sports Federation (MPSF), while Hockey currently competes as an independent while exploring future conference affiliation opportunities.

UAA Athletics by the Numbers

UAA Students-Athletes - 185
Academic Year 2025-2026

Scholarships **\$2.17 M**

Community and Alumni
UAA Alumni **70,000+**

Workforce
Coaching Staff **24**
Support Staff **18**
Student Workers **4**

Finances (as of Fall 2025)
UAA Athletics Budget **\$10 M**
Institutional Support **\$7.31 M**
Student Activity Fees **\$490 K**
Other Budgeted Revenues **\$2.24 M**





Sport	Division	Conference
Men’s Basketball	II	GNAC
Women’s Basketball	II	GNAC
Men’s Cross Country (running)	II	GNAC
Women’s Cross Country (running)	II	GNAC
Men’s Skiing	II	RMISA
Women’s Skiing	II	RMISA
Men’s Indoor Track & Field	II	GNAC
Women’s Indoor Track & Field	II	GNAC
Men’s Outdoor Track & Field	II	GNAC
Women’s Outdoor Track & Field	II	GNAC
Women’s Volleyball	II	GNAC
Men’s Ice Hockey	I	Independent
Women’s Gymnastics	I	MPSF

UAA fields a unique NCAA Division I and Division II hybrid athletics program. Most sports compete in the Great Northwest Athletic Conference (GNAC) at the Division II level.






More than 180 student-athletes represent UAA each year and consistently excel in the classroom. Seawolf student-athletes recently achieved a collective 3.51 GPA, including 65 student-athletes earning perfect 4.0 GPAs in Fall 2024.

Together, these elements make UAA Athletics a distinctive program within NCAA competition and an exciting environment in which to lead and grow a nationally visible athletics program.







 69 Conference Team Titles	 501 All Americans	 24 Individual National Championships	 254 Individual Conference Championships
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Athletics' Mission

-  We support the educational mission of University of Alaska Anchorage.
-  We protect and promote the safety, health, and wellness of our Student-Athletes.
-  We guide and support our Student-Athletes in their pursuit of academic and athletic excellence.
-  We strive to produce honorable graduates and citizens.
-  We are actively engaged in our Community.

Athletics' Core Values

-  Excellence: We pursue excellence in all we do.
-  Respect: We treat others with dignity, kindness, and respect.
-  Dependability: We are responsible and accountable to ourselves and others.
-  Honor: We strive for integrity and honor in all our affairs

About the Name - Seawolves

The Seawolf name draws inspiration from Native Alaskan folklore describing a powerful sea creature associated with strength, resilience, and prosperity. Adopted in 1977, the Seawolf identity reflects both Alaska's cultural heritage and the spirit of UAA Athletics.

Corporate Sponsorships

The Seawolves are privileged to be supported by over 45 corporate partners. These committed businesses make a significant and positive difference in the lives of UAA's students-athletes and the community.



UAA Alumni

UAA boasts a vibrant alumni community known as #SeawolfNation, comprising over 73,000 graduates. These alumni are spread across Alaska, the United States, and nearly 50 countries worldwide.

The UAA Alumni Association strengthens lifelong relationships between graduates, the university and the broader community through events, networking opportunities and scholarships. Guided by a commitment to connect, engage and give back, these efforts celebrate Seawolf spirit and create meaningful pathways for alumni to stay involved with and invested in UAA.

In partnership with Seawolf Athletics, these efforts also include College Alumni Nights, alumni gatherings at games and renewed work to reconnect and organize former student-athletes through the relaunch of the Seawolf Athlete Alumni Chapter. Together, these initiatives elevate alumni pride, honor the legacy of UAA Athletics and help build a stronger, more connected community in support of current and future Seawolves.





Facilities

Seawolf Athletics is housed in two buildings on campus, the Alaska Airlines Center and the Avis Alaska Sports Complex. While Athletics is the primary user, both venues are managed by separate departments within UAA, in addition to serving broad community needs. The AD needs to maintain a strong collaborative relationship with these teams.

In addition to the two venues on campus, Athletics utilizes other facilities in the broader Anchorage area. These include Alyeska Resort, Kincaid Park, and The Dome. These non-UAA owned facilities are critical to the cross country, track and field, and ski teams.

The Alaska Airlines Center (AAC)

From a sketch on a paper napkin many years ago, the concept of a premiere sports and community center has developed into a reality not only for the UAA, but for the greater community of Anchorage and the region. The AAC opened in 2014 and with a 5,000 seat arena it serves as the home venue for Seawolf basketball, volleyball, and gymnastics and is widely regarded as one of the premier athletic facilities in the GNAC. The AAC is also equipped with an 800-seat auxiliary gym, a state-of-the-art sports medicine suite, an indoor two-lane walking and jogging track, a gymnastics training and competition gym, and a separate training and strength conditioning facility for Seawolf student-athletes.

Along with hosting the Seawolves, the AAC is a destination venue for concerts, family shows, graduations and other sports competitions, making it a true community arena.

The Avis Alaska Sports Complex (AASC)

The AASC is a central component of UAA's athletics and recreation infrastructure, located in the heart of the Anchorage campus. The facility supports both Seawolf Athletics and campus recreation programs, providing year-round training, competition, and wellness opportunities for student-athletes and the broader university community.

The complex serves as the home venue for UAA men's ice hockey, housing the Chuck Homan Ice Rink and supporting spaces for team operations. In addition to varsity athletics, the facility includes a gymnasium, swimming pool, fitness and training areas, an Olympic weight room, and multipurpose activity spaces used by student-athletes, recreation programs, and academic courses in health and human performance.

Together with the AAC, the AASC forms a key part of UAA's athletics facilities portfolio, supporting competitive programs while also serving as a major hub for student wellness and community engagement. For the next AD, the complex represents an important asset within UAA's broader athletics infrastructure and an opportunity to continue strengthening the student-athlete experience.

Academics

UAA has approximately 500 regular faculty and 400 adjunct faculty housed within five academic colleges: the College of Arts and Sciences, the College of Business and Public Policy, the College of Engineering, the College of Health and the Community and Technical College. Additionally, UAA hosts a Honors College, School of Education, School of Nursing and Graduate School.

UAA offers a number of undergraduate research opportunities across all disciplines and within a global community of scholars. By fostering inspired teaching and engaged student learning, UAA advances student research and creative activities.



Campus Life

Surrounded by urban life and wilderness, UAA is a gateway to innovative thinking, learning and exploration. Students at UAA come from Alaska's towns, cities and rural communities, from all 50 states and U.S. territories and over 30 countries. Alaska communities embrace the cultures, ethnicities, politics, experiences and goals of many groups of people united by respect for others and a deep commitment to education. UAA students experience hands-on education in and out of the classroom. UAA encourages students to explore the array of resources and activities available to

them through living on campus (Anchorage/Kenai/ Valdez) and participating in clubs and organizations, student government, social and recreational activities, community service, recreational sports and NCAA athletics.



About Anchorage

Anchorage has a population of nearly 300,000, representing approximately 40% of the state. The city is nestled between the Chugach Mountains and Cook Inlet and enjoys a moderate maritime climate. The average winter temperature is around 20 degrees, and the average summer temperature is around 65 degrees. On summer solstice, Anchorage has approximately 20 hours of daylight, and on winter solstice, five-and-a-half hours of daylight. The city offers easy access to state and national forests and parks, year-round outdoor recreation and unsurpassed natural beauty.

Anchorage is known for its cultural sites and exceptional quality of life. Anchorage residents have access to world-class arts, entertainment, fine dining and recreational activities. A culturally rich city, Anchorage is one of the 100 largest school districts in the United States, and more than 100 different languages are spoken here, including Hmong, Samoan, Filipino and Yupik. Minority students comprise more than 50 percent of the student population.

Anchorage is consistently ranked among the most livable cities in the United States, offering immediate access to world-class hiking, skiing, fishing, and wildlife viewing while maintaining the amenities of a metropolitan center. The city also has more than 120 municipal parks.



How to Apply

UAA encourages applications from experienced leaders with a strong record of leadership success in intercollegiate athletics. While NCAA Division I and/or II experience is preferred, candidates who bring a experience from professional sport leadership underpinned by a sophisticated understanding of intercollegiate athletics are welcome to apply.

WittKieffer is supporting UAA in this search. For greatest consideration, applicants should submit a CV and a letter of interest addressing the themes of this profile to WittKieffer's [candidate portal](#) by April 20, 2026. Inquiries are welcome, as are nominations which will be handled confidentially. You may also contact the WittKieffer consultants, Sandra Chu and Jeff Compher, at uadirectorofathletics@wittkieffer.com.



Notice of Nondiscrimination

(BOR Policy & Regulation 01.02.020)

The University of Alaska does not discriminate on the basis of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, child-birth or related medical conditions, parenthood, sexual orientation, gender identity, political affiliation or belief, genetic information or other legally protected status.

When implementing this commitment, the University is guided by Title VI and VII of the Civil Rights Act of 1964 and Civil Rights Act of 1991; Title IX of the Education Amendments

of 1972; Executive Order 11246, and Executive Order 11375, as amended; Equal Pay Act of 1963; Age Discrimination in Employment Act of 1967 and Age Discrimination Act of 1975; Vietnam Era Veterans Readjustment Assistance Act of 1974; Americans with Disabilities Act (ADA) of 1990; the Americans with Disabilities Act Amendments Act of 2008; Genetic Information Nondiscrimination Act of 2008; Pregnancy Discrimination Act; Immigration Reform & Control Act; Vocational Rehabilitation Act of 1973 and other federal laws or Alaska Statutes which guarantee equal opportunity to individuals and protected classes within our society.

The University's commitment to nondiscrimination, including against sex discrimination, applies to students, employees and applicants for admission and employment.

This policy therefore affects employment policies and actions, as well as the delivery of educational services at all levels and facilities of the University. Further, the University's objective of ensuring equal opportunity will be met by taking affirmative action: i.e., making intensified, goal-oriented efforts to substantially increase the participation of groups where their representation is less than proportionate to

their availability; providing reasonable accommodations to employees and students with disabilities; and ensuring that employment opportunities are widely disseminated to agencies and organizations that serve underrepresented protected classes.

The following person has been designated to handle inquiries regarding the nondiscrimination policies:

University of Alaska Anchorage
 Director, Office of Compliance and Rights
 3890 University Lake Drive, Suite 102
 Anchorage, AK 99508
 Phone: 907-786-0818

E-mail: uaa_titleix@alaska.edu

<https://www.uaa.alaska.edu/about/equity-and-compliance/>

- For sex discrimination claims or other inquiries concerning the application of Title IX of the Education Amendments of 1972 and its implementing regulations, individuals may contact the University's Title IX Coordinator or the Assistant Secretary in the U.S. Department of Education Office of Civil Rights, or both:

Office for Civil Rights, Seattle Office

U.S. Department of Education
 915 Second Ave., Room 3310
 Seattle, WA 98174-1099

Phone: 206-607-1600

TDD: 800-877-8339

E-mail: OCR.Seattle@ed.gov

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

UA's grievance procedures and grievance process under Title IX, including how to report or file a formal complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how UA will respond are located in UA Board of Regents' Policy and Regulation Chapter

01.04. This chapter defines prohibited behavior and details the administrative grievance procedures and grievance process for inquiries, investigations, hearings, and appeals which apply when prohibited behavior is alleged to have occurred.

Contact information, applicable laws, and complaint procedures are included on UA's statement of nondiscrimination available at www.alaska.edu/nondiscrimination.