ANS F100 Preparing for College and Student Success
1 Credit
Offered As Demand Warrants
Presentations on time and financial management, test-taking strategies, study techniques, UAF and community resources, GPA calculation, UAF catalog information, core requirements and goal-setting. Provides students with the information and skills necessary for a successful UAF experience. Instruction by the staff of Rural Student Services. Native leaders as guest speakers.
Lecture + Lab + Other: 1 + 0 + 0
Grading System: Pass/Fail Grades

ANS F101 Introduction to Alaska Native Studies (an, h)
3 Credits
Offered Fall
Introductory information on the Alaska Native community. Overview of significant Native issues. Review of pertinent literature and resources.
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F111X History of Colonization in Alaska: The Indigenous Response (an, s)
3 Credits
Offered Fall and Spring
The history of the colonization of Alaska from contact to the signing of the Alaska Native Claims Settlement Act in 1971. This course examines Alaska history, how colonization and federal Indian policy shaped the state and some of the ways that Alaska Natives responded to and dealt with the changes.
Attributes: UAF GER Social Sciences Req
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F112 Alaska Native Claims Settlement Act: Land Claims in the 21st Century (an)
1 Credit
Offered Fall
Familiarize students with the land claims process and important Alaska Native Claims Settlement Act content, with focus on contemporary situations and explanation of land claims processes ongoing or recently completed in locations outside Alaska.
Cross-listed with RD F110.
Lecture + Lab + Other: 1 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F113 Alaska Natives, Indigenous Peoples and International Laws (an)
1 Credit
Offered As Demand Warrants
Familiarize students with international law and its importance for Indigenous Peoples. Special emphasis on international legal instruments of importance for Alaska Natives.
Cross-listed with RD F113.
Lecture + Lab + Other: 1.5 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F114 Alaska Natives, Indigenous Peoples and North American Legal Systems (an)
1 Credit
Offered As Demand Warrants
Familiarize students with domestic law and its effects on Indigenous Peoples’ governance in the United States. Emphasis on Alaska Natives and the relationship between Tribal legal systems and state and federal governments. Examination of how law is made and why Tribal laws differ from those in neighboring jurisdictions.
Cross-listed with RD F114.
Lecture + Lab + Other: 1.5 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F150 Topics in Alaska Regional Cultural History (an, s)
3 Credits
Offered As Demand Warrants
Cultural history of the peoples of a selected region of Alaska, which will vary depending on demand and instructor expertise. Methods including physical anthropology, ethnohistory, linguistics, archaeology, social anthropology, ethnography, ecology and climatology will be used. Includes the issues of culture-change due to Alaska Native and Euro-American contacts.
Prerequisites: Recommended: ANS F242X.
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus
Repeatable for Credit: May be taken 3 times for up to 9 credits

ANS F160 Alaska Native Dance (an, h)
1 Credit
Offered As Demand Warrants
Traditional Native Alaskan dancing, singing and drumming of songs from Alaska’s major Indigenous groups taught by guest Native Elders and dancers. If there is sufficient interest, a dance group will be assembled using class members for spring presentations primarily in the Fairbanks area, including the Festival of Native Arts.
Lecture + Lab + Other: 0 + 2 + 0
Grading System: Pass/Fail Grades

ANS F161X Introduction to Alaska Native Performance (an, h)
3 Credits
Offered As Demand Warrants
For Native and non-Native students with no prior acting or theatre experience. Includes both academic and practical components to examine traditional Alaska Native theatre, mythology, ritual, ceremony and performance methods. Application of exercises and developmental scenes drawn from Alaska Native heritage.
Cross-listed with FLPA F161X.
Attributes: UAF GER Arts Req
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus
ANS F202X  Aesthetic Appreciation of Alaska Native Performance  
(3 Credits)  
Offered Fall  
Understanding and application of the cultural principles of Alaska Native oral narrative performances. Topics are arranged by the five broad Alaska Native regions and include lectures on culture, principles of visual arts analysis of oral narratives, musical expression and hands-on involvement in Alaska Native theatrical arts.  
Prerequisites: Placement in WRTG F111X.  
Attributes: UAF GER Arts Req  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F223X  Alaska Native Music  
(3 Credits)  
Offered Spring  
Introductory course devoted to the study of Indigenous musical cultures throughout Alaska and neighboring regions. Emphasis on musical systems in terms of their respective sounds and their relationship to culture and society, cross-cultural comparisons and a focus on both past and present musical styles.  
Cross-listed with MUS F223X; ACNS F223X.  
Attributes: UAF GER Arts Req  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F225  Applied Communication Skills  
(3 Credits)  
Offered Fall  
Oral and written communications for rural development practitioners. In this course, students will practice four types of oral and written communications: business presentations and business and technical writing; academic presentations and writing; policy presentations and legal and policy writing; and presenting and writing for community audiences.  
Prerequisites: COM F131X or COM F141X; WRTG F111X.  
Cross-listed with RD F225.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F242X  Indigenous Cultures of Alaska  
(3 Credits)  
Offered Fall and Spring  
The term Alaska Natives is used to refer to a broad spectrum of Alaska’s Indigenous population, living in diverse geographic regions and each culturally distinct. Each cultural region has its own unique history, language, culture(s), political landscapes, and experiences. This course is intended to provide a broad overview of Alaska’s first peoples.  
Attributes: UAF GER Social Sciences Req  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F245  Fisheries and Marine Wildlife Development in Rural Alaska  
(3 Credits)  
Offered As Demand Warrants  
Introduction to fisheries development issues in rural Alaska communities, including basic concepts, strategies and contemporary cases. Topics include management of salmon and other fisheries, community development quotas, and sustainable development efforts.  
Prerequisites: WRTG F111X.  
Cross-listed with RD F245.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F250  Current Alaska Native Leadership Perspectives  
(3 Credits)  
Offered As Demand Warrants  
Prominent leaders in the Native community are brought into direct classroom contact with students to discuss important issues in rural Alaska and the larger Native community.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F251  Practicum in Alaska Native Cultural Expression  
(1-3 Credits)  
Offered Fall and Spring  
Provides individual supervised activities in the formal organization, promotion and expression of Alaskan Native cultural heritage. May be repeated to a maximum of three credits.  
Prerequisites: Permission of the department head.  
Lecture + Lab + Other: 1-3 + 0 + 0  
Grading System: Pass/Fail Grades  
Repeatable for Credit: May be taken 3 times for up to 3 credits  

ANS F268  Alaska Native Art Studio I  
(3 Credits)  
Offered Fall and Spring  
Studio art course exploring the practice of traditional and contemporary Alaska Native art forms; including design, technology, and cultural expression. Rooted in experiential learning, students will learn by creating and utilizing tools specific to Alaska Native cultures. A strong emphasis will be placed on gaining technical skills and traditional knowledge.  
Cross-listed with ART F268.  
Lecture + Lab + Other: 1 + 4 + 0  
Grading System: Letter Grades with option of Plus/Minus  

ANS F300  Alaska Native Writers Workshop  
(3 Credits)  
Offered Fall  
Four writing methods essential to communication for Alaska Native Studies students. Emphasis on the student's development of composition abilities in a variety of Native and Western forms. Publication of student work a possibility.  
Prerequisites: WRTG F111X; WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus
ANS F310  Alaska Native and Comparative Indigenous Land Settlements  (an, s)
3 Credits
Offered As Demand Warrants
Alaska Native corporation goals and methods as they implement the Alaska Native Claims Settlement Act and establish themselves within the larger political economy. An examination of other Indigenous land claims agreements in the circumpolar north and beyond.
Prerequisites:  ANS F242X or PS F263 or ANS F111X.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F315  Tribal People and Development  (an, s)
3 Credits
Offered As Demand Warrants
Impact of socioeconomic development processes on tribal peoples in less developed world societies. Implications of these processes for Alaska Native people.
Prerequisites:  Junior standing.
Cross-listed with RD F315.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F325  Alaska Native and Comparative Tribal Self-Government  (an, s)
3 Credits
Offered As Demand Warrants
Indigenous political systems, customary law and justice in Alaska emphasizing the organization of Alaska Native governance under federal Indian law and Alaska state-chartered local government. Comparisons between Alaska Native political development and those of tribes in the contiguous 48 states and northern hemisphere tribal people.
Prerequisites:  ANS F111X, PS F263, TG F201.
Cross-listed with PS F325.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F329  Indigenous Alaska Native Language and Culture Revitalization  (an)
3 Credits
Offered Spring Odd-numbered Years
The course will focus on contemporary issues, principles and practice models in the revival maintenance and revitalization of Indigenous languages and cultures in Alaska and from an international perspective. A variety of language revitalization approaches and methods will be considered, including linguistic documentation, teaching language courses, immersion and master-apprentice programs.
Prerequisites:  ANS F242X, WRTG F111X, Junior Standing.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F340  Contemporary Indigenous Literature in North America  (h)
3 Credits
Offered Fall
Contemporary Indigenous literature in North America including novels, short stories, poetry, film, audio expression and genre-fluid texts. Works will be discussed in their cultural contexts and explore connecting themes such as historical trauma, survivance, resurgence and decolonization.
Prerequisites:  WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X; sophomore standing.
Cross-listed with ENGL F340.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F341  Community Research Toolbox  
3 Credits
Offered Spring
Community research approaches and techniques. Emphasis on the role and need for community-based research and associated ethical issues. Students use a hands-on approach to learn about research techniques, including interviewing, surveying and utilizing existing data in support of community-based research. Emphasizes academic writing and communicating with community audiences.
Prerequisites:  RD F225.
Cross-listed with RD F340.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F347  Voices of Native American Peoples  (h)
3 Credits
Offered Spring Even-numbered Years
Exploration of the forms by which Native American peoples have narrated their life experiences. Includes oral narratives, written autobiographies, memoirs and speeches, and an introduction to the social, historical and cultural content surrounding these texts. Readings selected from all of North America with an emphasis on Alaska Natives.
Prerequisites:  WRTG F211X, WRTG F212X, WRTG F213X, or WRTG F214X; sophomore standing.
Cross-listed with ENGL F347.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F348  Native North American Women  (s)
3 Credits
Offered As Demand Warrants
Interdisciplinary examination of the relationship between Native American women and their social settings and cross-cultural experiences. Includes issues of political, economic and social solutions as employed by women in a large multi-ethnic nation-state.
Prerequisites:  ANS F101; ANTH F100X; WRTG F111X; WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X; SOC F101X.
Cross-listed with WGS F348.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0

ANS F349  Narrative Art of Alaska Native Peoples (in English translation)  (an, h)
3 Credits
Offered Fall Even-numbered Years
Traditional and historical tales by Aleut, Eskimo, Athabascan Eyak, Tlingit, Haida and Tsimshian storytellers. Bibliography, Alaska Native genres and viewpoints, and structural and thematic features of tales.
Prerequisites:  WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X; sophomore standing.
Cross-listed with ENGL F349.
Letter Grades with option of Plus/Minus
Grading System: Lecture + Lab + Other: 3 + 0 + 0
ANS F350  Cross-cultural Communication: Alaska Perspectives  (an, s)  
3 Credits  
Offered Spring Odd-numbered Years  
Cultural influences on communication patterns. Examines how misunderstandings may develop from differently organized ways of speaking and thinking when cultures come in contact. Alaskan focused, with its diversity of cultures and languages, as a microcosm for examining these issues, particularly as they affect Native and non-Native communication in institutional settings.  
Prerequisites: COM F131X or COM F141X; WRTG F111X; WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F351  Advanced Practicum in Alaska Native Cultural Expression  (an)  
1-3 Credits  
Offered Fall and Spring  
Individual supervised activities in advanced organization, promotion and expression of Alaskan Native cultural heritage projects (Festival of Native Arts leadership, Theater magazine, etc.). Continuation of ANS F251.  
Prerequisites: Junior standing.  
Lecture + Lab + Other: 1-3 + 0 + 0  
Grading System: Pass/Fail Grades  
Repeatable for Credit: May be taken 3 times for up to 3 credits  
ANS F360  Advanced Alaska Native Dance  (an, h)  
1 Credit  
Offered Fall and Spring  
Advanced Alaska Native dance techniques with emphasis on the cultural meanings of the performance.  
Prerequisites: ANS F160.  
Lecture + Lab + Other: 1 + 0 + 0  
Grading System: Pass/Fail Grades  
ANS F361  Advanced Alaska Native Performance  (an, h)  
3 Credits  
Offered As Demand Warrants  
In-depth study of Alaska Native theatre techniques and tradition, including traditional dance, song and drumming techniques, mask characterization and performance application and presentation of a workshop production developed by the students during the semester.  
Prerequisites: ANS F161X, FLPA F161X.  
Cross-listed with FLPA F361.  
Lecture + Lab + Other: 2 + 3 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F365  Alaska Native Art History  (an, h)  
3 Credits  
Offered Spring Even-numbered Years  
The material culture of Alaska Native people from pre-colonial times to the present. Students will explore the effects of colonialism on the art forms of different Alaska Native cultural groups. Students will have an opportunity to contribute to the ongoing histories of Alaska Native art through group research projects.  
Prerequisites: Sophomore standing or higher.  
Cross-listed with ANTH F365; ART F365.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F366  Northwest Coast Indian Art  (h)  
3 Credits  
Offered As Demand Warrants  
Arts of the Northwest Coast Indians and the place of art in their culture.  
Cross-listed with ANTH F366; ART F366.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F367  Inuit Art  (an, h, s)  
3 Credits  
Offered Fall  
Indigenous art from Northern Alaska, Canada, Greenland and the Bering Strait region of Russia, from the earliest known to contemporary.  
Cross-listed with ANTH F367; ART F367.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F368  Alaska Native Art Studio II  (an, h)  
3 Credits  
Offered Fall and Spring  
This course is a continuing exploration of the designs, technologies, and meanings of the diverse Alaska Native arts. Through the creative process, students will start examining the complex issues of creating art within a cultural context. A strong emphasis will be placed on developing a student's individual style.  
Prerequisites: ANS F268 or ART F268.  
Cross-listed with ART F368.  
Lecture + Lab + Other: 1 + 4 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F375  Native American Religion and Philosophy  (an, h)  
3 Credits  
Offered As Demand Warrants  
Philosophical aspects of Native American world views. Systems of belief and knowledge, explanations of natural phenomena, relationship of humans to natural environment through ritual and ceremonial observances.  
Recommended: PHIL F102X.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus  
ANS F381  Indigenous World in Film  (an, h)  
3 Credits  
Offered Spring Even-numbered Years  
The history and appreciation of Indigenous films, with emphasis on Alaska Native contributions through select films, readings and guest speakers. Analysis of social impacts of portrayals and treatment of Indigenous peoples while learning to critically analyze films through understanding film techniques and terminology. Preview of film industry business and opportunities.  
Prerequisites: WRTG F111X; WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X.  
Recommended: ART F200X, MUS F200X, or FLPA F200X.  
Cross-listed with FLPA F381.  
Lecture + Lab + Other: 1.5 + 2-4 + 0  
Grading System: Letter Grades with option of Plus/Minus
ANS F401  Cultural Knowledge of Native Elders (an, h)  
3 Credits  
Offered Fall  
Study with prominent Native tradition-bearers in Native philosophies, values and oral traditions. Traditional knowledge elicited through the cultural heritage documentation process. Analysis of existing interactions between cultural traditions and contemporary American life as experienced by Native Elders.  
Prerequisites: ANS F111X; ANS F242X; upper-division standing.  
Cross-listed with RD F401.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F420  Alaska Native Education (an, s)  
3 Credits  
Offered Fall and Spring  
School systems historically serving Native people, current efforts toward local control and the cross-cultural nature of this education. Field experience required.  
Prerequisites: ANS F242X; junior standing.  
Cross-listed with ED F420.  
Stacked with ED F606.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F425  Federal Indian Law and Alaska Natives (an, s)  
3 Credits  
Offered Fall Odd-numbered Years  
The special relationship between the federal government and Native Americans based on land transactions and recognition of tribal sovereignty. Federal Indian law and policy evolving from this relationship. Legal rights and status of Alaska Natives.  
Prerequisites: PS F101X, TG F112, TG F201 or HIST F110X.  
Recommended: PS F263.  
Cross-listed with PS F425.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F435  Participatory Policy-making in Tribal, State and Federal Government  
3 Credits  
Offered Spring Even-numbered Years  
This course analyzes the policy-making and lobbying processes of the American political system, with a focus on the relationship between tribes, U.S. Congress, federal agencies and the U.S. Supreme Court. Uses comparative case studies of national, state of Alaska and tribal issues, policies and laws impacting rural Alaskans.  
Prerequisites: RD F300; senior standing.  
Cross-listed with RD F435.  
Special Notes: Recommended RD F110.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F450  Comparative Indigenous Rights and Policies (s)  
3 Credits  
Offered Spring Odd-numbered Years  
Comparative approach to analyzing Indigenous rights and policies in different nation-state systems. Multiple countries and specific policy developments examined for factors promoting or limiting self-determination.  
Prerequisites: Upper-division standing.  
Cross-listed with PS F450.  
Stacked with ACNS F657; PS F650.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F458  The Politics of Indigenous Identity (an)  
3 Credits  
Offered As Demand Warrants  
Examines Indigenous identity from four different perspectives: legal, biological, cultural and self-identity. The course will be a journey of self-discovery for students as they research their discovery for students as they research their personal identities whether they be Indigenous identities or other identities.  
Prerequisites: Upper-division standing.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F461  Native Ways of Knowing (an, h)  
3 Credits  
Offered Spring Odd-numbered Years  
Focus on how culture and worldview shape who we are and influence the way we come to know the world around us. Emphasis on Alaska Native knowledge systems and ways of knowing.  
Prerequisites: Upper-division standing.  
Cross-listed with ED F461.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F465  Community Healing and Wellness (an)  
3 Credits  
Offered Fall  
The history of education and the impact of religion and assimilation policies on the emotional and physical health of Alaska Natives and their communities. Traditional wellness issues and systems will also be researched from a global perspective.  
Prerequisite: Junior standing.  
Cross-listed with RD F465.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus

ANS F467  Tribal Responses to Violence: Safety, Justice and Advocacy (an)  
3 Credits  
Offered Fall Odd-numbered Years  
This course examines the crisis of violence against Native people and within Native communities. The role of sexual and other violence will be explored, impacts of trauma, legal and jurisdictional barriers and developments in victim-centered and restorative justice. Students will investigate response systems, relevant policies and issues, and develop solutions.  
Prerequisites: Senior standing.  
Stacked with RD F667.  
Lecture + Lab + Other: 3 + 0 + 0  
Grading System: Letter Grades with option of Plus/Minus
ANS F468  Alaska Native Art Studio III  (an, h)
3 Credits
Offered Fall and Spring
Students will refine their artistic practice guided with in-depth mentorship from faculty. Through individualized study, students will continue their exploration and development of their artwork within a cultural context. Strong emphasis will be placed on the individual development of a body of artwork inspired by the cultures they draw from.
Prerequisites: ART F368.
Cross-listed with ART F468.
Lecture + Lab + Other: 1 + 4 + 0
Grading System: Letter Grades with option of Plus/Minus
Repeatable for Credit: May be taken 6 times for up to 18 credits

ANS F474  Applied Community Research
3 Credits
Offered Fall
Development and preliminary groundwork for the rural development senior project. Students will develop a full prospectus and conduct preliminary research for their senior project to be completed in RD F475 Rural Development Senior Project.
Prerequisites: RD F340; RD F352; senior standing.
Crosslisted with RD F474.
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F475  Alaska Native Social Change  (an, s)
3 Credits
Offered As Demand Warrants
 Tradition and change in Native social institutions in contemporary society. Methods of identifying and analyzing significant Native social change processes for public understanding.
Prerequisites: ANS F242X.
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus

ANS F478  Alaska Native Studies Senior Thesis
3 Credits
Offered Spring
This is a capstone course that allows students to draw together knowledge acquired in Alaska Native Studies courses to apply them to expand or extend students’ knowledge or to develop a tangible product that benefits others.
Prerequisites: ANS F350; RD F474; WRTG F211X, WRTG F212X, WRTG F213X or WRTG F214X; senior standing.
Lecture + Lab + Other: 3 + 0 + 0
Grading System: Letter Grades with option of Plus/Minus