Arts & Sciences Diversity Mission Statement and Plan

24 March 2016

Diversity Mission Statement and Objectives
The Faculty of Arts & Sciences values inclusiveness most highly and believes that diversity is critical to equity and the pursuit of academic excellence. Our goal is to create and sustain an environment in which diversity can thrive. A diverse faculty, student body, administration, and curriculum together foster learning and enhance excellence. We seek to promote an environment of inclusion and to maintain a safe, nurturing community that is respectful of our differences and what we share in common.

Arts & Sciences defines diversity as encompassing differences in age, cultural identity, ethnicity, gender, faith, neurological make up (neurodiversity), geographic background, political and ideological perspectives, race, sexual orientation, and social and economic status. We seek to support diversity in four domains: faculty recruitment, hiring and retention, student body retention and support for all students, curriculum, and climate and campus resources. We embrace open inquiry and welcome individuals, perspectives, and ideas that reflect the heterogeneity of the United States and the world.

Diversity Plan

1. Faculty Recruitment, Hiring, and Retention:
   • The total instructional faculty in Arts & Sciences was 39% female and 16% non-white in 2015. The 2014 national averages in our category of “research university” are about the same for female faculty (39.1% vs. 39.3%) and below average for faculty of color (12.3% vs. 20.6%).
   • While we have made progress in hiring recently, we aspire to (1) meet placement goals established in William & Mary’s affirmative action programs and (2) increase the percentages in both categories over the next five years so as to meet and exceed the national averages for “research universities.” Our goal is to develop more diverse pools according to the definition proposed for existing searches, to review carefully the membership of search committees, and to promulgate broadly each position opening.
   • The Dean’s Office will take the following actions, particularly for positions for which a placement goal exists:
     o Invest funds in additional lists and resources for search chairs to allow them to disseminate open positions more broadly
     o Support search chairs and department chairs/program directors who apply to attend additional meetings or conferences such as the SREB (Southern Regional Educational Board) for recruitment purposes
     o Monitor the diversity of search committees
     o Support requests for bringing additional candidates to campus
     o Set up a fund for departments for invited talks for doctoral candidates who might diversify the faculty in the future.
     o Work with the Provost when specific opportunities arise while maintaining an appropriate balance of faculty across Arts & Sciences
• Work with Advancement to secure funds that allow us to pursue unique opportunities to diversify the faculty

• Department Chairs and Program Directors will be responsible for familiarizing themselves with the written affirmative action programs. In order to attract a diverse pool of applicants we recommend that departments and programs craft position requests that reflect a broad perspective on the field, keeping in mind the Arts & Sciences definition of diversity. The Dean will assess hiring outcomes annually; and will work with Advancement on raising funds for diversifying the faculty.

• The Dean will work with the Faculty Affairs Committee to establish a mentoring program to support faculty from underrepresented groups, including women in departments where they are in the minority;

2. Student Recruitment, Retention, and Support:

• William & Mary attracts first-generation students and students from underrepresented groups through the WM Scholars, WMSURE, Wren Scholars, Monroe Scholars, 1693 Scholars, Sharpe Scholars, and PLUS (Prepared for Life as a University Student) and PLUS-S (Prepared for Life as a University Student in the Sciences) programs. In the fall of 2015, 30% of A&S undergraduates and 13% of A&S graduate students were students of color (American Indian/Alaska Native; Asian; African American/Black; Hispanic; multi-race).

• Arts & Sciences aspires to provide the best support possible for all of our students and to partner with Student Affairs in these efforts. Together with the Roy R. Charles Center for Academic Excellence Arts & Sciences also aspires to provide sustained support for these programs and for the faculty chairs of Community Studies and the Sharpe program.

• To making learning and academic success more inclusive, Arts & Sciences will:
  o Implement the Quality Enhancement Plan for “making excellence inclusive” over the next five years with a focus on “high impact” practices for all students, with enhanced programming for first-generation students
  o Institute a new requirement for all students to receive midterm grades in an effort to afford the opportunity for improvement to every student
  o Work to secure expanded funding for six new Diversity Recruitment Graduate Fellowships

• The Deans for Undergraduate Studies and Educational Policy will be responsible for overseeing the progress, implementation, and assessment of the Arts & Sciences QEP on an annual basis and the Dean for Graduate Studies and Research working with the Dean of the Faculty will be responsible for raising funds for expanded Graduate Fellowship support for a more inclusive graduate student body.

3. Curriculum:

• General education in Arts & Sciences has traditionally emphasized breadth and depth with a focus on engaged learning through critical thinking, analytical ability, active learning, and opportunities for faculty-student research.

• With the new COLL Curriculum general education, Arts & Sciences is enhancing breadth and depth along with a signature capstone experience and a global component involving credit for domestic and international study away and study abroad. We thus aspire to recognize greater cultural and global diversity within the curriculum.
• Arts & Sciences will:
  o Support the Center for the Liberal Arts, which monitors general education
  o Support the creation of a Native Studies minor in Anthropology
  o Support the creation of a minor in Asian Pacific Islander American Studies
  o Establish a fund for COLL courses that reflect a diverse-minded perspective
to spend on enhancements ranging from co-teaching to field trip options.

• The Dean of Arts & Sciences—working with the Dean for Honors and
  Interdisciplinary Studies, the Dean for Graduate Studies and Research, the Dean for
  Undergraduate Studies, and the Dean for Educational Policy—will be responsible for
  annual assessment of the inclusive breadth of the curriculum

4. Climate and Campus Resources:
• Arts & Sciences participates in the College Diversity Committee and Equal
  Opportunity Committee.
• In Arts & Sciences we aspire to creating and maintaining a stronger environment in
  which diversity can thrive.
• The Dean’s Office will:
  o Review the results of the climate survey administered in 2015 to identify any
    areas of improvement.
  o Create an Arts & Sciences Diversity Council that will be advisory to the Dean
    and meet at least once a semester and determine the best strategies for shaping
    a more inclusive climate across Arts & Sciences. The Council will be
    comprised of seven members: one Ewell Hall dean; one member of the
    Faculty Affairs Committee (FAC); one professional staff member; three other
    faculty; and two student representatives—one undergraduate and one graduate
    student.
  o Attend to having greater diversity in the membership of committees by
    working with the FAC and the CCPD to identify untapped candidates for
    Nominations and Elections and for appointment by the FAC to committees to
    ensure that these committees reflect the diversity on campus.
  o Support professional development opportunities for faculty and staff geared
    toward increasing cultural awareness.
  o Support programming for students that increases the visibility of different
    cultural perspectives.
  o Participate in the College-wide Diversity Committee
• The Dean will ask the FAC, the CCPD, and the Arts & Sciences Diversity Council to
discuss the current diversity climate in Arts & Sciences at least once a semester, and
the Dean will update the faculty on the results of these discussions. The Dean seeks
to make sure that harassing or other counterproductive conduct is addressed and that
all members of the Arts & Sciences community are aware of reporting/complaint
avenues and obligations.