

Arts & Sciences Action Plan for Diversity and Inclusion

3 May 2017

Diversity and Inclusion 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, military experience (veterans), 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 and Inclusion Action Plan

Climate and Campus Resources:

- In Arts & Sciences we aspire to creating and maintaining a stronger environment in which diversity can thrive.
- The Dean's Office will:
 - Review the results of the next climate survey to be administered in the fall of 2018 and invest in individualized reports to provide to departments and programs in the spring of 2019 for their review.
 - Work with the Arts & Sciences Diversity Council on strategies for making the climate in Arts & Sciences more inclusive.
 - 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.
 - Support professional development opportunities for faculty and staff geared toward increasing cultural awareness.
 - Support programming for students that increases the visibility of different cultural perspectives.
- 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.

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.
- The Office of the Dean of Arts & Sciences will:
 - Bring experts to campus in 2017-18 to offer workshops and training to faculty on developing modules that address inclusion and diversity for their courses.
 - As a complement to that effort, in 2017-18, and continuing in 2018-19 and 2019-20, the Dean of Arts & Sciences will offer \$2000 grants, up to a maximum of \$10,000 each year, for departments and programs to bring disciplinary experts to campus to work with faculty on the development of inclusion and diversity modules for their courses. Each program or department that receives a \$2000 grant will be expected to offer two new COLL 100, 150, or 300 courses with such modules.
 - Work with EPC on holding town halls and forums in 2017-18 to gain faculty input on what such modules might look like across Arts & Sciences.
- 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

Faculty Recruitment, Hiring, and Retention:

- The total instructional faculty in Arts & Sciences was 39% female and 12% faculty of color in the fall of 2015. The percentage of female faculty is the same as last year and slightly below last year for faculty of color, which was at 12.3% in 2014. The 2015 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 (12.0% vs. 21.0%). Again, the percentage of female faculty is exactly the same as last year and slightly below the average for faculty of color, which was 12.3% vs. 20.6%. Our goal is to increase the percentage of female faculty and faculty of color by 2020.
- 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. Since 2015-16, the Dean’s office has increased investments in lists and resources for search chairs to disseminate open positions more broadly.
- Our goal is to see diverse candidates as the top choice in a pool of candidates for approved searches, not as additional hires.
- The Dean’s Office will take the following actions, particularly for positions for which a placement goal exists:
 - 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.

- Confirm that Human Resources will monitor the diversity of search committees.
- Support requests for bringing additional candidates to campus for any one search.
- Set up a fund for departments for invited talks for doctoral candidates who might diversify the faculty in the future.
- 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. Chairs and Directors are invited to review how “excellence” as a benchmark should be considered within the broader context of Arts & Sciences as a community of scholar-teachers. The Dean will assess hiring outcomes annually; and will work with Advancement on raising funds for diversifying the faculty.

Student Recruitment, Retention, and Support:

- William & Mary attracts first-generation students and students from underrepresented groups. In the fall of 2016, 29% of A&S undergraduates (down from 30% in 2015) and 13% of A&S graduate students were students of color (American Indian/Alaska Native; Asian; African American/Black; Hispanic; multi-race). Arts & Sciences supports students 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.
- 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. As of 2017-18, the Dean’s office is dedicated increased funding for WMSURE and has applied for a major grant with which to expand the program.
- To make learning and academic success more inclusive, Arts & Sciences will:
 - Over the next five years, implement the Quality Enhancement Plan for “making excellence inclusive,” which focuses on high-impact projects for all students, as well as enhanced programs for first-generation students.
 - Work with Advancement to solicit expanded funding actively for six new Diversity Recruitment Graduate Fellowships to support a more inclusive student body.
- The Dean for Educational Policy will be responsible for overseeing the progress, implementation, and assessment of the Arts & Sciences QEP on an annual basis.