



WILLIAM & MARY

CHARTERED 1693

TFRR IMPLEMENTATION TEAM

Final Report

April 20, 2018

AGENDA

- Introduction
- Charge
- Membership
- Summary of Progress to Date
 - Data Collection
 - Climate
 - Faculty Recruitment- Provost Hiring Initiative
 - Physical Environment
 - Curriculum
 - 50-Year Commemoration (Dr. Jacqui McLendon)
- Q&A
- Closing Remarks



CHARGE

“The Task Force made many recommendations. Some are readily implemented; others are not. My hope is that the team will quickly identify the goals that can be easily reached and help W&M do what needs to be done. Then the team should move on to recommendations that, while more difficult to implement, still seem quite feasible. Finally, the team should engage recommendations that are more complex.”

-Taylor Reveley
May 31, 2016

MEMBERSHIP

Fanchon Glover, Chief Diversity Officer (Chair)

Kiersten L. Boyce, Chief Compliance Officer, ADA/504 and Title IX Coordinator

Laura A. Heymann, Professor of Law

Anne H. Charity Hudley, (former) Associate Professor of Education, English, and Linguistics (member 2016–2017)

Vernon Hurte, (former) Director, Center for Student Diversity (member 2016–2017)

Dania Matos, Deputy Chief Diversity Officer (ex officio) (member 2017–2018)

Natasha W. McFarland, Reference & Instruction Librarian (member 2017–2018)

Jacqueline Amaya Mendez '17 (member 2016–2017)

Iyabo Osiapem, Senior Lecturer of Africana Studies and Linguistics

Shéne V. Owens, Assistant Director, Center for Student Diversity (member 2017–2018)

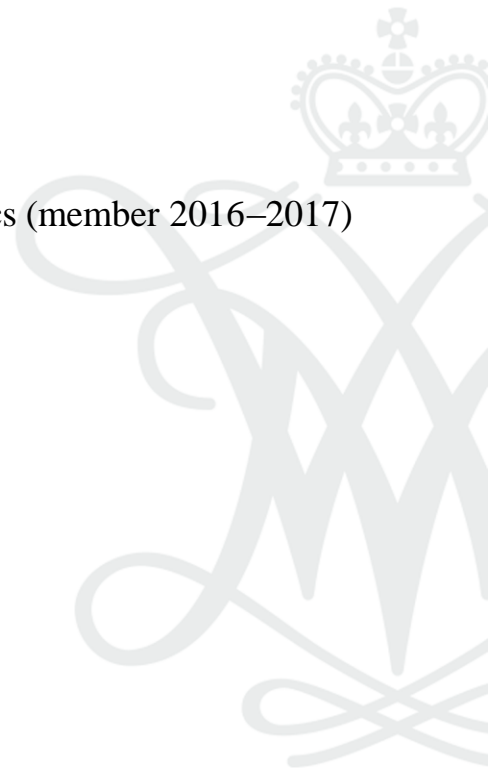
John Poma, Chief Human Resources Officer

Suzanne Raitt, Chancellor Professor of English

John Riofrio, Associate Professor of Hispanic Studies

Gilbert Stewart, Project Manager, Facilities Management

Adom Whitaker '17 (member 2016–2017)



DATA COLLECTION

- Employee Survey (2015)— Human Resources
- Amediate Report (2016)-Facilities Management
- Faculty of Color Audit (2017)—Task Force
- Student Climate Survey (2018)—Task Force/Student Affairs



CLIMATE

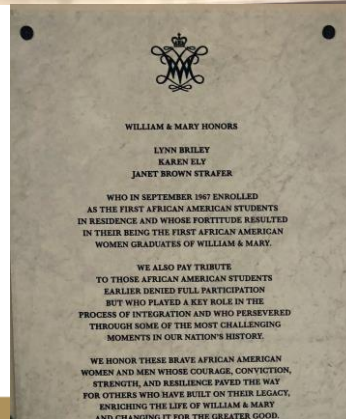
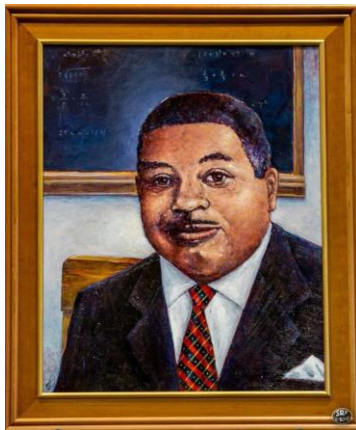
Development of reforms in Facilities Management, including the hiring of an HR professional with an office in the department; the creation of a working group to develop recommendations for management in the areas of fairness, respect, and accountability; more robust supervisor training; review of wages; and improved transparency in policies and communication.

Improvements are being made in the information available online to aid community members in reporting incidents of concern.

HIRING DIVERSE FACULTY

- Provost Hiring Initiative
- Pursuant to this initiative, 9 faculty members were hired over two years, one each in the departments of Business, English, Government, History, Kinesiology, Music, and Psychology, and two in Education.
- Four offers were declined.

PHYSICAL ENVIRONMENT



CURRICULUM

COLL 199

OPENING CONVOCATION

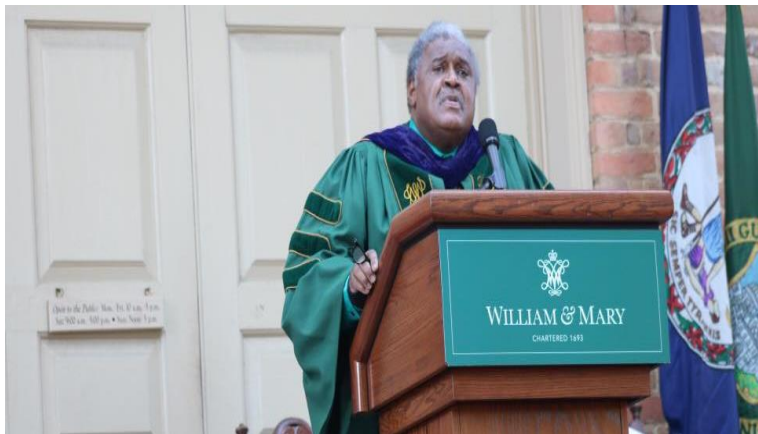


Photo Credit:
Skip Rowland

LEGACY WEEKEND

Photo Credit:
Skip Rowland



NEXT STEPS

- Implementation Team will not longer exist formally
- Infuse recommendations into practice through various offices
- Leadership transition
- Continual follow-up



QUESTIONS

