

# Provost's Faculty Diversity Council Midyear Report

## Fall 2020

**Chair:** David Owusu-Ansah (Associate Provost)

**Members:**

Ingrid De Sanctis (CVPA)

Jennifer Coffman (CISE)

Thomas Dillion (CoB)

Gina MacDonald (CSM)

Meg Mulrooney (University Programs)

Andreas Broschied (CFI)

Felix Wang (CGE)

Boris Escalona (Graduate School)

Malia Wiley (Libraries)

Fawn-Amber Montoya (Honors College)

Cheryl Beverly (Faculty Senate and COE)

David P. Dillard (CAL)

**Charge:** To improve faculty diversity at JMU through hiring and retention initiatives. These will include promoting academic programs, policies, and activities that will enhance the diversity of our faculty and staff.

**Summary of Current Semester Activity:**

Meetings of the Provost's Faculty Diversity Council (PFDC) provide opportunity for members and the associate provost for diversity to discuss, evaluate strategies to support, and suggest action plans to the associate provost. The implementation of diversity initiatives from the Office of the Provost contribute to academic excellence.

PFDC met once monthly during the fall 2020 semester (August through November). The two major policy actions this fall from the Office of the Provost included the anti-racism and anti-discrimination agenda, in addition to the appointment of Diversity, Equity and Inclusion (DEI) leaders by each of the Academic Affairs deans. These two Provost initiatives dominated the agenda at PFDC. Additionally, issues and activities relating to the on-going diversity hiring-commitment featured prominently in PFDC discussions.

- At the August 2020 meeting, PFDC members were updated of policy conversations at the Office of the Provost that took place during the summer months. PFDC committed to supporting those initiatives. Members were also encouraged to volunteer to the Task Force on Racial Equity Working Groups. At this meeting, PFDC members received updates on the 2019/20 instructional faculty hiring cycle. The decision of the associate provost to hold post-hiring reviews with all the 2019/20 search committees to assess best practices and challenges was announced.
- Provost Coltman and Vice Provost Cynthia Bauerle attended the 11 September 2020 PFDC meeting. Also, in attendance at the meeting were all the newly appointed College DEI leaders. Members of the Provost Faculty Diversity Council expressed commitment to supporting the Provost DEI initiative.
- Associate Provost for Diversity reported observations from conversations held with committees of the 2019/20 instructional searches to PFDC at the 08 October 2020 meeting.

- From the report of the 2019/20 hiring cycle, 29% of the 73 positions filled represented faculty of color. SMAD, Geology, and Music Education hired former Preparing Future Faculty (PFF) fellows to tenure track faculty positions.
- Other important diversity accomplishments reported and discussed at PFDC included the Academic Affairs support for AAAD, its elevation to the status of a Center, and the subsequent approval of AAAD office spaces at Moody Hall. Latin American and Caribbean Studies received enhanced CAL budget support. These developments reflected the broader commitment of the Office of the Provost to supporting curriculum excellence through diversity programs.
- In its discussion of the 2019/20 hiring and the actions of the Office of the Provost to enhance diversity at JMU, PFDC discussed and recommended for its agenda conversations about diversity in teaching, service, research, assignments and curriculum. It was recommended to the associate provost to stress these issues for search committee- training and for the development of interview rubrics. To help prepare search committees in the future, PFDC suggested the development of mock interviews. CFI representative at PFDC discussed spring program on inclusive teaching and diversity faculty mentoring.
- All PFDC members and DEIs attended the 21 October 2020 Academic Council presentation of Dr. Autumn Reed (Assistant Vice Provost for Faculty Affairs at UMBC).
- At the 12 November meeting, PFDC members discussed the concept of cohort hiring as presented to AC in the Dr. Autumn Reed conversation. PFDC members offered to reach out to their respective DEIs to develop strategies that support the various aspects of diversity at the colleges. Members of the DEI will be scheduled to attend January 2021 PFDC meeting for a collaborative conversation.

### **Future Work Planned:**

1. Evaluation of Provost Diversity Excellence Awards: Deadline 15 January 2021:

#### **Award Committees**

Provost Award for Excellence in Inclusivity

Cheryl Beverly

Tom Dillard

Boris Escalona

Provost Distinguished Career Award for Equity, Diversity and Inclusion

Gina MacDonald

Felix Wang

Andreas Broschied

Provost Faculty Diversity Curriculum Development Grants

Meg Mulrooney

David Dillard

Jennifer Coffman

2. All PFDC members will independently review the Provost Faculty Diversity Curriculum Grant proposals. Deadline 15 January 2021.
3. Recruitment of Preparing Future Faculty Fellows: Discussed at PFDC and additional recruitment steps were suggested to be included in the 2021 selection: (a) Ahead of the selection of PFF fellows, PFDC recommended that the associate provost for diversity holds conversations with JMU academic departments to review mentorship plans (similar to UMBC postdoc fellowship selection); and (b) receive communication from the PFF dissertation advisor of their expectations for their PFF graduate students (c) include and improve communication between host academic department at JMU and PFF home department. The strategy increases networking for future diversity faculty hire at JMU.
4. In addition, PFDC will invite DEIs to participate in the PFDC meetings to share respective college strategies and to receive input, it is also expected that VP Rudy Molina, AVP Brent Lewis, Deans Mark L'Esperance and Robert Aguirre will be invited to the council for conversations. The Council is interested to hear more about the College of Arts and Letters cohort hiring and the College of Education "grow your own" concept.