

The Provost Faculty Diversity Council Yearend Report 2021

Chair: David Owusu-Ansah (Associate Provost for Diversity)

Council Members

Ingrid De Sanctis (CVPA)
Jennifer Coffman (CISE)
Thomas Dillion (CoB)
Gina MacDonald (CSM)
Meg Mulrooney (University Programing)
Andreas Broschied (CFI)
Felix Wang (CGE)
Boris Escalona (Graduate School)
Malia Wiley (Libraries)
Fawn-Amber Montoya (Honors College)
Smitar Mathur (Faculty Senate & CoE)
Renee Staton (CHBS)
David P. Dillard (CAL)

Charge: To improve faculty diversity at JMU. The Council works with the Associate Provost to discussion and recommend hiring and retention initiatives. These will include promoting academic programs, policies, and activities that will enhance the diversity and retention of our faculty and staff.

Summary of Current Semester Activity:

- PDFC met virtually once monthly throughout the academic year) (10/08/2020 through 5/4/2021). The two major agenda items that dominated the fall semester PFDC meetings were: a) conversations about the Provost anti-racism and anti-discrimination agenda—a topic that the Provost presented to the Council at its opening meeting on 11 September 2020; b) Provost appointment of Diversity, Equity and Inclusion (DEI) leaders by each of the Academic Affairs deans. These DEI Leaders were in-attendance at the 11 September meeting with Provost Coltman and Vice Provost Cynthia Bauerle.
- In subsequent meetings, the Council was informed of the emerging outcomes of the anti-racism and anti-discrimination agenda—received report from the Campus History Committee, was updated on the enhancement of AAAD to a Center status, and at the 8 October 2020 meeting, council put on its November agenda to invite DEI Leaders to meet. This was for the purpose of building partnership for the two communities and to express solidarity in the DEI work.
- First, at the October meeting, PFDC members were encouraged to volunteer to serve on the various President’s Task Force on Racial Equity working groups. Council had already engaged in conversations about the recruitment and retention of BIPOC faculty at JMU

- At the November meeting, the Council reviewed the language of the provost diversity curriculum grant advertisement and selected committee members for the 2021 review cycle. Review committee members were also selected for the diversity excellence awards.

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

- Council recommended participation in the March Diversity Conference. Three (3) direct PFDC-sponsored conference panel and roundtables were requested and held on 16 and 18 March 2021.
There were two roundtables at which DEI Leaders held public conversations on the work as assigned them by the respective deans. At another event, a select panel of past recipients of the Provost Diversity Curriculum Grant discussed their research, instructional and diversity outcomes and benefits from their awards.

Discrete elements of the charge addressed:

- Great faculty participation in the March Diversity Conference at which DEI Leaders made presentations of their work.
- Also well attended was the March Diversity Conference Panel at which a select number of Provost Curriculum Grant recipients presented award outcomes and the benefit to classroom inclusivity.
- Invited Dr. Bethany Miller from Mccalester College to present workshop on the benefits of DEI Curriculum Outcomes as a follow-up to the March panel conversations. The Dr. Miller conversations were well-attended on April 12, 13 and 14. The workshop was a collaboration/co-sponsored with the Office of General Education.
- At the August 2020 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 at the last meeting of the 2019/20 academic year. 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-assignments, research and curriculum. It was recommended to the associate provost to stress these issues for search committee-training and for the development of interview rubrics. The CFI representative at PFDC shared the CFI spring diversity program on inclusive teaching and diversity faculty mentoring. DEI Leaders were reminded of the CFI dates. The Associate Provost for Diversity also shared with DEI Leaders several diversity webinars, links, dates, and recorded videos. Some are posted at the DEI Leaders CANVAS site.
- All PFDC members and DEI Leaders attended the 21 October 2020 Academic Council cohort hiring presentation by 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 would support the various aspects of diversity at the colleges. Members of the DEI Leaders were invited to the first 2021 PFDC meeting for a collaborative conversation.
- January 2021 Award recommendations made by PFDC Awards Committees:
 1. **Provost's Distinguished Award for Equity, Diversity and Inclusion** (the committee deadlocked on 2 persons. Provost Coltman approved the selection of both nominations:
Dr. Donna Amenta (Chemistry, College of Science and Math) and Dr. Oris Griffin (College of Education).

The nominee for the **Provost Award for Excellence in Inclusivity** was Dr. Joshua Streeter (Assistant Professor of Theater: Theater Education)

Awardees for the **Provost Diversity Curriculum Grants** recipients were:

1. Elizabeth Arnold & Laura Taalman (Math & Stats). Topic: Developing courses for new Haynes Learning Community for BIPOC students in math majors. This will be a curriculum development centered on Math 167– a topic course on issues of mathematical equity, inclusion and representation, as well as Math 297 undergraduate research course for early exploratory research and collaboration with a cohort of BIPOC mathematicians.
 2. Brycelyn Boardman (Chemistry & Biochemistry). “The role of racial injustice and bias in the sciences.” To develop a new General Education Cluster 3 course that forces on the personal and systematic racial inequities and injustices in the sciences.
 3. Anthony Teate (Integrated Science and Technology), revising ISAT data science courses to ameliorate algorithmic bias. Title: Understanding How Data Bias Leads to Algorithmic Bias in Data Science by Intentionally Building and Developing Biased Machine Learning Models. Purpose of the course revision is to improve two existing courses so that they become valuable for their diversity and inclusivity learning outcomes.
 4. Dorothy Maddison & Don Rierson (School of Music). Title: Decolonizing and Enriching the Opera World: A Presentation of a One Act Nigerian Opera base on the Folktale of ‘The Farmer’s Daughter Becomes a Musician.’ A live performances and video recorded in a manner for class lecture presentations to increase diversity in multiple course settings.
 5. Zareen G. Rahman (College of Education). Title: Developing a Culturally Responsive Mathematics Pedagogy for Future Math Teachers. The long-term goal of the project is ultimately to develop a community of JMU math teachers that embrace culturally responsive math teaching pedagogy.
 6. Erica Cavanaugh (College of Arts and Letters). Title: Translating an existing upper-level course on trauma/resilience into an appropriate General Education offering.
 7. Israa Alhassani (Department of Foreign Language). Title: Arab Streets: The development of a Custer 2 Global Culture Humanities class that explores the diversity of Arab and Middle Eastern cultures.
- While Faculty Senate made its Resolution on a “Grow Your Own Diversity Faculty” initiative, an idea that the senate representative at the PFDC shared at an earlier meeting, the Associate Provost for Diversity reported to the Council our PFF recruitment successes for the 2020 through 2022 academic years. PFF Taylor Geyton (SOWK) successfully defended her dissertation and will be retained at JMU as 2021/22 postdoctoral fellow. Math Education PFF Marcus Wolfe completes his second year and will be retained as fulltime faculty instructor at the College of Education. History PFF Benita Dix successfully taught a history class for the Honors College on Black American Women History. We have also recruited three (3) new PFFs for the 2021/22 academic year from Eastman School of Music (Rochester, NY), Emory University (GA) and Morgan State.

Future Work Planned:

1. Recruitment of Preparing Future Faculty Fellows: Discuss at PFDC additional recruitment PFF recruitment strategies to increase participation opportunities for academic departments that have not benefited from the disciplines available at our current partner schools. For example, we currently have limited recruitment opportunities for Graduate Psychology, Public Health, Nursing and Dance & Theater. I will engage PFDC in the conversation on this need.
2. Ahead of the selection of PFF fellows, it is 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 advisors of the expected timeline for dissertation completion for their PFF fellows. The purpose is to ensure that host departments understand these expectations to foster timely completion of PFF dissertations. c) include and improve communication between host academic department at JMU and PFF home department. The strategy increases networking for future diversity faculty hires at JMU.
3. Though the appointed DEIs report directly to the respective deans, PFDC will invite DEIs to participate in the first PFDC meetings each semester. The idea is to foster collaboration and nurture an inclusive diversity community of champions.
4. VP Rudy Molina, Dr. Brent Lewis, Deans Mark L'Esperance and Dr. Robert Aguirre will be invited for PFDC conversations. The Council is interested to hear more about the CAL cohort hiring and the College of Education "grow your own" concept. On the agenda are plans for BIPOC retention and effective engagement at the departments and colleges.