

Diversity Task Force Initiatives for 2013-2014

- 1. Expansion and Support of the Intergroup Dialogue Program: (Art Dean)**
 - a. Create steering committee comprised of faculty and staff members:
 - b. Establish the committee's Five Focus areas: (Structure, Capacity/Training, Curriculum, Branding and Marketing and Assessment).
 - c. Develop a new strategic plan (completed by spring 2014).

- 2. HR/Search Committee: (James Robinson and Diane Yerian)**
 - a. Develop standards and best practices for recruitment, selection, hiring and mentoring of new faculty and staff.
 - b. Create training for Chairs of search committee (timing and content).
 - c. Develop exit interviews best practices.
 - d. Make recommendations of the resources needed in HR for a university advertising plan for positions (not determined by each department).
 - e. Establish a Committee to develop this information composed of Diane Yerian, James Robinson, Jack Knight Jennifer Kester, Casey Carter and Michael Stoloff.
 - f. Submit Recommendations to the Senior Leadership Team in spring 2014.

- 3. Communication and Marketing: (Andy Perrine and Art Dean)**
 - a. Create partnership with University Marketing (Andy Perrine) and the Special Assistants to the President for Diversity.
 - b. Develop University standards/suggestions for print and web promotion of Diversity. (Proper images for aspirational and current status).

- 4. Diversity Council Chairs: (David Owusu-Ansah and Art Dean)**
 - a. Work with each VP to determine the appropriate representation on the Diversity Councils.
 - b. Assist with the formalization, purpose and mission of each diversity council.

- 5. Area Studies: (Dr. AJ Morey and Provost's Diversity Advisory Committee, "PDAC")**
 - a. Dr. AJ Morey is chairing the PDAC to do the following:
 - i. Review Area study minors that could be moved into majors.
 - ii. Review vibrancy of our current minors.
 - iii. Review the marketing of our current majors/minors that offer content/pedagogy around diverse topics/interests.
 - iv. Research curricular opportunities to respond to needs within the Commonwealth of Virginia (ex. provide a Major in Latino Studies).
 - b. Add a member of the Faculty Senate to the PDAC.
 - c. Casey Carter from the Diversity Task Force will also join the PDAC.
 - d. PDAC will report back to the Provost May 2014.

- 6. Curriculum Conversations: (David Owusu-Ansah, Bob Kolvoord, and PDAC)**
 - a. Dr. David Owusu-Ansah will have ongoing conversations with CFI about the creation of workshops on how to enhance diversity content in the curriculum.
 - b. Recommendations will be forwarded to PDAC.

- 7. Expansion and Elevation of Diversity Resources: (Christie Liu and Art Dean)**
 - a. Develop a list of resources to be added to the Library's collection for faculty to access for teaching and scholarship.
 - b. Develop ways to promote these resources created by JMU Libraries in CFI, CIT and academic units and departments.
 - c. Create a process for faculty to submit new recommendations to the Libraries and Educational Technologies.
 - d. Promote the existing websites located in CFI and L&ET that provide support for scholarship and teaching.

- 8. Provost Diversity Scholarship Excellence Award: (Bob Kolvoord, David Owusu-Ansah and the Provost Leadership Team)**
 - a. Provide a modest amount of money to support a Provost's Award for Diversity Scholarship. This would encourage diversity scholarship among faculty and raise the profile of diversity scholarship on campus. Those selected would receive a \$1,000 stipend and be required to present their work during the next Noftsinger Celebration of Madison Scholarship. (Provost's Leadership Team).

- 9. Diversity Scholarship Capacity Building Grant: (Bob Kolvoord, David Owusu-Ansah and the Provost Leadership Team)**
 - a. Establish capacity building grants for Instructional and AP Faculty to create networks of JMU and external researchers to pursue diversity related scholarship.

- 10. Classified Staff Apprenticeship Program: (Rick Larson and James Robinson)**
 - a. Review the model developed in Facilities Management and Public Safety to determine if the program can be replicated in other divisions.

- 11. JMU Research Scholars Program: (Bob Kolvoord, David Owusu-Ansah, Art Dean and the Provost Leadership Team)**
 - a. Explore the creation of a JMU Scholars Program designed to prepare under-represented undergraduate students for careers in the professorate at JMU and other institutions.
 - b. Review and explore the ability to leverage JMU and state institutional relationships to create access.

- 12. Accessibility: (James Robinson, Art Dean, Towana Moore, Valerie Schoolcraft, and Casey Carter)**
- a. Ensure information and resources are available to all constituents of the University (website, new employee orientation, key access points).
 - b. Establish and maintain accommodations and support for faculty, staff, students, and the broader JMU community including visitors and guests.
 - c. Conduct a review of buildings, accessible entry points to the University and develop a plan to determine the high priority areas, the cost and a timeframe to continue upgrading the accessibility of the campus.
- 13. Training: (Bob Kolvoord, Art Dean, David Owusu-Ansah, Jennifer Campfield, Carol Hurney, and Valarie Ghant)**
- a. Develop peer to peer student trainers.
 - b. Develop a team of faculty/staff trainers for all types of diversity workshops.
 - c. Coordinate workshops and training opportunities through Center for Faculty Innovation and Training and Development with a goal of creating sustainable and coordinated opportunities in advancing all efforts/aspects of diversity.
- 14. Partnerships with school districts and organizations: (Donna Harper, David Owusu-Ansah, Michael Walsh, Art Dean, and Bob Kolvoord)**
- a. Research and build connections with Commonwealth programs that serve large numbers of low SES and first-generation students.
 - b. Connect with JMU alumni involved in these efforts.
- 15. International Programs: (Bob Kolvoord, David Owusu-Ansah and the Office of International Programs)**
- a. Expand the Fulbright and International Scholars program.
 - b. Assess transitions, academic persistence and scholarships for international students.
- 16. General education: (Bob Kolvoord, David Owusu-Ansah, PDAC and University Studies)**
- a. Continue to review and enhance diversity in the curriculum.
 - b. Determine what resources and support are needed to continue to enhance diversity within General Education.
- 17. GLBTQ: (James Robinson, Art Dean, Rob Alexander and Beau Dooley)**
- a. Continue conversation with students, faculty and staff to reinforce current support and determine needs and resources for additional support.
- 18. Expansion of the Diversity Conference Local Partnership: (James Robinson and Art Dean)**
- a. Explore partnerships within our local community; (e.g. Merck, Miller Coors, Local School systems, Bridgewater, EMU and BRCC).