

Elon College, the College of Arts and Sciences - Diversity Plan

The goals of our diversity plan include:

1) To attract diverse applicant pools for faculty and staff positions

- We continue to engage in best practices with respect to recruiting and hiring faculty and staff as outlined by the University Hiring Protocol
- We are committed to assisting our departments in recruiting faculty and staff that enhance our institutional initiatives relating to diversity and global engagement
- We partner with the Associate Provost of Inclusive Communities to offer pre/post-doctoral fellowships for candidates of diverse backgrounds

2) To attract and retain a diverse student population within the College

- Our faculty collaborate with other units, such as Admissions and Alumni relations, on programs designed to recruit and retain a diverse body of students in the College
- Our faculty partner with The CREDE, Gender and LGBTQIA Center, the Presidential Task Force on LGBTQIA, the Black Experiences Task Force and others to enhance diversity on campus
- We encourage and support department and program level efforts intended to attract and retain a diverse student population in those programs.
- We assist departments/programs in gathering and making use of data assessing efforts to attract and retain a diverse student population.

3) To offer an inclusive curriculum and academic programs that reflect a commitment to diversity and global engagement

- We encourage and support department and program initiatives to infuse diversity and an international focus into the curriculum, such as diversity infusion grants
- We support a number of interdisciplinary minors that create opportunities for rigorous and relevant consideration of diverse issues including the Women's/Gender Studies Program, the Jewish Studies program, Poverty & Social Justice Studies program, African American Studies program, Middle Eastern Studies program, Asian Studies program, Peace and Conflict Studies program and others
- Our faculty offer a number of service-learning courses and practicum experiences that lead to partnerships with community agencies both locally, nationally, and internationally
- Our faculty offered approximately 67% of the winter term study abroad and away courses. These courses enrich the experience of our students and assist them in developing skills associated with global citizenship

- Our faculty offer courses in nine different languages: Arabic, Chinese, French, German, Greek, Hebrew, Italian, Latin and Spanish
- We support the work of the Department of World Languages and Cultures in developing innovative curriculums, co-curricular program and model collaborations with departments/programs across the university
- We are partnering with others on campus on the Second Language Acquisition Initiative to enhance curricular and extra-curricular efforts to enhance second language acquisition
- We continue to support the Peace Corp Prep (PCPP) program that was founded in spring 2013. The program has a very popular track in sustainable agriculture. We are currently exploring a second track in global health.
- Support the work of the Elon Center for the Study of Religion, Culture and Society and associated programming. The new Director of the Center for the Study of Religion, Culture and Society is a member of the Religious Studies Department.
- Arts and Sciences faculty participate on the Global Neighborhood Association and therefore are instrumental in collaborating with Residence Life in neighborhood programming
- Many of the sections of Global studies (COR 110) are taught by Elon College faculty.
- Approximately 37% of winter term 2014 undergraduate course offerings were diversity-themed and represented at least 10 of the 19 departments in Elon College

4) To assure continued professional development of our faculty and staff around diversity issues

- Many of our Elon College faculty and staff participated in A CAMPUS OF DIFFERENCE™ a diversity education session created by the Anti-Defamation League (ADL)
- Our faculty and staff participate in workshops relating to diversity in the workplace offered through the Leadership and Professional Development Office and Office of Inclusive Community Well-Being
- We support faculty scholarship including professional activities relating to the study of diversity in a variety of fields.