

# 2010-11 Progress Report

## STUDENTS

- Recruited Elon's first class in the International Fellows program
- Increased students of color of the Class of 2015 to a record 16 percent (239 students), compared with 15 percent (205 students) in the Class of 2014
- Established the Elon Commitment Scholarships providing major financial assistance to 6 students annually and supporting Elon's priority of increasing socioeconomic diversity
- Created the Elon Engagement Scholarships to benefit approximately 150 students annually whose admissions application essays show academic ability and promise of impact locally and globally during their four years
- Created the PACE (Providing Aid Through Campus Employment) program to provide additional work-study assistance to students of diverse socioeconomic backgrounds
- Created a campus climate student survey to be administered in fall 2011

## FACULTY AND STAFF

- Hired five of color and six faculty members with international backgrounds
- Created an opportunity fund to better enable Elon to recruit outstanding teacher-scholars who contribute to cultural diversity at Elon
- Strengthened Elon's recruiting processes with a revised Equal Employment Opportunity (EEO) statement, diversity understanding for search committees and additional funding for advertising to reach diverse audiences
- Created a human resources system to monitor the diversity of pools of applicants for employment at Elon
- Developed standards for reporting race and ethnicity of employees in Elon's online factbook and in the fall report from Academic Council
- Enhanced the annual professional performance evaluation process for staff and administrators to include accountability for diversity goals

## PROGRAMS/PROCEDURES

- Created the President's Diversity Council comprised of students, faculty and staff
- Expanded Elon's pre- and post-doctoral program that provides one or two-year fellowships and mentoring for faculty members of underrepresented groups
- Developed protocols to analyze Elon student assessment data related to group categories such as race, gender and socio-economic status, allowing for deeper annual analysis of such factors as transfer rates, academic probation and graduation rates
- Began a pilot program to develop a diversity-themed Winter Term 2013
- Infused diversity and disability services perspectives into the design of new campus facilities, including universal bathrooms and automatic door openers in every new building project
- Created a diversity advocacy group in the Center for the Advancement of Teaching and Learning to develop inclusive pedagogy practices and workshops and began diversity curriculum infusion grants
- Added a Fulbright Foreign Language Teaching Assistant from China for the 2011-12 academic year and a guest scholar from China, who is conducting research in the Martha and Spencer Love School of Business
- Joined the Yellow Ribbon scholarship program for military veterans and their dependents
- Strengthened Elon's credit bank program for local high schools students, building ties with guidance counselors in the Alamance-Burlington School System and enhancing orientation and

advising for students in this program, who include 23 percent from underrepresented ethnic groups and 17 percent from low-income families

- Created Life@Elon, providing lifelong learning opportunities for area residents over the age of 55
- Created the Diversity and Global Engagement website, a site that includes links and information about all of Elon's initiatives in support of Elon Commitment Theme I
- Created a new "About our Region" website to assist in recruiting new employees and detail regional resources for people of diverse backgrounds
- Enhanced the Elon Academy website as a more effective tool to recruit and communicate with students from diverse backgrounds
- Analyzed Elon's print, web and video communications, ensuring that content supports the university's diversity and global engagement initiatives