

Elon University Strategic Plan

Theme 1: an unprecedented university commitment to diversity and global engagement
2017-2018 progress report

Admissions

- Awarded new Horizons National Odyssey Scholarship
- Increased Pell Grant student recipients from 8.4% to 10% from previous academic year
- Increased students of color from 16.8% to 17.7% from previous academic year
- Launched Coalition for Affordability, Access and Success application platform resulting in a 9% increase in overall applications. Thirteen percent of the total applicant pool applied via the Coalition platform
- Reconfigured diversity focused recruitment travel to deep south in line with demographic shifts
- Strengthened relationship with EBAN leadership board and had admissions staff represented

Center for Access and Success

- Elon announced that numerous generous families had endowed new scholarships for the Odyssey Program; these gifts have increased the number of Odyssey endowments from 72 in 2009 to 180.

Center for Race, Ethnicity, and Diversity Education (CREDE)

- During Fall 2017, Reiney Lin, Assistant Director of the CREDE, and Shelby Smith '15 co-moderated a 9-week Sustained Dialogue focused on race with members of Sigma Phi Epsilon Fraternity.
- Tyrone Jean and Cherrel Miller Dyce launched the Intercultural Learning Certificate Program for students.
- During the fall semester, the CREDE designed a set of workshops for student coordinators that introduced them to fundamental principles to understanding race and racism.
- The implementation team for the task force on Black communities completed its work and is beginning work on their final report.

Center for the Advancement of Teaching and Learning (CATL)

- Faculty continue their focus on diversity in the curriculum with support from CATL's diversity inclusion grants, which support faculty teams as they develop and implement effective teaching and learning strategies or content related to diversity and inclusion. In 2017-18, 12 faculty from 4 departments worked on the following projects:
 - Redesigning a foundational Spanish course to include narratives representing a wider diversity of voices and cultures: 2 faculty from World Languages & Cultures
 - Increasing cultural relevance in education courses: 2 faculty from Elementary Education
 - Greater diversity represented in Cinema and TV Arts resources: 4 Communications faculty
 - Creating a Calculus I resource for diverse learners: 4 faculty from Math and Statistics

Counseling Services

- Counseling Services implemented the online QPR (Question, Persuade, Refer) Suicide Prevention Training to provide a more comprehensive reach to all Elon faculty, staff and students. Since its launch in March 2017, 1,058 people have completed the online QPR training and an additional 206 people have accessed the program but not fully completed the training.

Disabilities Resources

- Disabilities resources served 1011 undergraduates, which represents a tripling of the number of students registered in 2008-2009 (340 to 1011).
- Disabilities resources relocated to the Koenigsberger Learning Center in June 2018, which provided us with additional office space, 18 testing rooms outfitted for accommodated testing, and a small assistive technology lab, which we are developing.
- Awarded the Margaret Leister: Educational Opportunities for Students with Disabilities scholarship to nine upperclassmen. This is the third year we have awarded these scholarships.
- The Disabilities Resources Academic Mentoring program continues. In 2017-18, we had 50 active mentors working with 74 mentees throughout the academic year.
- Disabilities Resources added a new staff member in Summer 2018 – Zoe Nulty is our Accommodations Specialist.

Education & Programs

Incoming & First Year Student Education

- Implemented DiversityEDU as a requirement for all first-year undergraduate students.

Student Organizations & Initiatives

- A Black Student Organization Council was created and includes leaders from Black Student Union, Caribbean Student Association, Elon African Society, National Pan-Hellenic Council, National Council of Negro Women. The purpose of the council is to foster and strengthen the relationships between Black affinity organizations, improving collaboration for programs and initiatives, and encouraging advance planning for activities so there is less conflict between events.

Gender and LGBTQIA Center (GLC)

- Following completion of the 3-year Strategic Plan for LGBTQIA Inclusion (Presidential Task Force Report), the LGBTQIA Implementation and Assessment Team has now transitioned to serve as an LGBTQIA Advisory Committee. Membership includes 14 faculty, staff, and students rotating each year based on interest and availability of time.
- Hosted annual Lavender Graduation with 40 graduating undergraduates and graduates and 175 in attendance
- Conducted various trainings across campus including Ally Training, Survivor Support Allies, and Masculinity Initiatives
- Sponsored annual Take Back the Night Survivor Speak-Out event
- Hosted numerous events and awareness campaigns through Identity Weeks throughout the year and Awareness Months

Global Education Center (GEC)

- The Global Education Center hosted a Diversity Abroad Consultancy Luncheon, which brought together campus partners within the Inclusive Community to discuss barriers to study abroad for underserved students.
- Four Elon students attended the Global Student Leadership Summit (sponsored by Diversity Abroad)
- The GEC increased staff support of international students.
- The GEC initiated a plan which asked all study abroad providers coming to campus to present about their D&I initiatives within their study abroad sites.
- Allegra Laing's position will be changed in summer to Associate Director for Diversity and Inclusion within the Global Education Center.

Office of Inclusive Community Development

- Launched Intercultural Consciousness Certificate for faculty and staff with 21 participants
- Offered 2 Inclusive Community Conversations for new faculty and staff
- Created 1 Inclusive Lens workshops tailored to the specific needs of requesting department
- Offered 3 Sections of the Anti-Bias Series for Divisions or Departments
- Launched the expanded and deepened Intercultural Consciousness Certificate Program with 2 cohorts
- Created a new Inclusive Supervisor Series and piloted with an Institutional Division
- Offered 3 Intercultural Development Inventory workshops for student, faculty and staff
- Collaborated with internal and external partners on multiple national presentations, including a presentation at AAC&U's annual meeting
- Re-envisioned role of CDICE to include expansion of the steering committee and partnerships – new engagements to be launched in the fall

Student Professional Development Center (SPDC)

- Brooke Buffington and Ross Wade created a life-sized board game based on design thinking and intercultural competence presented at a national conference (National Association of Colleges and Employers) in New Orleans
- Ross Wade presented to Elon Academy and parents on professional development resources and did a second workshop on utilizing strengths when starting college
- SPDC has introduced the importance of intercultural and diversity skills (and how to create and market them to employers and graduate programs) across career development programming; continued work schools and departments such as World Languages and Culture (e.g. German)

Residence Life

- Four new LLCs are coming on board including the African Diaspora LLC: Exploring Blackness across the Globe and Paideia: Civic and Political Engagement.

Truitt Center for Religious & Spiritual Life

- Weekly Numen Lumen speakers wove a tapestry of diverse stories on the theme "What now? Reflections on Change and Resilience."
- 14 students participated in Spring Break Interfaith Immersion Trip to New York City from diverse religious, nonreligious, racial, and sexual identities. Additional Truitt Center Service

Learning Trips with Catholic Life to Charleston and Jamaica, and with Jewish Life to Los Angeles, focused on homelessness, urban poverty, and youth.

- Third annual student-run Ripple Interfaith Conference included over 150 participants from 20 colleges and universities, with speakers and breakout sessions focused on “Healing Our World,” community group reflection circles, and sacred sounds coffee house. The conference was supported in part by a grant from Interfaith Youth Core (IFYC).
- Fall 2017 ecumenical event in commemoration of the 500th Anniversary of the Protestant Reformation on Bad Religion, inviting campus community members to share negative and more healing experiences with religion, and January 2018 interfaith series on Toxic Faith. Both involved multiple faith communities and religious and nonreligious perspectives.
- Diverse opportunities each week for ritual and practice, including Christian worship, Muslim prayers, Zen meditation, and yoga, as well as series of religious festivals and celebrations: Eid Al Adha, Rosh Hashanah, Yom Kippur, Diwali, Sand Mandala, Moravian Love Feast, Festival of Holiday Lights, Lunar New Year, Mardi Gras, Ash Wednesday, and Holi.
- 1600+ students involved in 14 student groups, including newly relaunched Elon Muslim Society and new Hindu student organization.
- We had seven Multifaith Interns last year and 7 students attended Interfaith Youth Core’s Interfaith Leadership Institute. We also had four student leaders participate in the fall Ripple Leadership Summit at Wofford College with student leaders from Wofford, Young Harris, and Queens.

Winter Term Diversity Theme

- In Support of Winter Term diversity programming, World Language & Cultures students in FRE 349: *French Theater in Production* staged Aimé Césaire’s 1969 postcolonial *Une Tempête*. In addition, the department brought in a Teaching Fellow in Chinese and Asian Studies.
- January wInterfaith series included presentations on Buddhism and an interfaith panel for Martin Luther King week on Civil Engagement, Social Justice, and Anti-Racism in partnership with the Center for Race, Ethnicity, and Diversity Education.
- The Winter Term Community Mini-Seminars held seven concurrent sessions for students, faculty, and staff across a wide range of topics all connected to diversity and inclusion
- Wes Moore provided the Martin Luther King, Jr. Commemorative Keynote Address
- A Human Library event was sponsored by Belk Library, Colonnades Neighborhood, GLC, and Inclusive Community Development
- Peggy Orenstein gave the Lauren Dunne Astley Memorial Lecture

Inter-Department Collaborations

- CATL and the Office of Inclusive Community Development worked with an academic from the UK who was in residency on campus to create a framework to guide faculty and staff professional development related to diversity and inclusion that supports intercultural knowledge, skills, behaviors, and humility, and that also supports global engagement. We are working to map current campus assets and identifying gaps or areas of growth, so that we can ensure a systematic framework, and make plans to communicate existing (and new) opportunities more broadly and effectively.

- The Office of National and International Fellowships worked to engage a broader range of students to apply for fellowship opportunities. Along with admissions and the provost office, they embarked on a study of other offices and approaches.
- Raj Ghoshal and Joel Harter and co-taught the first intergroup relations curriculum on Race Relations this fall. This was a 2-credit course in Sociology/Anthropology. 27 students completed the course and deepened their ability to connect across race and other difference. This initiative involved the Department of Sociology and Anthropology, Truitt Center for Religious and Spiritual Life, and Inclusive Community Development.
- The Truitt Center and the Center for the Study of Religion, Culture, and Society have collaborated this fall on a reading group to help our community understand Islam and Muslims. In the spring semester, a similar program was offered about Judaism. A plan is in place for rotating subjects, and also for expanding the groups to include students.
- Larry Mellinger, Director of Campus Recreation, and Caroline Ketcham, Chair of Exercise Science, are co-chairing a workgroup to develop recommendations for a comprehensive wellness program.
- SPDC Collaborated with CREDE to bring in professional development for staff on bias and working with students as well as interviewing students in CREDE, GLC, etc. on how to best serve their needs; Rachel Brown, Career Fellow, collected student engagement data that reflected percentage of students that come to the SPDC match the general Elon student population
- Partnership with BUS School, BSU, and SPDC on a panel of black entrepreneurs and business leaders
- Career Fellows and full-time career advisors did programming and drop-in hours for CREDE, A Center for Access and Success, etc.
- The Teaching Fellows Program and School of Education hosted an Inclusive Schools Network Institute, bringing 11 teams of educators from public schools across NC, teacher candidates and faculty on campus for a 2 day training.
- The Teaching Fellows Program and School of Education co-sponsored Dr. Temple Grandin's visit to campus, including specific sessions for our clinical teachers and students.
- The GEC and CREDE co-sponsored a study abroad preparatory forum, *Beyond the Boundaries of Skin: Perspectives on Race and Ethnicity Abroad*, which featured study abroad alumni of color.

A sampling of events, activities, and updates in departments and units across campus

- 18.2% of the faculty are faculty of color, an increase from 17.9% in the previous year. Staff of color decreased slightly from 22.8% to 22.6%.
- From 2009-2010 academic year 2017-2018 students of color have increased 97%, faculty of color have increased 100%, and staff of color 75%.
- Faculty member Jane O'Boyle wrote peer-reviewed journal articles on Indian media appearing in *American Journalism* and *Global Media Communication*. She also wrote a chapter in the Routledge book *Critical Perspectives on Journalistic Beliefs and Actions: Global Experiences* on TV news in India.
- Kelly Furnas served as director of contests for the Journalism Education Association of China, traveling to Beijing and Shanghai to train and mentor Chinese high school students interested in pursuing communications in college. He also hosted Morgan Radford of NBC

News, who spoke to several classes and student media in November about careers in journalism.

- Journalism major Emmanuel Morgan '19 was offered a fellowship and selected to participate in the 2017 National Association of Black Journalists (NABJ) Multimedia Student Project at the association's convention in New Orleans.
- Gabrielle Beamon '19, a strategic communications major, was selected for the T. Howard Foundation internship program, an annual initiative dedicated to advancing diversity in the media and entertainment industry. Beamon also received a LAGRANT Foundation scholarship last year to support minorities in public relations and advertising.
- Ben Hannam received reassigned time for a project to research diverse designers, historical figures, and contemporary role models for students to become more aware of diversity issues. As a result of this work, Hannam will create a design solution(s) incorporating diversity and design for entry into national and international, peer-reviewed design competitions. Hannam also contributed a piece in the 5th edition of the Sage Publications textbook *Advertising Creative* titled, "I Like What You've Done, But..." that poses the question—"How would you deal with a racist client?" to students.
- Associate Department chair and professor Vic Costello co-led a 10-day filmmaking workshop in Addis Ababa, Ethiopia through a partnership with the Sandscribe Foundation and the Oromia Regional Government Culture and Tourism Bureau of Ethiopia.
- Doug Kass attended the Free Spirit Film Festival in Dharamsala, India, home to the Tibetan community in exile, where his short film *Gull* won the Best Editing Award.
- Rachel Brown, Career Fellow, led a panel on diversity and careers where panelists reflected various races, genders, and religions
- Derek Lackaff delivered an invited workshop on digital opportunities for Lakota language revitalization at Thunder Valley Community Development Corporation on the Pine Ridge Indian Reservation in South Dakota. In addition, he delivered an invited lecture on digital youth engagement with the Cherokee language at the 2nd Annual Cherokee Language Symposium at Western Carolina University.
- Denise Hill gave several presentations and participated on panel discussions related to diversity in public relations at UNC-Pembroke, The Museum of Public Relations, the Public Relations Society of America (PRSA), and American Journalism Historians Association, and Association for Education in Journalism and Mass Communication Conference.
- Associate Dean Kenn Gaither wrote an entry on cultural diversity for the *Encyclopedia of Strategic Communication* and contributed a chapter in the Routledge Book *Public Interest Communication: Critical Debates and Global Contexts* on national identity in postcolonial nations through a lens of critical/cultural theory focusing on Mozambique and Ghana.
- The Elon News Network selected its first male African-American executive director and Elon Local News selected its first African-American news director. The editor-in-chief of the Pendulum is a Latina. In the spring, ELN did a Spanish-language version of its broadcast. The February Pendulum had a 12-page special on the black student experience on campus.
- University-wide workshops and events facilitated by internal and external presenters provided new ideas for supporting student learning and faculty and staff community and resilience, including workshops on *Class in the Classroom* (Sherry Linkon, Georgetown University) and *An Ally You Say: Creating an Inclusive Environment for underrepresented groups through allyship* (India Johnson, Department of Psychology), Supporting a culture of

Resilience for Elon Women (with Whitney Gregory) and a reception for International Faculty and Staff, co-sponsored with the GEC.

- In the iMedia program, school faculty and students traveled to Haiti, Costa Rica, The Netherlands and Nicaragua to conduct multimedia projects for the public good.
- The School of Education co-sponsored, planned and facilitated Black History Month events.
- The School of Education sponsored a university One School-One Book event, using the book *Refugees*.
- Each semester Elon students participate in the X-Culture Project and Symposium, where students in international business classes work in global virtual teams with students from around the world to solve real world business challenges.
- The Finance Department's Women in Finance student organization provides a forum for women to discuss the male dominated field of finance with women executives who have spent decades in the industry helping to close the gender pay gap and break the glass ceiling.
- The Doherty Center for Creativity, Innovation, and Entrepreneurship holds an annual W.E. DO! (Women Entrepreneurs for the Greater Good Conference) to spur innovation, creativity, and entrepreneurial vision among women – Elon students, as well as community members.
- Our Business Fellows as well as faculty members continue to be involved with the Center for Access and Success, teaching participants math and personal finance.
- The LSB continues to be actively involved with the Ph.D. Project and this past year one of our colleagues, Brittany Mercado, was invited to participate in the Ph.D. Project Annual Conference. A Ph.D. Project graduate, Dr. Danny Lanier, was recently named chair of the Accounting Department.
- Prudence Layne (team leader), Kevin Bourque, Erin Pearson, and Scott Proudfit initiated a project to ensure that literature courses at Elon, as part of the core curriculum, takes advantage of literature's unique capacity to increase understanding of diverse perspectives, particularly those of under-represented and marginalized groups.
- Margaret Chapman (team leader), Paula Patch, and Jennifer Eidum used “established self-study methodologies to inquire about ways racism, ableism, sexism, and classism may implicitly or explicitly be present in the structure--curriculum, pedagogy, assessment, and hiring practices--of the College Writing Program at Elon.”
- The International & Global Studies program set as a goal to promote critical reflection on and integration of IGS students study abroad experience into their academic and non-academic lives upon their return to Elon and help prepare IGS students for their upcoming study abroad experience. This is done through connecting our academic readings to their experiences and through their creative independent capstone project where they find multimedia resources to tell a narrative about the place/identity/culture where they studied abroad.
- The Mathematics & Statistics department Task Force on Diversity & Inclusion, led by Jan Mays, focused on identifying obstacles for diverse populations of students in mathematics and statistics (particularly in Calculus 1), identifying solutions for minimizing obstacles, and implementing a first round of pedagogical innovations with particular attention to pedagogies that benefit diverse populations.
- Physics wrote and approved in September of 2017 their department statement on diversity, which states: *The Department of Physics recognizes the importance of a diverse population for a reasoned discourse both inside and outside of the classroom and research environment. The department welcomes and seeks to support students, faculty, and staff, including those*

who identify with traditionally underrepresented or marginalized groups, in an equitable manner at all times.