Diversity & Inclusion Sub-Committees

Sub-Committee Charges

Curriculum, Advising, & Teaching:
Take inventory of current Furman practices in order to make recommendations about specific initiatives that could be implemented at Furman to improve classroom environments, advising practices, and other elements of students' academic experience. Conduct comparative research on peer and aspirant institution majors. Review distribution requirements in curriculum to determine if diversity goals are being met. Investigate opportunities for professional development related to diversity such as week-long seminars, Cothran Fellows/Piper Seminar model, etc. Support the Provost, Dean of Faculty, academic departments, Faculty Development Committee, Curriculum Committee, and other key partners in advancing Furman’s curriculum, advising, & teaching. Build relationships to understand the needs of key partners, faculty, and students. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

Faculty Recruiting, Advancement, & Tenure:
Investigate faculty evaluations to make recommendations about specific initiatives that could be implemented at Furman, including the role of diversity in evaluations of teaching, tenure consideration, and promotion. Survey pre-tenured faculty to learn what can be improved based on their experience. Review the role of mentoring for pre-tenure faculty, particularly historically underrepresented pre-tenured faculty. Advise on efforts aimed at recruiting and retaining historically underrepresented faculty by reviewing the non-discrimination statements, websites, etc. of peer and aspirational institutions. Support the Provost, Dean of Faculty, academic departments, Status Committee, Human Resources, and other key partners in advancing faculty recruitment, advancement, and tenure. Build relationships to understand the needs of key partners and faculty. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

Communications:
Oversee all communications internal to the Diversity & Inclusion Committee. Advise on efforts aimed at messaging Furman’s commitment to diversity & inclusion both internally and externally, with a particular focus on website redesign, selection and use of images, and developing content in multiple languages. Evaluate methodology of available climate surveys, assist with implementation of an appropriate instrument, and communicate results that should inform the Diversity & Inclusion Committee’s strategic plans. Support University Communications, Institutional Research, academic departments, and other key partners in advancing communications and assessments. Build relationships to understand the needs of key partners, internal stakeholders, and external audiences. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

Awards & Grants:
Continually develop and assess the processes for awards and grants. Revise grants process to occur in early fall with a deadline for all awarded funds to be used by June 1. Revise awards application to include recommendations from key faculty, staff, or students in addition to nomination. Oversee selection of award winners as well as grant approval. Track grant progress. Communicate awards and grants to the Furman community. Identify partners and stakeholders and build relationships to understand their needs. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

Internationalization & Global Experience:
Design a joint faculty fellow program between Rinker Center and Center for Inclusive Communities to assist with internationalization programming for campus, including the selection process, expectations, and five-year thematic plan for fellows. Identify opportunities to connect diversity-rich and global experiences with existing or new classes. Develop programming that will enhance the leadership capabilities of students so they are prepared to live, work and contribute in a diverse and globally connected world. Efforts should enhance the cultural humility of all students. Examine issues unique to the international student experience such as housing and food needs over breaks, transportation coordination, summer storage, advising, and more. Support Student Life, the Rinker Center, and other key partners in advancing recruitment, retention, and persistence. Build relationships to understand the needs of key partners, internal stakeholders, and students. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.
**Sub-Committee Charges (cont.)**

**Strategic Project Management**
Assist as needed in the assessment of SVAC-funded projects, such as Intergroup Dialogue, Inclusive Pedagogy, and Center for Inclusive Communities. Work with other sub-committees to develop and shepherd SVAC proposals and/or grant requests, including financial tracking for successful proposals and/or grants. Consult with new and existing SVAC-funded projects regarding scaling as well as cross-partnerships with others on campus. Support SVAC and other key partners in advancing strategic projects. Build relationships to understand the needs of key partners, internal stakeholders, and external audiences. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

**Staff Recruitment, Advancement, & Training:**
Explore sub-committee moving under oversight of Staff Advisory Council (SAC) and make recommendations. Understand and support inclusive search processes. Review professional development opportunities that groom new leaders and supervisors from existing staff. Review onboarding process for new employees as well as ongoing training that will make Furman an inclusive workplace. Support Human Resources, SAC, administrative departments, and other key partners in advancing recruitment, advancement, and training. Build relationships to understand the needs of key partners and employees. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

**Student Leadership, Engagement, and Development**
Explore interest by Furman students and external organizations in expansion of NPHC chapters. Support the flourishing of Furman’s historically underrepresented students as well as efforts to invite all students to critically consider topics related to diversity & inclusion. Prepare all students to engage difference through the creation of initiatives that will enhance students’ capabilities to communicate, work, live, lead, and empathize with people who are not like them. Develop programming that will enhance the leadership capabilities of students so they are prepared to live, work, and contribute in a diverse and globally connected world. Work toward holistic initiatives within the student experience that touch on one or more of multiculturalism, social justice, business benefits of diversity, educational benefits of diversity, and students’ sense of belonging at Furman. Support Student Life, the Rinker Center, and other key partners in advancing the leadership, engagement, and development of students. Build relationships to understand the needs of key partners and students. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

**Student Recruitment, Retention, & Persistence**
Review successful summer bridge programs for first-generation as well as academically at-risk students and make recommendations on scope, costs, revenue streams, and admission requirements. Develop dashboard of data for underrepresented students, including population sizes, retention rates, graduation rates, GPA, academic credit progress, involvement, and more. Advise on efforts aimed at recruiting underrepresented students across a variety of family incomes, retaining them all four years, and persisting to degree completion in a timely manner. Assist in identifying faculty to assist in recruitment visits—both on campus and off. Audit academic departmental initiatives aimed at recruitment, retention, and persistence. Track aggregate progress of historically underrepresented students. Support Enrollment Management, Enhanced Mentoring & Advising, academic departments, and other key partners in advancing recruitment, retention, and persistence. Build relationships to understand the needs of key partners, internal stakeholders, and students. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.

**External Stakeholders:**
Take inventory of support provided to Furman’s historically underrepresented alumni. Audit business functions that support minority owned businesses as well as investments in socially-conscious financial vehicles. Scan the local environment—Greenville’s chamber of commerce, local businesses, and other external entities—to make connections that can benefit Furman’s diversity & inclusion efforts. Support External Facing Institutes, Community Engagement, Heller, Center for Inclusive Communities, Development, Finance & Administration, and other key partners in identifying opportunities to engage external stakeholders in Furman’s diversity and inclusion efforts. Build relationships to understand the needs of key partners and external stakeholders. Leverage expertise to make informed recommendations and assist with implementation of mutually agreed upon initiatives. Progress will be shared with the president and university community.