

Diversity Council Recommendations
February, 2007

1. **Recommendation 1** – Report the 2006 Diversity Survey results to faculty, staff, and students. Include a comparison to the 2003 results to evaluate progress or lack thereof.

Strategy: Produce a brochure similar to the one printed in 2004 (but with improved statistical analysis). In particular, give the breakdown of populations (faculty, students, and staff) by gender and race/ethnicity. Report the response rates and characteristics of respondents. Among other issues, the report should include perceptions of campus climate toward diversity.

*** *PowerPoint by 3/30*

Notes from 2/22 Meeting:

- Idella will develop PowerPoint with summary of findings and recommendations to be given to Administrative Council, Trustees
 - A detailed PowerPoint will be added to Multicultural Website
 - PowerPoint presentation to Faculty – include discussion on ways faculty can support diversity
 - Brochure (similar to 2003 brochure) – distribute to faculty, staff, trustees
 - Current Students: Paladin, FUNET, Student News
 - Prospective Students: Engage Furman website
 - Idella to seek help of Larry Pace, new IDC, to assist with stats, compare to 2003 results; note where we have shown progress.
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2. **Recommendation 2** – Track (at least annually) the diversity of faculty, staff, and students so that trends can be observed and progress can be evaluated. At a minimum, gender and race/ethnicity should be reported.

Strategy: Responsibility for this task should be assigned to Planning and Institutional Research. Some of these data are currently available but coverage could be significantly improved. As an example, please note that gender by rank for faculty is now available online through the Planning and IR website. Previously it was necessary to request this information personally.

*** *Students by race from 1985 present already done*

Notes from 2/22 meeting:

- Idella request to Institutional Resources for faculty, staff employment data (race, gender) (*breakdown race for past 10 years attached*)
- Add data on faculty, staff, students to Multicultural website
- Request information from Dashboard schools (*see attached*)

3. **Recommendation 3** – Address the perception of **racial, religious, and sexual tension** on the Furman campus.

Strategy: These important campus issues are combined for simplicity sake under a single recommendation. The strategies for each will likely differ. The 2006 survey shows an increase in the perception of racial tension but somewhat of a general decline in acknowledgement of religious tension. The brochure referred to in Recommendation 1 above should note that these perceptions differ significantly by group and by demographics within groups. Although the treatment/acceptance of GLBTs was not addressed in the survey as extensively as race and religion, written comments suggest this issue should be addressed.

Racial/Ethnic:

- 1.

Religious Diversity:

- 1.

Sexual Orientation:

1. Safe Zone program

Campus Diversity – General

1. Institute NCBI controversial issues process (conflict between student groups)

Notes from 2/22 Meeting:

- continue NCBI for freshmen
- teach conflict skills
- Pursue agreement from Dean to “require” faculty attendance at NCBI workshop
- Open forum for students
- Seek assistance/partnership with women’s studies/Black Cultures in Americas faculty
- Explore opportunities for diversity programs with first year seminars, and Maymester

4. **Recommendation 4** – Recruit a more diverse student body. In particular, emphasize minority recruitment and recruitment of students from lower socio-economic backgrounds.

Strategy: Encourage the Admissions staff together with the Admissions Committee to study the diversity data available (from this committee as well as other sources, e.g., NESSE, CIRP) in order to develop additional recruitment strategies. It is important to note that this endeavor may be costly, i.e., it may require that Furman subsidize the tuition of a low-income student who might replace a student willing to pay her own expenses.

Notes from 2/22 Meeting:

- start discussion with University officials to devote resources to increase number of minority and low SES students; set goal after reviewing national averages and dashboard schools (*see attached*)
- add goal to strategic plan
- How is Hollingsworth money being used to address low income/minority enrollments

5. **Recommendation 5** – Recruit more women and minorities into full-time, tenure-track faculty positions.

Strategy: Dust off the 2002 faculty resolution and revive the faculty diversity task force to develop necessary strategies.

Further Data Analysis:

1. compare attitudes of NCBI participants to non-participants
2. Explore treatment of minority student by peers
- 3.
- 4.
- 5.

Notes from 2/22 meeting:

- review “opportunity hires” by department
- faculty focus groups for women and minority faculty