



**DIVERSITY & INCLUSION COMMITTEE**  
*2017-2018 Institutional Report*



**FURMAN**

## LETTER FROM THE CHAIRS

This past year, Furman made great strides to realize the institution's commitment to being "a person-centered community, emphasizing the prime worth of persons and encouraging concern for others." While the Diversity and Inclusion Committee played a role, institutional change requires the collective efforts of all. Accordingly, we will attempt to provide a snapshot of the gains made across campus and beyond. The report is organized into three categories: students, faculty and staff, and university initiatives. We use a broad definition of diversity in order to capture the many different dimensions.

Although it is important to celebrate progress, it is equally necessary to acknowledge that the work of becoming a diverse, inclusive, and equitable institution is a continual process. More work is to be done. We hope you will join those efforts in the years to come.

Respectfully,

Sarah Worth  
*Professor of Philosophy*

Neil E. Jamerson  
*Assistant Vice President for Student Development*



## CURRENT & PROSPECTIVE STUDENTS

### *Choosing Furman*

- Attracted the most diverse class in Furman's history. As of May 8, the Class of 2021 was composed of 22% students of color and 4% international students.
- Initiated or expanded a number of initiatives within Admissions as part of its strategic diversity plan. As a sample, the list includes a continued partnership with Bridges To A Brighter Future, engaged Trustee Kevin Bryant, "Back Where We Started" program launched by MOSAIC students, provided support for students to attend Accepted Students Day and Multicultural Student Evening, and expanded calling, social media, and print campaigns.
- Increased accessibility for prospective students and families by adding a wheelchair accessible golf cart and providing housing accommodations.
- Became part of the ZeeMee community, which provides students from under-resourced high school districts a free online platform to share their story beyond their college application.
- Established relationships with principals and counselors at minority-serving high schools in South Carolina to promote Furman.

### *Life on Campus*

- Awarded NAACP student organization of the year, Student Diversity Council program of the year, and the Associate Director of Student Activities for Diversity Engagement advisor of the year at the annual Student Leadership Awards banquet.
- Created Transgender Resource Guide in collaboration with Student Life, Registrar, and Admissions, which consolidated existing policies in order for students to more easily navigate the university community consistent with their gender identity ([www.furman.edu/transgender](http://www.furman.edu/transgender)).
- Held town hall meetings with international students to discuss concerns related to visas, maintenance of status, federal and state income taxes, employment authorizations, storage during university breaks, winter break housing, website/admissions communications, and transportation access.
- Explored training on counseling needs of Chinese students for Student Life therapy and professional staff as well as campus partners with an international counseling specialist from Duke University.
- Identified a large, secure, climate-controlled basement in Lakeside housing storage for international students, including packing boxes and access to a UHaul truck at no cost.
- Secured rooms in Furman's Vinings apartments (furniture, TV, wi-fi) for international students over winter break as well as transportation to and from the Vinings to North Village.
- Arranged the shuttle services from North Village and the Vinings to downtown Greenville and Walmart in Traveler's Rest to address international students' transportation needs. Conducted surveys and met with international student groups to improve the frequency and reliability of the services in collaboration with the Furman Police Department and Student Government Association.



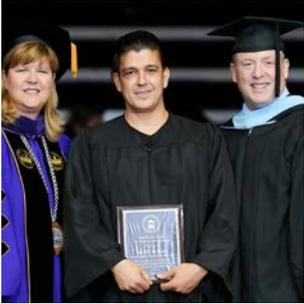
### *(Life on Campus cont'd)*

- Developed or expanded a number of initiatives within Student Activities' Diversity Engagement. As a sample, the list includes a revamped diversity program for fall 2017 orientation, Dins Dialogues CLP series, the FU LEAD multicultural leadership program for students, revised website, restructuring of the Student Diversity Council that resulted in increased campus programming, and programs celebrating Hispanic heritage month, Native American heritage month, Black History month, and women's history month.
- Increased under-represented students on the resident assistant (RA) and first-year advisor (FRAD) staff in Housing & Residence Life from 0% to 30.9% of the number of students serving in these roles from 2011-12 to 2016-17.
- Provided training to all RAs and FRADs via a half-day workshop with a diversity consultant from Stanford as well as on-going training on specialized topics such as needs of students on the autism spectrum and needs of students with disabilities.
- Piloted Diversity and Inclusion Resident Assistant positions patterned after a similar program at the University of Illinois with six students; program will grow to 12 in 2017-2018.
- Revised housing assignment process for new resident students from under-represented populations based on a program at the University of Vermont to increase student belongingness.
- Enhanced opportunities for students with special needs to participate in fraternity and sorority recruitment.
- Initiated a study with Student Activities' Fraternity & Sorority Life of participation by under-represented students in Greek-letter organizations; 13% of fraternity men and 10% of sorority women identified as international students or students of color.
- Shucker Leadership Institute enhanced recruitment efforts, which resulted in 21% of its new class coming from under-represented student populations.
- 20% of the fall 2016 ODK leadership inductees were students from under-represented populations.

### *Life in the Community*

- Volunteered via Shucker Leadership Institute with Junior Achievement Program as well as Leadership Challenge Projects in the local community; next year, Leadership Challenge Projects will partner with Furman initiatives occurring in the New Washington Heights community.
- Developed and piloted via the Community Engagement project team out-of-the-box trainings for students entering the community that focused on project management, IRB protocols, and implicit bias in order to better prepare students to engage difference.
- Over 1,600 students participated in Heller Service Corps' volunteer opportunities with 68 local agencies, many of which serve diverse citizens within the Greenville community. As a sample, this list includes after-school ESL programs, Frazee Center, Triune Mercy Center, Greenville Free Medical Clinic, Woodlands partnerships, and mentoring programs for Title-1 schools in Berea, Cherrydale, and Armstrong.
- Invited 150 special needs adults to join with 250 Furman students for a special night of dining and dancing as part of Heller Service Corps' Valentine Dance for Exceptional Adults.
- Invited between 500-700 children from predominantly Title-1 elementary schools to participate in carnival festivities and trick or treating in the residence halls as part of Heller Service Corps' Fall Fest.





## FACULTY AND STAFF

### *Recruitment, Advancement, & Awards*



- Awarded the Meritorious Awards for Diversity and Inclusion to Akan Malici, Associate Professor of Politics and International Affairs, and Mike Winiski, Interim Executive Director of Community-Engaged Learning, at graduation.
- Revised Meritorious Awards nomination process based on a review of other institutions and made the form available online, through email, and on social media, which increased nominations significantly.
- Recruited a diverse pool of faculty that includes the hiring of seven women and six faculty of color.
- Recruited Chief Diversity Officer, Michael Jennings. He will begin in July.
- Recruited Christine Velasquez to serve as Assistant Vice President for strategic communications and tasked her in part with developing a communications strategy for diversity and inclusion, in partnership with the Chief Diversity Officer and other faculty and staff who are working on related programs and initiatives.
- Recruited Candice Chan to serve as Dean of International Admissions.
- Recruited Gary Clark to serve as Staff Ombudsperson.
- Advanced Allyson Brown from Assistant Director to Associate Director for Multicultural Recruitment in order to lead Class of 2021 strategic diversity plan.
- Established a process for conducting more inclusive faculty searches that includes strategically broadening pool of applicants, connecting faculty trained as inclusive search representatives with future search committees, and meeting with on-campus job candidates.
- Met with all 31 on-campus job candidates for faculty positions to share current and future resources and discuss how the candidate would contribute to diversity and inclusion on campus; identified and grew pool of faculty representatives to serve in this role.
- Standardized expectation that all faculty searches ask candidates for a statement about diversity and inclusion.
- Revised and standardized language regarding diversity and inclusion as well as descriptions about Greenville for faculty job postings.
- Developed a booklet on “Best Practices in Recruiting and Retaining Diverse Faculty and Staff” and provided to all hiring managers.
- Reviewed diversity statements in job postings for staff and implemented a standard diversity and inclusion statement in the job description for all open staff positions.



### *Structural Change & Professional Development*

- Focused 2016-2017 faculty retreat on the topic of diversity and utilized outside experts to help guide discussion and learning.
- Developed inclusive pedagogy workshops that provide professors with teaching tools for their MayX, Summer Session I, and Summer Session II courses; concludes with post-course reflection. All workshops filled and wait-listed.
- Developed two-day inclusive pedagogy seminar aimed at improving teaching effectiveness. Participants asked to critically consider what they do in and out of the classroom, why they do it, and how they can do it better to create the best learning environment for all. Seminar will conclude with a late-spring roundtable discussion/dinner and presentation about pedagogical self-reflection, revisions to course content/design, and/or attention to classroom practices.
- Proposed including diversity and inclusion question in the faculty self-evaluation forms and shared with Faculty Status Committee.
- Added questions about diversity and inclusion to staff evaluation forms.
- Met with tenure-track and un-tenured professors from under-represented groups to learn what can be improved within the faculty experience based on their experiences and needs.
- Proposed funding increase for the “purple envelope” program (annual benefits package that includes time-off coupons, \$10 in campus cash, and free admission to certain Furman activities) in order to expand beyond full-time staff.
- Evaluated university communications in order to reach staff who may not have computer access or whose first language is something other than English.
- Developed and opened library resource orientation/information classes to staff.
- Repositioned leadership and support for the programs and services related to degree-seeking undergraduate international students to a full time position within the Division of Student Life. Proposed and conducted search for the position, which will also serve as liaison with academic and administrative units.



## UNIVERSITY INITIATIVES

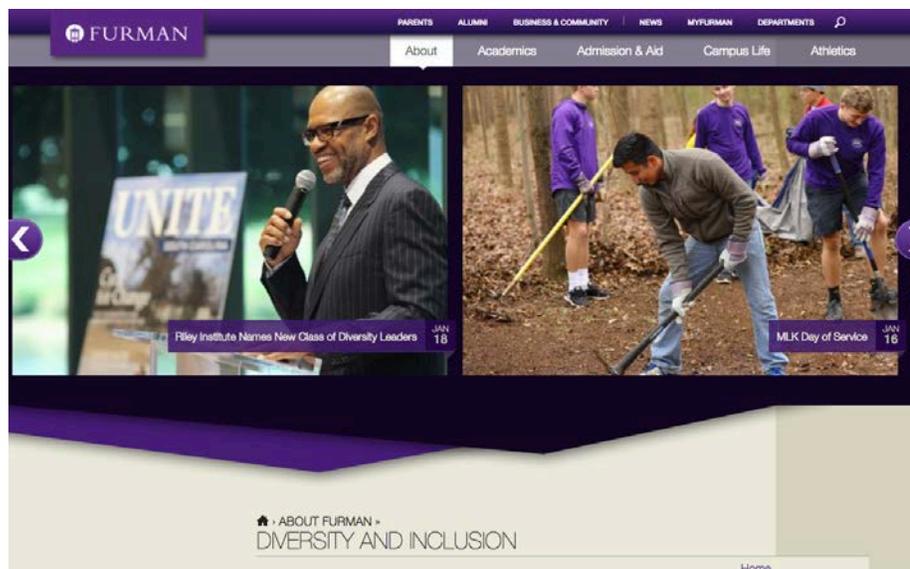
### *Special Programs & Initiatives*

- Initiated Furman’s bias incident response and support protocol after consultation and/or evaluation of similar programs at Emory, Clemson, Vassar, and the University of Indiana. Protocol can currently be found under “Administrative Policies” at [www.furman.edu/handbook](http://www.furman.edu/handbook). Received five reports of incidents of bias in 2017 (3 race/ethnicity, 1 gender and race/ethnicity, 1 religion). Expansion of faculty and staff protocol planned for 2017-2018.
- Launched South Carolina’s first program of the national College Advising Corps in Chester and Lancaster counties to boost college going advising efforts at high schools that serve diverse populations.
- Applied and received funding to host focus group to learn how the university can better support black alumni.
- Sponsored and/or partnered with Greenville Cultural Exchange/Women Making History, Greenville NAACP, Urban League Whitney M. Young/EOD Dinner, and Hispanic Alliance Gala.
- Honored the legacy of Martin Luther King Junior through partnerships with the Urban League of the Upstate and Alpha Phi Alpha Greenville Foundation; Furman hosted MLK Community Breakfast with Dr. Mary Frances Berry, MLK Day of Service, “Black America Since MLK: And I Still Rise” viewing and panel, MLK Interfaith Celebration, MLK Scholarship Gala, Rudolph Gordon College Fair, and Joseph Vaughn Oratorical Contest.
- Sponsored Minority Economic Development Summit, Diversity Summit, Diversity Leadership Awards, and ATHENA Leadership Symposium as a Diversity and Inclusion partner of the Greenville Chamber.
- Awarded university’s Diversity and Inclusion grants to:
  - › Education Department for a four-week literacy program for at-risk youth;
  - › History and Religion Departments to purchase materials needed for celebrating religious holidays;
  - › Office of Alumni & Parent Engagement for focus group research with multicultural affinity and alumni reunion groups;
  - › Riley Institute for its Emerging Public Leaders program;
  - › STEM exposure program for Bridges to a Brighter Future participants; and
  - › Women’s, Gender, and Sexuality Studies for a faculty and student retreat.



## Operations

- Set goal that minority-owned businesses represent a minimum of 5% of Furman University's annual controllable procurement expenditures.
- Supported minority owned businesses through participation in the Chamber of Commerce, soliciting bids using Chamber's list of minority-owned businesses, soliciting bids using the state of South Carolina's division of small and minority business contracting and certification, and working with JP Morgan to account for funds spent with these businesses.
- Incorporated a standard "Supplier Diversity" clause in all bid documents and required bidders to submit a list of minority- and women-owned businesses that they intend to utilize for projects with their proposal.
- Required institution's office supply vendors to clearly label office supply products from minority- and women-owned businesses in their online catalogs from which a recommended shopping list with these products will be created.
- Evaluated Environmental, Social, and Governance (ESG) investment vehicles as part of overall endowment strategy; met with leading investment management firms regarding solutions that illustrate true ESG research while providing a risk-adjusted return that helps meet Furman's economic objectives.
- Raised funds to support a number of initiatives, including the Joseph Vaughn Scholarship fund, Heller Service Corps, and Bridges to a Brighter Future.
- Advertised Furman in diverse publications and digital media, particularly as it related to position searches.
- University Communications gathered information about initiatives and guidance on messaging diversity from Diversity and Inclusion Committee to inform planning for a future website redesign that will, among other marketing priorities, better address the university's commitment to diversity and inclusion, ensuring that diversity is presented authentically.
- Overhauled current website for diversity and inclusion at Furman ([www.Furman.edu/diversity](http://www.Furman.edu/diversity)) as a first-step toward a more robust redesign.



## SHORT LIST OF CONTACT INFORMATION

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The enclosed report attempted to provide a snapshot of the gains made across campus and beyond related to diversity and inclusion. It is not an exhaustive list, despite best efforts. Additionally, more work is to be done to standardize metrics for counting historically underrepresented populations. The report accepted a broad definition that included race/ethnicity, country of origin, gender, sexual orientation, religion, ability, age, and more.

