

## President's Update on Diversity and Inclusion Initiatives

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At the beginning of the current academic year, Cabinet and I, in collaboration with the Institutional Policy and Planning Committee (IPPC), identified diversity and inclusion as the first of three major areas of focus for the year. This commitment was stated clearly in the preamble to the 2011- (SAA), where we place issues of diversity and inclusion within the broader context of responsible citizenship. On various other occasions, I have written at length about the concepts of *intercultural and global understanding*, *intercultural literacy*, and *diversity and inclusion* (see notes at the end of this message). The Cabinet and I chose to emphasize diversity and inclusion this year because we remain convinced that those concepts identify fundamental requirements for the educational experience we expect our students to have

Students we expect to be

- Continued work begun last year with diverse group of leaders from Saratoga Springs to create community dialogs around issues of diversity, inclusion, and ensuring that Saratoga is a safe and welcoming environment for its increasingly diverse population (including but not limited to the Skidmore student, faculty, and staff populations).

## ACADEMIC AFFAIRS

### **Community Discussions**

- Continued to review, disseminate, and discuss data and reports (Middle States Periodic Review Report, NSSE, CHAS, CIGU, exit interviews) to determine action steps (Faculty Meeting, Academic Staff retreats, other venues). (SAA #22)
- Professor Carol de Wet (Franklin and Maintaining Women Faculty in Academic Institutions in the 21<sup>st</sup> ADVANCE grant); STEM faculty has engaged in exploring the issue of gender bias in the classroom.
- CEPP/CAPT committee has led discussion of changes to the student ratings questions with some attention to issues of bias.

### **Personnel**

- Held annual Inclusive Hiring Workshop in Fall 2011. In the ten searches this year, three faculty of color have been recruited. Six of the ten are international faculty; two of the international faculty members are faculty of color. (SAA ##6, 25)
- Transferred three faculty members in contingent appointments to tenure-track lines. Of the three, two enhance the diversity of the faculty. (SAA ## 6, 23)
- Will partner with an external consultant to conduct a significantly revised Inclusive Hiring Workshop in May. (SAA#25)
- Associate Dean of the Faculty Paty Rubio has led the planning of a conference with other CHAS institutions to discuss and share best practices in retaining faculty of color, scheduled for

deliberation. (SAA #22)

- Implemented additional support for IGR. Recruited ten faculty members to IGR workshops. Of those ten, three will teach in the program in the short term; we expect more will do so in the long-term. (SAA #22)
- Director of OCSE Cori Filson to assess student learning in Skidmore programs abroad in China, London, Paris, and Spain. She expects to start that work by the end of the year. (SAA #9)
- With support from a Presidential Leadership Grant from the Andrew W. Mellon Foundation, Associate Dean of the Faculty (ADOF) for Advising Corey Freeman-Gallant conceived and implemented the SEE-Beyond awards (Summer Educational Experience) for students, paying particular attention to matters of access. (SAA #15)
- ADOF for Advising assessed issues relating to equal access to Engaged Liberal Learning

**ADVANCEMENT**

- In collaboration with the Alumni Association, initiated discussions with potential leaders to re-launch the Multicultural Career Alumni Network (MCAN); meeting scheduled for April 2012. (SAA #24)
- The Admissions and Advancement staffs held two workshops (one in the summer and one in

- Spring meeting presentation by Darren Drabek (based on student interviews) on supporting International Students. (SAA #23)
- Members of Student Affairs staff participated in IGR training currently, approximately 40% of the Student Affairs staff has participated in the IGR initiative.
- Nine members of the Student Affairs staff participated in the Inclusive Hiring Workshop. (SAA ##25, 26)
- Each area is currently conducting an assessment of their department and services an important aspect of the assessment is to determine whom we are serving and who is absent.
- Everyday Leadership Program: Based on the Bystander Intervention work developed from the Green Dot Project, worked with more than 450 students to teach techniques for interrupting negative behaviors including bias. (SAA #27)
- Supported work of Campus Disabilities Advisory Committee: first draft of final report on review of campus accessibility issues and needs, with recommendations and long-range plan, is in review. (SAA #22)

#### **Dean of Student Affairs – Dean of Faculty Collaborations**

- Fall Discussion: Climate and Diversity Issues. (SAA #22)
- Spring Discussion: Using the work of researchers Walton and Cohen, discussion of belonging as a way to create welcoming, diverse, and inclusive community. (SAA #22)

#### **Office of Student Diversity Programs**

Supports student clubs and organizations during the academic year to bring to campus speakers, films, and performances addressing issues of diversity and inclusion. (SAA #22 all items immediately following)

- Worked with the student Committee on Diversity Affairs (CoDA) to mount an exhibit in the Payne (a program designed to encourage individuals to

- Created a Job Search Guide for international students, delivered workshop on job searching and locating H1B Visa resources, purchased Going Global to increase access to international listings. (SAA #15)
- Participates annually in the Multicultural Networking event hosted in New York (student and alumni event). (SAA ##15, 24)

### **Student Academic Services**

- Coordinated student and staff participation in the CHAS Black and Latino Male initiative. (SAA #22)
- Coordinated 5 Community Conversations (SAA #22)
- Intercultural group of students participated in a community service spring break trip to work together on an educational farm in Shelter Island, New York. This trip also included a visit to New York City where the students attended a networking dinner with international alumni and alumni of color. (SAA #24)

### **Bias Response Group**

- Dr. Frances Kendall visit. (SAA #27)
- Hosted 5 Community Conversations (topics included: general information about the work of the







### **§3. Other Important Documents Relating to Goal II**

*Engaged Liberal Learning: The Plan for Skidmore College 2005-15 (Strategic Plan), Goal II*  
<http://cms.skidmore.edu/planning/loader.cfm?url=/commonspot/security/getfile.cfm&pageID=211425>

*Reaffirmation, Recommitment, and Renewal: The Strategic Action Agenda 2011-12*  
<http://cms.skidmore.edu/planning/upload/SAA-11-12-final.pdf>

ercultural Literacy (November 1, 2007)  
<http://cms.skidmore.edu/president/essays/index.cfm>

CIGU Statement to the Community with Recommendation (May 2011) (Appendix A to CIGU Annual Report 2010-11)  
<http://cms.skidmore.edu/cigu/reports/loader.cfm?csModule=security/getfile&PageID=768337>