Also, please note that all supervisors are asked to include an element in their individualized development plan for the next 12 months which specifically addresses the Elon Commitment goal of an “unprecedented commitment to diversity and global engagement.” Supervisors should indicate what they plan to do in their own areas to help the university achieve this goal.

- Assure student worker selection process has as a goal the achievement of a diverse cadre of workers. Our percentage of non-Caucasian student workers rose from 17% in Fall 2010 to 26% in Fall 2011. We also are working to hire more male student workers but to date our percentages remain hovering between 30% and 35%.
- Continue to advocate for the selection, retention and promotion of library staff from under-represented groups. Note currently, out of 26 staff, there are five African-Americans, one Hispanic, one Pakistani-American, and at least one GLBTQ person. We are also pleased to have three male librarians, who are an “under-represented group” within librarianship! We successfully moved one minority librarian from part-time to full-time using reallocated funds within our budget. We had a single new hiring this past year, the replacement of the part-time Morning Circulation Clerk, and hired an African-American.
- Assure that the library publicity committee and the university art department combine to produce a variety of diverse and multi-cultural displays and art exhibits throughout the year.
  - Worked with Ethan Moore of the art department to obtain, frame, and hang a series of photographs taken in Africa and Asia by local artist John Giancotti.
  - Worked with Moore and students to curate and re-label the African art collection housed in the library.
  - Display themes in the library commons area for 2011 included legacy of Dr. Martin Luther King Jr., Black History month, Women’s History Month/feminist scholarship, Holocaust remembrance, study abroad, Hispanic Heritage month, LGBTQ history, International Education Week/India, Native American heritage, and a multifaith celebration. We endeavor to be sure that more general displays, such as those for Poetry Month or Children’s Book Week, feature materials with ethnic diversity and international themes.
- Allocate budget to assure acquisition of materials in support of inter-disciplinary and multi-cultural degrees, programs and courses. Budgets and liaison librarians have been assigned to all such programs. To date this money appears adequate and is being spent appropriately. In response to faculty and student requests we expanded our foreign language resources to include Mango online courses, Rosetta Stone software, and Pimsleur CD-Roms and USB drives – instruction in seven languages is available, including Arabic, Chinese and Vietnamese.
- Continue to offer individualized orientation and support to international students. Survey them to assure excellent service. Worked with Cannon Centre staff to schedule orientation and library instruction sessions. This is an area which needs improvement.
• Support individual librarians and staff serving as mentors to Watson Scholars and others. *Ford serves as mentor to an Odyssey scholar; Alvarez mentored two ACE scholars (see next bullet); and multiple librarians assisted Honors Fellows and SURE students.*

• Continue to participate in the federally-funded ACE Scholars program at the UNCG Library School, offering mentoring and internships to graduate students from ethnic minorities. *We watched our first mentee graduate from this program and find an academic library position. We currently have a second ACE scholar intern, supervised by Nash with oversight by Alvarez.*

• Support individual librarians and staff participating in El Centro classes and in various service learning projects, such as the upcoming service trip to Burlington’s sister city in Mexico. *Inabnit participated in El Centro classes. Ford assisted the Kernodle Center in planning the service trip and planned to accompany the group, but the trip was cancelled due to travel security issues. She continues active in the Sister City program. Bisko and Garrison participated in the Summer in New York program (Bisko as faculty).*

• Offer surplus resources to ABSS schools and continue our relationship with the Cummings High School Library. *We continue to supply recent but superseded editions of reference books to Cummings High School -- project coordinated by Alvarez. Hickey served as Cummings graduation project judge multiple times throughout the year.*

• Continue to provide selection, acquisition, and cataloging support for the Multi-Cultural Center book collection. *Technical Services staff continues to process materials, create catalog records, and provide circulation training to Multi-Cultural Center staff. Yeager serves as a member of the Center’s Black History Month committee. Alvarez serves on the African/African-American Studies Advisory Committee.*