

Elon University Strategic Plan

Theme 1: *An unprecedented university commitment to diversity and global engagement.*

2014-2015 progress report

Admissions

- As of May 1 the class of 2019 reflects 18% students of color with a 14% increase in students identifying as Black or African American.
- As of May 1 the class of 2019 is 7% international with a 66% increase in the number of non-U.S. citizens compared to the class of 2018.
- In support of programs for LGBTQIA students, began collecting data on Elon's inquiry card and first-year application to capture the number of students who identify with the LGBTQIA community. Nearly 4% of Elon's class of 2019 identifies with the community.
- Hebe Fuller and Mandy Herrera joined admissions focused on international student recruitment.

Campus Police

- The Chief of Police and Director, Chief of Security and a Police Captain all completed a 40 hours training to become anti-bias workshop facilitators.
- Began community-policing program to engage campus safety and police with neighborhoods and student cultural organizations.

Center for Access and Success

- Twelve Elon Academy students are currently attending Elon and six Elon Academy scholars have graduated from Elon.
- Expanded Watson and Odyssey Scholars program to 25 by adding the Anonymous scholarship for a first-year student.
- A number of our graduating Watson Odyssey Scholars will be attending graduate and law school at Dartmouth, George Washington, Vanderbilt, Emory and Washington University in St. Louis, among others, as well as working for Citiyear, on a research project in rural India and in a study abroad organization in Denmark.
- The Elon Academy continues to be a highly successful College Access and Success program.
 - 100% of high school scholars completing the program have been accepted to college.
 - The first two Elon Academy cohorts have reached college graduation. Fifty-nine percent of the Alpha cohort graduated from college and 23% are still on track to graduate. Three scholars in this cohort are currently in graduate school. Forty-seven percent of the Beta class will graduate from college this year and 32% are still on track to graduate at a later time. Nationally, only 56% of all students who enter college finish college. For students whose parents never went to college this percentage is almost 30 percentage points lower.
- Princess King was hired as the new Assistant Director of College Success.
- School of Education faculty member Dr. Terry Tomasek became the Director of the Elon Academy.
- The Center for Access and Success has moved into its new space on the third floor of Mooney.

Center for Race, Ethnicity and Diversity Education (CREDE)

- The newly renovated Center for Race Ethnicity and Diversity Education (formerly the Multicultural Center), or CREDE, has clarified its mission and vision to enhance services

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- to underrepresented racial and ethnic students, faculty, and staff while it continues the function of providing student diversity education campus-wide
- Sylvia Muñoz was named Associate Director of the CREDE.
 - School of Education faculty member Dr. Cherrel Miller Dyce became faculty fellow in the CREDE.
 - In collaboration with Inclusive Community Programs, conducted an 8-week Intergroup Dialogue pilot program with 14 student participants.
 - Opened Asian/Asian American resource room. Black/African American Resource Room was renovated.

Climate & Support

- The Center for the Advancement of Teaching and Learning (CATL) partnered with Disabilities Services for a lunch discussion Inclusive by Design: Teaching students on the Autism Spectrum during the spring semester, and began exploring opportunities for future collaborations.
- CATL facilitated two brown-bag discussions in August and September in response to national and international events, including Sensitive Topics in the Classroom: Race and Privilege and Sensitive Topics in the Classroom: International and Religious Issues.
- CATL also led a session in November on “Teaching LGBTQ Students.”
- The Presidential Task Force on Black Student, Faculty and Staff Experiences, co-chaired by Dr. Frances Ward-Johnson and Dr. Randy Williams is nearing completion of its report and recommendations. In fall 2014, the Task Force administered a survey completed by 1,165 students, faculty and staff. The results from the survey yielded an interim report that was presented to Senior Staff and the Provost Inclusive Community Team. During the 2015 spring semester, the Task Force conducted focus groups and in-depth interviews and collected relevant data on Black communities from peer and aspirant institutions. The interim report, focus group and interview reports, and analysis of the peer and aspirant schools will be used to generate the final Task Force report with recommendations.
- The Office of Inclusive Community Well-Being began offering workshops to support departments in developing an inclusive lens in their work. DID workshops (Developing Inclusive Departments) provide tools and support for a division, department or office to intentionally incorporate an inclusive lens throughout the work.
- The Inclusive Community Council worked this year to better understand campus climate through listening sessions across campus and supporting the following groups and other campus climate related issues and efforts that arise:
 - LGBTQIA Task Force implementation and assessment committee
 - The Task Force for the Faculty, Staff and Student Black Experience
 - The Hispanic/Latino working group
 - The Task Force on Community Responsibilities and Standards for Reporting, Preventing, and Responding to Sexual Assault.
- Increased the number of accessible and universal Restrooms across campus.
- Elon University is participating in the pilot phase of the Access, Inclusion, and Diversity in International Education Scorecard. This is sponsored by the [Diversity Abroad network](#), of which Elon is a member.
- Three “Community Connections” campus programs were offered this year to foster dialog between the Elon community and the greater Alamance County community.
- Consortium of Diversity and Inclusion Content Experts (CDICE) Offered Diversity Education Roundtables for first year students through CORE 110 forums and for faculty

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and staff.

- Trained 48 faculty and staff facilitators for the Anti-Defamation League's A Campus of Difference Workshop.
- Began campus assessment of anti-bias training, education and impact.
- Office of Inclusive Community and Center for Leadership and Professional Development collaborated to offer the Supervisor Series for Inclusive Leadership for faculty and staff with supervisory responsibilities.

Disabilities Services

- More than 10% of the undergraduate population is registered with Disabilities Services. The number of students working with this office has doubled since the 2008-2009 school year.
- The Disabilities Services Academic Mentoring program has expanded in the three years since its inception. The number of trained mentors has increased from approximately 10 mentors in its pilot year, to 30 trained mentors last academic year, to 51 trained mentors this academic year. The 30 Academic Mentors served 45 transitioning students in 2013-2014, while the 51 Academic Mentors served 65 transitioning students, logging over 300 mentoring sessions during the 2014-2015 academic year.

Events sponsored by academic departments

- The School of Communications organized two campus visits by Pulitzer Center journalists. Alice Su reported on the Middle Eastern refugee crisis and Ana Santos spoke on Filipino women who work overseas to support their families back home.
- World Languages and Cultures partnered with Latin American Studies to bring Silveo Da-Rin to talk about race relations in Brazil and show his film *10th Parallel* that examined tensions among indigenous people in the Amazon. WLC also sponsored the second annual Hispanic Film Series in September.
- The Center for the Study of Religion Culture and Society developed programming that underscored the diverse beliefs and identities of a variety of religious traditions: Muslim, Christian, Buddhist, and Hindu.
- Christoph Sander, Consul General of the Federal Republic of Germany spoke as part of the Business German speaker series. Sander is the highest-ranking government official from the Federal Republic of Germany to visit Elon.
- Elon's Program for Ethnographic Research & Community Studies and Elon's Humanitarian Immigration Law Clinic partnered with North Carolina African Services Coalition and the Center for New North Carolinians to host a panel discussion on new refugee and immigrant communities in Greensboro.
- The Jewish Studies program organized lectures that explored topics including ancient debates among Jews, Christians, and Muslims and cooperation between Jews and African-American Christians during the civil rights movement.
- African and African American Studies partnered with Elon's Learning on Demand to record and make available to the public all of the AAASE Author-of-the-Month luncheon talks: <http://blogs.elon.edu/ondemand/aaase-author-of-the-month/>
- The Women's Gender Studies partnered with the Liberal Arts program to bring a program on "Identifying and Reducing Discrimination: Strategies for Targets, Allies and Organizations"
- The Department of Music sponsored the Elon World Percussion Ensemble presenting "From Cuba to Brazil: Rhythms of the Caribbean and Beyond."

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Gender-Based Violence Prevention and Response

- The Task Force on Community Responsibilities and Standards for Reporting, Preventing and Responding to Sexual Assault” submitted its recommendations and an implementation team will be formed to monitor progress on the plan.
- President Lambert’s summer letter to parents of first-year students emphasized Elon’s programs and support for prevention and response to sexual violence, and the importance of students understanding consent in sexual relationships. This letter was also shared with all faculty and staff because they serve as key mentors and a resource to students.
- First-year and transfer students are now required to complete *Haven*, an online program about healthy relationships, consent, sexual assault and strategies they can use to prevent harmful behaviors. This program is completed in the summer, along with *AlcoholEdu*, online program new students have been required to complete for many years.
- A staff-led session on the first day of new student orientation focused on community standards concerning students’ responsibilities to themselves and others, and included information on the meaning and importance of consent.
- President Lambert focused his fall magazine of Elon column on sexual violence.
- SPARKS Peer Education included information about consent, strategies for bystander intervention and supporting survivors in their "Choices" workshop given to 42 Elon 101 classes and 2 Greek organizations.
- Health Promotion sent three Student Life staff members to the Mentors in Violence Prevention (MVP) training to become facilitators of that curriculum in January. Staff have piloted a 90-minute violence prevention workshop with Sigma Phi Epsilon and will be identifying Greek male students to train as peer educators for this curriculum in Fall.

Gender & LGBTQIA

- The LGBTQIA task force implementation and assessment team began the process for attending to suggestions in the report with most of the year one and some of the year two goals completed.
- Elon received 4.5 out of 5 stars on the Campus Pride Index.
- Eliminated inequalities for same-sex and opposite-sex faculty and staff who live on campus.
- LGBTQIA education sessions for academic classes across a dozen academic departments; high-impact student leader groups such as Resident Assistants, Orientation Leaders, Watson/Odyssey Scholars, NCAA Student Team Captains, seven chapters within Fraternity & Sorority Life, the University Athletics division, the Student Professional Development Center, Admissions, and all four squads of Campus Safety and Police, including Dispatchers.
- Residence Life began the Gender & Sexuality Living Learning Community in Colonnades this year. Next year there are twice as many students joining this community.
- The Global Neighborhood theme this year was “Sex and Gender across Cultures.” Weekly dinners, lectures, and films were dedicated to the topic.

Global Education & Engagement

- This summer, the GEC welcomed Dr. Mark Dalhouse as Director of Study USA and Rhonda Waller as Elon’s Director of Study Abroad.

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- Dr. Paula DiBiasio is serving her second year as advisor to the undergraduate Elon Chapter of Global Medical Brigades.
- Created study abroad opportunities for men's and women's basketball, tennis, golf and soccer teams. Of the 17 athletic teams at Elon, nine have traveled around the world to compete and gain an international cultural experience. Working to create a plan for every team.
- Expanded undergraduate study travel offerings in Africa with the addition of a course on the history and culture of Ethiopia and Tanzania in January 2015.
- The Global Education Center (GEC) has moved into its new space in Global Commons 360°.
- The Love School of Business signed agreements for dual degree programs with two new schools in Spain and Italy this year: Universidad Pontificia Comillas and Università Cattolica del Sacro Cuore.
- Study USA has expanded from offering 3 Winter Term programs in January 2015 to 8 in January 2016. We expect the programs in Los Angeles and New York City to become year around programs (Fall, Spring, Summer) by 2017.
- Elon has established a foothold in China with its Elon in Shanghai program, starting with 15 students and a faculty person from the Love School of Business School in Fall 2015.
- The School of Health Sciences increased its global learning opportunities with 36% of the physical therapy class of 2014 and 16% of the Physician's Assistant class of 2015 participating.
- The Department of Physical Therapy will be hosting 10 students from the Vrije Universiteit Brussel in Belgium for 6 weeks in fall 2015
- The Physical Therapy Department established new global learning sites in Australia, Belgium and Ghana.
- With the support of the \$450,000 committed by the University to Global Engagement access by 2016-17, plus over \$150,000 in endowed scholarships, we have seen the following growth in Global Engagement from Fall 2014 to Fall 2015:

o Semester	# students	# with scholarships	average award
o Fall 2014	406	19	\$2,813
o Fall 2015	~ 500	54	\$3,163

Truitt Center for Religious & Spiritual Life

- Rev. Dr. Joel Harter joined us as Associate Chaplain for Protestant Life
- Fr. Gerry Waterman was promoted to Catholic Campus Minister and Associate Chaplain for Catholic Life.
- Hired new Associate Chaplain for Jewish Life.
- Diana Abrahams joined us as coordinator of Multi-faith and Intern Programming.
- Began Multi-faith Engagement program to help some students develop skills to understand, engage, and reflect more deeply upon crossing lines of religious difference.
- Elon named "Vanguard Institution" by Interfaith Youth Core.
- Truitt Center held 10 educational festivals to highlight world religions and their holy day practices.
- Truitt Center focused planning on sexuality, gender, and religion, and also on racial reconciliation.
- Hiring a part time Muslim Coordinator.

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Winter Term Diversity Theme

- All residential neighborhoods adopted winter term diversity programs in support of the winter term theme.
- Connected diversity themed events to Colleague registration system yielding 1669 event registrations. The new system reminds students enrolled 24 hours prior to the event positively impacting attendance.
- Engaged 782 first-year students in A Campus of Difference Workshops
- Offered 46 diversity themed courses during Winter-Term 2015.
- Winter Term theme events included: Eli Clare on the intersections of queer and disability identities, Robert Jensen on institutional racism; Mei-Ling Hopgood on chosen and assigned identities and cultures; and Kip Fulbeck on cultural identities and tattoos.
- Launched an anti-bias program for first year students during Winter-Term, with more than 600 students completing the workshop.