

## **2011-12 Progress Report**

### **STUDENTS**

- Created student job registry for 2012-2013 academic year so that our students can jobs on campus more easily
- Increased international students 40% from 113 in fall 2010 to 158 in fall 2011 (fall 2010 = 57 non- resident aliens and 56 dual citizens and fall 2011 = 70 non- resident aliens and 88 dual citizens)
- Formed First in Family support group for first generation students
- Created summer program for 30 Watson, Odyssey and Elon Commitment scholar first year students.
- Launched sophomore Watson, Odyssey and Elon Commitment scholar cultural immersion program in the Mississippi Delta
- Created Better Together student organization and living learning community with students from 5 different faith traditions. The student organization hosted a forum in the fall
- Developing an undergraduate research program exchange with faculty from the University of Costa Rica (San Jose, Costa Rica) and the University of Strathclyde (Glasgow, Scotland)
- Created affiliated staff in Multi cultural center associated with Black/African American, LGBTQ, and Latino/Hispanic students

### **FACULTY AND STAFF**

- Created bias and discrimination response coordinator position and hired Dr. Elizabeth Nelson
- Created new HR position for employee relations, strategic hiring and investigations of all forms of harassment and hired Carla Ugboro
- Began efforts for professional development all across campus with anti defamation league Campus of Difference sessions
- Created hiring protocols for all units on campus in order to recruit the best faculty and staff. Increased of color 5% and staff of color by 1% in first year of implementation

### **PROGRAMS AND PROCEDURES**

- Identified future space for [LGBTQ resource room](#) and named first coordinator, Dr. Kirstin Ringelberg
- Created bias and discrimination council and education and response teams with depth of expertise in racial and ethnic, religious, sexual, gender and geographic identities
- Approved a new minor in Jewish Studies
- Formed a team of faculty and staff to create modules for a pilot Elon 101 with a focus on understanding self and others
- Began work on a new winter term theme concept to launch in 2013
- Hosted consultants to work with us on the use of student learning outcomes data related to diversity programming.
- Fielded campus climate surveys for students in fall 2011 and will field survey for faculty and staff in spring 2012
- Created inclusive pedagogy website at CATL and developed faculty professional development through peer led conversations and leadership of Academic Council diversity committee: <http://www.elon.edu/e-web/academics/teaching/inclusive%20classrooms/default.xhtml>
- Implemented new hiring protocols across campus in order to employ the best practices in human resources
- Worked with our campus interior designer on a pilot program to transform a faculty pod, classroom and seminar room based on faculty input of ways to better demonstrate diverse perspectives in our interior spaces on campus
- Hosted events for Hispanic History and Heritage month
- Created a new Black History Month website and planning committee and the planning committee created events for January through March of this year
- Supported five diversity infusion grant projects during 2011-2012 academic year: <https://elon.digication.com/diversityinfusion/Home>
- Identified future space in Alamance for African and African-American Studies student engagement space, conference room and office