



## Plan for Academic Enrichment

### DIVERSITY INITIATIVES STATUS REPORT

Fall 2007

#### FROM THE ASSOCIATE PROVOST AND DIRECTOR OF INSTITUTIONAL DIVERSITY

I am pleased to present the first edition of the Brown Diversity Action Plan status report. The plan considers diversity in relation to other core priorities such as faculty expansion and enhancing the undergraduate experience, and it identifies a variety of strategies for meeting its goals and objectives.

The full diversity action plan was released in the fall of 2006. However, in the time since the Corporation approved the Plan for Academic Enrichment in February 2002, we have made significant progress in developing a longer-term goal for diversity at Brown and in implementing the first parts of a plan designed to achieve that goal. The crux of the plan is to position Brown as a national leader in how to fully integrate diversity into the core operations of an institution. To achieve this goal, the plan calls for Brown to take bold steps toward recruiting and retaining faculty, student, and staff populations that reflect the broadest range of ideas, opinions, perspectives and styles, and to commit to creating an environment where that diversity can thrive.

I hope that you will share my excitement about our progress so far.

BRENDA ALLEN

## DIVERSITY ACTION PLAN OBJECTIVES

### Establish leadership and responsibility for fostering diversity goals at Brown

#### ACTION TAKEN

- Established Office of Institutional Diversity (OID), July 2003.
- Hired director, July 2003.
- Established faculty committees and advisory boards / councils.
- Developed a diversity action plan.
- Began implementation of plan.

#### ACTION NEEDED

- Continue to implement plan.
- Develop mechanisms to monitor climate.
- Create comprehensive communication plan.
- Develop a process to monitor compliance.

#### RESPONSIBLE

- President
- Provost
- Associate Provost and Director of Institutional Diversity
- Vice President and General Counsel

### Increase the diversity of the faculty through targeted and aggressive recruitment strategies and innovative retention programs

#### ACTION TAKEN

- Implemented process for faculty search committees to collaborate with OID on all hires.
- Increased resources to support recruitment.
- Established targeted hiring programs.
- Created faculty ombuds position.
- Developed faculty development program.
- Awarded NSF Advance Grant.
- 39% increase in minority faculty between 2001–02 and 2006–07.
- 24% increase in women faculty between 2001–02 and 2006–07.
- Joined the New England Higher Education Consortium, a clearing house for job openings to assist with dual career hiring.

#### ACTION NEEDED

- Develop opportunities for faculty to learn more about strategic recruitment.
- Create a resource guide to assist with relocation.
- Use visiting scholars post-doctoral programs as opportunities for diversity.
- Assess departmental climates.
- Explore child care options for Brown employees.

#### RESPONSIBLE

- Provost
- Dean of Faculty
- Dean of Medicine and Biological Sciences
- Associate Provost and Director of Institutional Diversity
- Vice President for Research

### Address diversity among undergraduate students

#### ACTION TAKEN

- Extended funding for Talent Quest.
- Incorporated more faculty involvement in recruitment.
- Allocated resources for new recruitment efforts.
- Class of 2010 represented largest increase in number of black students in nearly 20 years.
- Achieved record increase in number of Latino students in entering class of 2010.

#### ACTION NEEDED

- Evaluate effectiveness of recruitment program and make further improvements.
- Record number of students of color in the class of 2011.

#### RESPONSIBLE

- Provost

### Review rates of dismissal, academic probation, and graduation rates across various group categories such as race, gender, and socio-economic status

#### ACTION TAKEN

- Proposed a plan for review.
- Conducted a preliminary analysis of academic records.
- Initiated a review of pre-concentration advising.
- Enhanced training and support of academic advisors.
- Initiated new student tracking system in the Dean of the College office.
- Hired new dean for diversity programs.
- Restructured deanery.

#### ACTION NEEDED

- Conduct full review of dismissal, academic probation, and graduation rates.
- Develop plans to address any disparities that may be found in the review.

#### RESPONSIBLE

- Dean of the College

### Increase financial aid for transfer and International students

#### ACTION TAKEN

- Initiated Sidney Frank Scholars Program.
- Implemented need-blind admission with the class of 2007.
- Allocated funding to support aid for transfer and RUE students.
- Allocated funding to increase aid for international students beginning with the class of 2011.

**ACTION NEEDED**

- Continue to identify a diverse range of donors to support financial aid.
- Assess effectiveness of aid programs.
- Consider ways to enhance the aid program and improve access for financial aid students to the full range of opportunities.

**RESPONSIBLE**

- Dean of the College
- Senior Vice President for Advancement

## Improve recruitment and retention of graduate students from underrepresented backgrounds

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**ACTION TAKEN**

- Appointed new associate dean with major responsibility for graduate student diversity.
- Strengthened relationship between the Leadership Alliance and the Graduate School to enhance underrepresented minority recruitment in all disciplines.
- Revamped recruitment programs.
- Strengthened the role of faculty in student recruitment.
- Engaged departments in articulating diversity goals.
- Initiated new programs designed to build community and professional networks for graduate students.
- Increased stipends for graduate students.
- Developed new graduate support model that provides clarity about progress, support and professional development.

**ACTION NEEDED:**

- Explore housing issues for graduate students.
- Initiate assessments of adjustment and climate for graduate students from different groups.
- Create more avenues for professional development.

**RESPONSIBLE**

- Provost
- Dean of the Graduate School

## Improve recruitment and retention of medical students from underrepresented backgrounds

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**ACTION TAKEN**

- Identified several additional institutions to expand the Early Identification Plan (EIP).
- Created a plan for improving collaboration between institutions involved in the EIP.
- Drafted white paper outlining strategic recommendations for diversity focus in the Medical School.

**ACTION NEEDED**

- Implement expanded EIP project.
- Implement recruitment initiatives to attract diversity in the standard admission route.
- Share white paper with key stakeholders.

**RESPONSIBLE**

- Provost
- Dean of Medicine and Biological Sciences

## Increase the diversity of staff in areas of continued underutilization

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**ACTION TAKEN**

- Developed strategic recruitment plans for selected departments.
- Achieved broader diversity among coaches and staff in athletics through strategic plan.

**ACTION NEEDED**

- Expand strategic recruitment efforts to more departments.
- Design more mechanisms for enhanced liaisons with community organizations.
- Develop mechanism for assessing effectiveness of recruitment programs and strategies.

**RESPONSIBLE**

- Executive Vice President for Finance and Administration
- Associate Director of Institutional Diversity

## Provide support for managing diversity among students, faculty, and staff

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**ACTION TAKEN**

- Conducted diversity workshops for staff.
- Conducted multiple workshops on new discrimination policy.
- Increased the number of diversity programs in the residence halls.
- Created and filled new position of assistant director of the Third World Center.
- Expanded Third World Center leadership development training program.
- Created and implemented new sexual harassment training.
- Expanded the office of disability support services to include serving faculty and staff.
- Created a coordinator of disability support position to support accommodations for students.
- Established the Campus Access Advisory Committee under the Diversity Advisory Board.
- Surveyed department chairs about faculty development needs.
- Launched a faculty development program.
- Inventoried Brown's diversity support programs and policies.
- Revised discrimination and harassment policies and grievance procedure.
- Conducted program review of Third World Transition Program (TWTP) and implemented recommendations.
- Appointed Diversity Advisory Board and Diversity Advisory Council.
- Developed diversity Web site.
- Revamped diversity training for student leaders.
- Developed diversity development program for selected staff units.
- Increased funding for programming for the Third World Center, Sarah Doyle Women's Center, and LGBTQ Resource Center.
- Increased number of Minority Peer Counselors in residence halls.
- Appointed associate dean for Orientation and diversity initiatives in the Office of Student Life.
- Established LGBTQ subcommittee of the Diversity Advisory Board.
- Undertook significant improvements in accessibility in residence halls, walkways, and building entrances around campus.
- Launched Web site with centralized information about support for students, including information about resources for harassment and discrimination.
- Designed additional residence hall bathrooms as gender neutral.

**ACTION NEEDED**

- Continue to implement the faculty development program.
- Launch Bi-Semester Campus Climate Forum.
- Conduct climate assessments.
- Develop process to influence inter-organizational cooperation.
- Continue to evaluate diversity related programs and centers.
- Expand the diversity development program to all staff units.
- Create more diverse options for staff and faculty to learn about sexual harassment and diversity related issues.
- Revise DSS Web site.
- Conduct outreach and develop training for managers on disability in the workplace.

**RESPONSIBLE**

- Provost
- Dean of Faculty
- Dean of Medicine and Biological Sciences
- Dean of the Graduate School
- Vice President for Campus Life and Student Services
- Executive Vice President for Finance and Administration
- Associate Provost and Director of Institutional Diversity