Introduction:
UNC Charlotte has developed a variety of initiatives intended to recruit, retain, and foster a diverse student body, faculty, administration, and staff. This Diversity Action Plan is the result of renewed efforts by Dean Lambla and the Faculty Council to address issues of diversity and inclusion within the College of Arts + Architecture. The plan codifies efforts within the CoA+A to achieve more integrated, diverse programs that emphasize inclusion and celebrate difference. It addresses diversity issues in the areas of planning, curriculum, development, recruitment, and retention, and seeks to create a vibrant learning environment that embraces diversity as a cornerstone of the character of the CoA+A. Creating and maintaining this atmosphere of inclusiveness and opportunity for a richly varied community will involve serious engagement and commitment by each member of the CoA+A faculty, staff, administration, and student body. The Diversity Action Plan has three goals, with outcomes, objectives, and actions following each.

Recommended Definition of Diversity for the College of Arts + Architecture at UNC Charlotte:
The College of Arts + Architecture at the University of North Carolina at Charlotte defines diversity as the acknowledgement of the many facets of human difference that contribute to inclusivity and excellence. Diversity, thus, encompasses a variety of characteristics and experiences that include, but are not limited to, ethnicity, race, gender, age, national origin, sexual orientation, physical ability, cultural identities, economic dimensions, and religious affiliation. Like the University of North Carolina at Charlotte, the CoA+A strives to build an inclusive environment representative of the community it serves through curricular, outreach, recruitment, retention, enrollment, and hiring efforts. The CoA+A, therefore, is intentionally open to a variety of perspectives, approaches, and people engaged in the pursuit of excellence.

The Three-Point Diversity Plan

- Embrace Diversity as a Central Part of the College of Arts + Architecture’s Identity.
- Promote Diversity of the College of Arts + Architecture Student Body, Faculty, Administration, and Staff.
- Identify, Promote, and Expand Diversity in the College of Arts + Architecture Curriculum and Program Initiatives.

The Diversity Plan

I. Embrace Diversity as a Central Part of the College of Arts + Architecture’s Identity

Expected Outcome:
Promote the diversity goals of the CoA+A as a permanent part of the College’s on-going discussions, activities, and presentations.
Objectives:
To embrace diversity as an essential component of how the CoA+A perceives itself, of its ways of learning, teaching, and interacting within our common environment, and in how it presents itself to the world.

To foster a culture where diversity can thrive and expand.

Actions:
The CoA+A shall develop and approve a Diversity Action Plan.

The CoA+A shall create a position for a Coordinator of Diversity Initiatives, a 2-year renewable position (9 months) held by a tenured faculty member from any department within the College.

The Chair of the Faculty Council of the College of Arts + Architecture will solicit nominations for the Coordinator of Diversity Initiatives position. All nominations (including self-nominations) must seek the support of the Chair/Director of their Department/School prior to submission. The College Council (or its designee) reviews the applications and conducts interviews with nominees (as it deems necessary), and approves a recommendation for the Coordinator of Diversity Initiatives to the College Dean, or his or her designee. The Dean negotiates the appointment with the individual unit Chair/Director, and facilitates a one-course load reduction (the equivalent of three contact hours per week) each semester for the faculty member, and provides an annual stipend of $5000. The Dean provides the nominated candidate a letter of agreement outlining the duties and expectations, term of appointment, and compensation, which is signed by the Dean, the unit Chair/Director, and the new Coordinator of Diversity Initiatives, with the express understanding that the appointment may be recalled at any time for financial or departmental exigencies, at the pleasure of the Dean, or by a super-majority vote of no-confidence by the College Faculty Council.

The Coordinator of Diversity Initiatives shall have responsibilities to oversee and implement diversity related policies, programs, and/or initiatives that may be proposed by faculty, students, the Diversity Council, or other administrative and support staff. Additionally, this individual will serve as a resource for disseminating information regarding the initiatives, policies, and opportunities available from the University and other agencies, and a monitor of diversity messaging in college-level promotional materials, including the website. The Coordinator of Diversity Initiatives shall file a report on the progress of the Diversity Council with the Dean of the CoA+A by the end of every spring semester.

The CoA+A shall create a Diversity Council, chaired by the Coordinator of Diversity Initiatives, and made up of one member from each department in the College. The Council shall meet at least once each semester. The role of the Council shall be:

- to promote diversity of the student body, faculty, administrative and support staff, curriculum, and extra-curricular programs within the CoA+A;
- to assist the Coordinator in the setting of diversity goals within the CoA+A activities, programs, presentations, and relationships; and
- to review the actions and activities of the CoA+A programs and report annually on progress in achieving related diversity goals.

The members of the Diversity Council shall serve for terms of two years, with the exception of two of the first members (determined by the Coordinator of Diversity Initiatives) who shall serve only for one year. This ensures that every year, the Diversity Council will consist of members who already have experience on the Council and new members. The Coordinator of Diversity Initiatives will represent her/his department on the Council.
The Council and Coordinator may serve as valuable resources for guiding faculty to appropriate offices and individuals on campus who specialize in responding to matters relating to discrimination and perceived grievances.

II. Expand Diversity in the College of Arts + Architecture Student Body, Faculty, Administration, and Staff

Expected Outcome:
To identify, recruit and retain a diverse group of faculty, staff, administrators, and students in all levels of the CoA+A.

Objectives:
To increase the recruitment of underrepresented populations to the faculty and assist their progression through the faculty ranks.

To increase the presence of minority faculty, staff, administrators, and students who may represent the range of ideas, people, groups, and lifestyles found within society as a whole.

To develop diversity standards and processes for recruiting and retaining faculty, staff (both full and part-time), administrators, and students consistent with university guidelines and expectations.

To respect and celebrate the diversity of individuals in the CoA+A.

Actions:
Identify current unit efforts to recruit and retain a diverse faculty, staff, administration, and student body.

Create a "Recruitment Review Summary" document that includes an up to date summary of recruitment standards and initiatives within the University and CoA+A. Particular focus should be directed to the "Campus Diversity Plan Appendices," Appendix B, Strategies for Faculty Diversity, http://diversity.uncc.edu/diversityplan/CampusDiversityPlanAppendices.pdf

Disseminate and make widely available the Recruitment Review Summary via departmental and College web sites.

Direct all Chairs/Directors to meet with search committees as soon as constituted to review parameters of the search and identify factors that may impact diversity recruitment objectives.

Identify "recruitment groups" on campus that would offer multiple departments the opportunity to submit position advertisements to diversity-focused publications, thus lowering the cost to units.

Identify current unit efforts to retain a diverse student body and help them persist to graduation. Specifically, identify initiatives centered on Academic Support services and Social Support services.

Identify funding opportunities tied to developing and maintaining a diverse student population.

Establish target milestones for developing and maintaining a diverse faculty, staff, administration, and student body in each Unit.

Establish a Unit plan for achieving the targeted milestones based upon available funding opportunities, current efforts, and selected new initiatives.

Assess results of Unit Diversity Plan compared to established target milestones, and make recommendations to continue, change, or augment current initiatives, or propose selected new initiatives.
III. Expand Diversity in the College of Arts + Architecture Curriculum and Program Initiatives

Expected Outcome:
Promote the diversity goals of the CoA+A as a permanent part of the College’s course offerings, pedagogical methods, and opportunities for enrichment.

Objectives:
To embrace more diverse curriculum across the CoA+A.

To expand the range of viewpoints, experiences, and pedagogical opportunities across the CoA+A.

To encourage units to provide extra curricular activities for the students and community that embrace diverse perspectives and populations.

Actions:
Consider diversity when selecting topics classes and master classes.

Consider diversity when selecting jurors.

Consider diversity when selecting visiting artists.

Consider diversity when expanding curriculum and program offerings.

Consider diversity when choosing pedagogic approaches.

Identify current and define new course offering(s) within the CoA+A that celebrate diversity.

Identify current and define new cross-disciplinary course offering(s) that celebrate diversity.

Timeline

Spring 2011
• The CoA+A approves the Diversity Action Plan.

Summer 2011
• The Chair of the Faculty Council of the CoA+A solicits nominations (including self-nominations) for the Coordinator of Diversity Initiatives position.

Fall 2011
• Each department votes for the Coordinator of Diversity Initiatives.
• Each department appoints its member of the Diversity Council.
• The Coordinator of Diversity Initiatives calls and holds initial meeting(s) to begin work on the Diversity Action Plan.

Spring 2012
• The Diversity Council holds additional meeting(s).
• The Coordinator of Diversity Initiatives makes first report to the Dean of the CoA+A.

Attachments
Advance Faculty Climate Report for UNC Charlotte (pdf)
Advance Faculty Climate Report for CoA+A (pdf)
Minority Presence Report (pdf)