Diversity Strategic Plan

Faculty Senate Meeting
April 30, 2015
Diversity Strategic Plan Steering Committee

- Robert Feldman (Chair), Deputy Chancellor
- Bryan Beck, Chancellor’s Office
- Jasmine Bertrand-Halidy, Student Bridges
- Mari Castañeda, Department of Communication
- Debora Ferreira, Office of Equal Opportunity & Diversity
- Enku Gelaye, Student Affairs
- Adina Giannelli, Graduate Student Senate
- Bryan Harvey, Chancellor’s Office
- Jennifer Lundquist, Department of Sociology
- Mzamo Mangaliso, Isenberg School
- Josh Odam, Student Bridges
- Shelly Perdomo, Student Affairs
- Vinayak Rao, Student Government Organization
- James Roche, Provost’s Office
- Amilcar Shabazz, Chancellor’s Office
Process

- Steering Committee meetings starting June, 2014
- Input solicited
  - Campus-wide Town Hall in November
  - Chancellor’s Diversity Advisory Committee meeting
  - Graduate Student Senate
  - Student Government Association
  - Faculty Senate Status of Diversity Council
  - Etc.
- Accelerated timetable following Town Hall
  - Weekly meetings throughout November and December
- First draft distributed end of January, 2015
- Final draft March 31, 2015
Five themes

- Establish UMass Amherst as a **destination of choice** for students of color and other underrepresented groups
- Improve the **campus climate of inclusion**
- Enhance effectiveness of **curriculum and educational programs** with regard to diversity and inclusion
- Increase focus on recruiting, retention, and promoting of **diverse faculty and staff**
- Increase engagement with **external communities/schools** with large proportions of underrepresented minorities
Early outcomes

- Hire of **Assistant Provost for Diversity**
- **Honors to Honors scholarship program** for low-income and first-generation students graduating from Massachusetts community college honors programs
- Expansion of the **Community Scholarship program**. This year, the University invested an additional $400,000 in the program, increasing the total number of scholarships from approximately 55 to 120. The scholarships are offered to freshmen from underrepresented or low-income backgrounds. Previously, the scholarships were $5,000; they are now tiered at $6,000, $8,000, and $10,000.
- Establishment of the **“UMass Rising” scholarship fund** to reach low-income and first-generation students.
More results

- $4,000 Provost’s Undergraduate Research Fellowship program.
- Initiation of the tentatively titled Senior Completion Support program.
- Expansion of admissions standards to better incorporate holistic criteria beyond high school grade point averages and standardized test scores.
- Graduate student orientation to include a strong diversity component.
- Hiring of a new diversity position in the Center for Teaching and Faculty Development.
- Launch of an Active Inclusion campaign through UMass@UMass.
- Participation of UMass Amherst in the Leading for Change Higher Education Diversity Consortium.
And there’s more

- Development of an **Intergroup Dialogue Institute** to train Student Affairs and Campus Life staff.
- **Advocacy, Inclusion and Support cluster** in Residential Life.
- **Training in diversity, equity, and inclusion** for Residential Education instructors.
- **Training for staff of the Graduate School** through a collaboration with the Stonewall Center.
- Exploration of clarification and/or revision of the **General Education diversity requirement**
- Formation of **college-level faculty development and mentoring programs**
Very Preliminary Data: URM 9% → 12%

### Race/ethnicity

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<td>5</td>
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### Minority

| Group      | 9969    | 10914   | 945  | 9%       | 5241    | 5629    | 388  | 7%       | 584     | 730     | 46   | 7%       |

### URM

| Group      | 6477    | 7157    | 680  | 10%      | 2821    | 3069    | 248  | 9%       | 299     | 363     | 64   | 21%      |

### Non-minority

| Group      | 24842   | 25575   | 733  | 3%       | 16280   | 15760   | -520 | -3%      | 2557    | 2564    | -93  | -4%      |

The percent of students who are URM is up over last year. Last year we finished at 10 percent URM for the entering class, this year we are likely to be at 12 percent.
Preliminary data: Commonwealth Honors College

- Underrepresented minorities:
  - Last year at this point: 1 Black and 8 Hispanic students
  - This year: 6 Black and 15 Hispanic paid deposits
- Last year, less than 6 percent of entering students were URM
- This year, we expect to hit at least 8 percent
Preliminary data: International students +58%

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Over the past four years we have worked to increase our international numbers. We are currently up 98 over last year. At this rate we should end up with about 275 compared to 178 last fall.