

Diversity: A West Chester University Value



Spring 2010

*West Chester
University
of Pennsylvania*



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—EXAMPLES—

ENSURING PLURALISM, ACCESS, and EQUITY

West Chester University is committed to attracting, enrolling, and graduating quality students from a wide variety of educational, cultural, and economic backgrounds. This endeavor requires the University to attract and retain highly qualified faculty and staff and to provide each member of the University community with learning and leadership development opportunities. To this end, the University supports and encourages programs that benefit all people and that seek to eradicate discrimination and injustice. We treasure what we believe to be the highest principles of American society: the worth and uniqueness of each individual, the belief that success is to be earned by individual effort put forth in an environment founded on equality of opportunity, and the appreciation of the ideal of an inclusive society.

—From the WCU Values Statement, adopted 1995

- The University is committed to continuing to raise the **retention and graduation rates for students of color**. WCU's second-fall retention rate has risen to 83.6 percent for African American students and to 85.6 percent for Hispanic students. The rate for WCU's majority student population is 84.5 percent.
- **Developing and sustaining a diverse faculty and staff** advance WCU's educational mission and strategic *Plan for Excellence*, and campus leaders are expanding University-wide efforts to recruit and retain diverse employees. Recruitment resources, such as the use of diversity recruitment plans and diversity recruitment consultants, will be used to help achieve the full utilization of women and of persons of color. The success of current efforts is reflected in the fact that 37.5 percent of the faculty who were recruited for 2009-10 are persons of color.



- The University's **Diversity Transformation**, one of five cornerstones of the *Plan for Excellence* strategic plan, affirms the University's commitment to improving diversity, access, and equity and to fostering a climate that nurtures a multicultural community of students, faculty, and staff.
- The **Diversity Transformation** includes these goals:
 1. Continue to develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and administrators.
 2. Identify and reduce barriers to access and equity, and promote a campus climate supportive of diversity.
 3. Continue to ensure that academic curricula and institutional programs reflect the University's commitment to diversity and equity.
 4. Foster an institutional climate that ensures a campus environment supportive of diversity, civility, and inclusiveness.
- The campus community has launched ***Creating a Shared Vision at West Chester University***. Initiatives are underway to help us listen carefully and comprehensively to one another, analyze our internal strengths and weaknesses, and understand external opportunities and challenges. These initiatives include our campus-wide self-study for reaccreditation by the Middle States Commission on Higher Education, the Comprehensive Facilities Master Plan, a Campus Climate Survey, task forces on a number of vital issues, and our new Marketing Plan.

Together, these activities will give us insight and knowledge as we develop our new strategic plan to succeed the *Plan for Excellence* and guide West Chester University through the next decade.

- During 2009-10, WCU is conducting a comprehensive **campus climate assessment** that will assist WCU's self-study for reaccreditation by the Middle States Commission on Higher Education and inform a new strategic plan. The survey will be completed by students, faculty, staff, and administration and will provide a framework for assessing campus culture and developing integrated interventions as needed.
- The Office of Social Equity developed and presents technical **hiring assistance workshops** for all academic and administrative offices on topics that include 1) how to cast a wide net to increase diversity in the applicant pool, 2) how to use internal multicultural consultants to assist with applicant screening and on-campus interviews, 3) how to establish a welcoming environment for on-campus interviews, and 4) how to ensure a fair and equitable hiring process free from discrimination.
- WCU's commitment to **diversity** includes such **curricula** as Women's Studies, African American Studies, Asian American Studies, Hispanic American Studies, Jewish American Studies, and Native American Studies. The Holocaust and Genocide Studies master's program was among the first such programs in the nation.
- The mission of the **Office of Multicultural Affairs** is to maintain a supportive environment that promotes the academic achievement and personal wellbeing of African American, Latino, Asian American, and Native American students at West Chester University. This mission is met through a wide range of services, programs, and activities. Examples include ongoing mentoring, the Kente Commencement Ceremony, leadership development, the Summer Institute for Pennsylvania Board of Governors Scholars, and advocacy.



- The **Multicultural Faculty Commission** provides expanded support for a diverse faculty in such areas as scholarship and academic leadership. Among its activities, the commission funds competitive, peer-reviewed grants to assist faculty in their research and scholarship.
- The **Campus Climate Intervention Team** was established in 1991 to foster an institution-wide climate that is free from acts of intolerance and to establish a protocol for responding to and monitoring acts of intolerance should they occur. The committee reviews, monitors, and recommends actions to address climate issues and reported incidents. In addition, a subcommittee is charged with providing campus-wide educational awareness on diversity and civility.
- An online suggestion box, **WCU Ideas Online**, was created as a way to engage the campus community in developing ideas for enhancing university excellence in all areas.
- **LGBTQA Services** offers **Ally Training** sessions to WCU students, faculty, and staff and also provides a LGBTQA refresher course for those who received Ally Training more than 15 years ago. The goal of the program is for WCU to become a warmer place for LGBTQ people and their families and friends. Among its other programs, LGBTQA Services hosts "**SpeakOuts**" in classrooms, talking to students about the speakers' lives and experiences.
- Among its seven core goals, the **General Education curriculum** (required of all WCU undergraduates) includes the goal "Respond thoughtfully to diversity." The curriculum also includes the requirement of a diverse communities course. Diverse communities courses educate students about historically marginalized groups, provide a theoretical framework for analyzing structural inequalities, foster an understanding of difference, and further the goal of graduating students who are committed to creating a just and equitable society. During 2008-09, the College of Arts and Sciences offered 76 sections of diversity-designated courses to 2,366 students.

- WCU's **Frederick Douglass Society** is an organization of African American faculty and staff that focuses on self-help and improvement and offers a collective voice in the affairs of the University. The society raises money for scholarship funds and works to promote an intellectual standard that is grounded in excellence and the public mission of higher education.
- The **Frederick Douglass Institute** (FDI) was established to offer innovative educational programming, advance multicultural studies across the curriculum, and deepen the intellectual heritage of Frederick Douglass. Among key FDI programs are the PASSHE Frederick Douglass Collaborative (founded by WCU) and the FDI Teaching Scholars Program. In 2006, WCU received a historical marker noting WCU as the site of Douglass' last public address, February 1, 1895. The National Park Service has certified the Frederick Douglass Institute as part of the National Underground Railroad Network to Freedom.
- The **Global Development Collaborative** (GDC) facilitates research partnerships, travel to international conferences, grant support for innovative ideas, and the integration of global perspectives into the curriculum. WCU has developed formal memoranda of understanding with such institutions as Universidad Nacional, Costa Rica; Guizhou University, Peoples Republic of China; University of Silesia, Poland; and National University of Education, Korea.
- The **Office of Social Equity** provides a wide array of **educational awareness programs** to students, faculty, and staff to promote diversity and equity. The programs include the *Lunchtime Lecture Series*, which is a forum for faculty to highlight research and program initiatives. The *West Chester University for All of Us Lecture Series* gives University-wide participants an opportunity to take part in enrichment activities. In addition to lectures, the series includes films and a variety of cultural presentations.



- As in the past, WCU participated in this year's **Compact for Faculty Diversity Conference**—the nation's leading conference to address the shortage of faculty of color on college and university campuses. By utilizing recruitment teams composed of deans and of multicultural faculty and administrators, the University was able to recruit aggressively and develop a pipeline with the Compact Scholars for current and future tenure-track faculty positions and Frederick Douglass Institute Teaching Scholars.
- WCU's federally funded **TRIO Program** is ranked nationally in the top five percent for retention and graduation rates, and the University's **Academic Development Program** is ranked among the best developmental programs in higher education.
- The **Office of Services for Students with Disabilities** (OSSD) offers services for students with physical and learning disabilities and assists them in making a successful transition to college life. OSSD's Shadow Day provides college-bound high-school juniors and seniors with disabilities with an opportunity to experience university life for a day, meet with WCU students with disabilities, and ask questions about the university experience.
- Organizations across campus cosponsored **Educate for Equality Week**, held in November 2009. The program was created to bring additional equity awareness and education to the WCU campus. Separate daily events dealt with different populations of students and focused on the diversity that exists at WCU.
- The **Office of Social Equity** partners with numerous other campus offices and programs to ensure compliance with **diversity goals**. For instance, Social Equity has developed and implemented **programs** for New Faculty Orientation, New Student Orientation, and the New Employee Welcome. The office also makes class **presentations** and gives **workshops** on such topics as the Americans with Disability Act, Affirmative Action, and sexual-harassment issues.

- A compact disk of the remarks given at the February 20, 2008, **Reaffirmation of Civility and Equality: A Tribute to Black Alumni Who Were Triumphant during an Era of Social Inequality** is being presented at the 2010 FDI Multicultural Leadership Awards Dinner, an event that is held annually in memory of Dr. Patricia Grasty Gaines.



- The **multicultural student recruitment team** annually visits about 65 high schools in WCU's service region and meets with about 1,800 prospective students. In addition, the Office of Admissions hosts information sessions and campus tours for multicultural students from regional high schools and community organizations. The University also hosts the annual **Latino American Student Organization (LASO) Conference**, a student-run conference that builds partnerships with Latino high-school students and encourages the pursuit of higher education.

- **Hispanic Heritage Month** (September 15 to October 15) events at WCU celebrate Hispanic heritage and culture and recognize the contributions of Hispanic Americans to the United States. The 2009 events included the **Latin American and Latino Studies Conference** and WCU's fourth annual **International Festival**, with an exhibit and workshops by Costa Rican painter Hugo Sanchez-Bonilla.
- Extending campus values to the community and region, **WCU students** annually give more than 200,000 documented **volunteer** hours to the community, including course-based **service** learning. In the **Adapted Physical Education** program, for example, WCU students serve community children with a variety of disabilities. During the school year, the program provides the participating children with more than 2,000 service hours in physical-activity settings.
- Also reflecting the University's service to the region, WCU is the second largest among the teacher-education programs supplying **teachers for Philadelphia**. Among its programs held on site in Philadelphia, WCU offers the MEd in Early Childhood Education and provides a bachelor's degree completion program for early childhood-center workers to meet higher standards in the profession and better serve preschool children.

Fall 2009 Full-time Faculty by Tenure Status

All Full-time Faculty	Female				Persons of Color				TOTAL	
	Count	Percent within Group	Percent within Tenure Status	Percent of Total	Count	Percent within Group	Percent within Tenure Status	Percent of Total	Count	Percent
Tenured	153	49.8%	44.6%	25.8%	47	58.8%	13.7%	7.9%	343	57.7%
Tenure-Track/Not Tenured	88	28.7%	61.1%	14.8%	25	31.3%	17.4%	4.2%	144	24.2%
Not on Tenure Track	66	21.5%	61.7%	11.1%	8	10.0%	7.5%	1.3%	107	18.0%
Total Full-time	307	100.0%	51.7%	51.7%	80	100.0%	13.5%	13.5%	594	100.0%



We will reiterate our dedication to ensuring that West Chester University is—and is known as—a place where all members of our community can be successful, are appreciated for their differences, and find enjoyment and satisfaction. We will continue to foster a climate of access, civility, trust, and respect that reflects and promotes the University's strong Values Statement. And we will continue on our trajectory of creating greater diversity across our campus community.

—President Greg R. Weisenstein,
West Chester University
Inaugural Address, September 25, 2009