

**West Chester University**  
**2004 - Multi-Cultural Faculty Retreat**  
**Recommendations and Cabinet Responses**

Recommendation	Cabinet Response
1. Create a formal mentoring structure for new faculty members; provide training for senior mentors along with a ¼ AWA.	Concur in part. Agree to have the Provost Office and New Faculty Orientation group explore the concept but AWA has great cost implications that cannot be absorbed.
2. House the mentorship program under the SEO or each Dean.	Concur in part. If the concept is adopted, discussion between the Dean's Council and new Social Equity Director to determine where to house the program will occur.
3. Reward senior faculty mentors through an annual luncheon and or tenure promotion acknowledgment.	Concur in part. If concept is adopted, agree to have luncheon coordinated by Social Equity and Provost offices.
4. Support APSCUF's Social Justice Committee's role to address and reverse inequality when disparity and discrimination is found.	Concur with the understanding that the Committee should work in concert with the Social Equity Office.
5. Create a multicultural oversight committee to have individuals serve as observers for a multicultural faculty member on issues of fair treatment.	Concur in part with the understanding there would need to be consultation with HRS and be mindful of collective bargaining groups role; some managers may reserve the right to not have observers present.
6. Annual new multicultural faculty member reception.	Concur. To be coordinated by Social Equity and Provost offices.
7. Provide more funding for faculty organizations such as FDI and FDS to create venues where multicultural faculty can demonstrate their talents.	University funding support is currently provided to FDI operating and personnel budget and FDS for MLK Brunch and Pinning Ceremony. Another venue will be the Social Equity Office Lunchtime Lecture Series.
8. Have retirement parties for faculty members who will retire.	Individual units determine do recognize retirees while the University does so annually through events such as the October Year of Service Program.
9. Make the multicultural retreat an annual event; have the Deans participate to discuss their role in tenure/promotion.	Concur. The University envisions continued support for the event; the Deans will likely respond to the invitation to attend the retreat.
10. Create a faculty club on campus.	Disagree. Not able to create a faculty club due to other facility priority projects; would suggest monthly informal gatherings at selected local establishments.
11. Implement a one-course reduction for all new faculty members.	Disagree. Not fiscally able to do so for all; may be able to do so as a recruitment tool for some areas.

12.	Provide individual offices for faculty members.	Disagree. Not able to do so for all due to space and fiscal constraints.
13..	Inform multicultural faculty about inter-disciplinary and diversity courses.	Concur. Agree to collaboration between Provost Office and Planning Committee to provide venue; consider web page links of information to Social Equity and Provost pages.
14.	Create a grant information fact sheet.	Concur. Agree to have Grant's Office prepare sheet.
15.	Evaluate the submission and awarding of internal grants over the past five years to determine how successful multicultural faculty members have been in acquiring grants.	Concur in part. Will refer request to the Grants Office to determine if this is feasible and when this could be done.
16.	Create additional opportunities to acquire grants that address "non-traditional" areas.	Concur in part. Will refer to the Provost for consideration of how this might be achieved.
17.	Give faculty members up for tenure or promotion an opportunity to meet with their Dean before their report is completed.	Concur in part. Will discuss with the Provost and the Deans to determine if request could be honored.
18.	Have the Provost Office distribute a list of all University Committees identifying membership and vacancies.	Concur. Will request to the Provost to determine if this can be achieved.
19.	Annually make available statistical data on multicultural faculty and execution/administration/managers.	Concur. Agree to have the Social Equity office prepare this data annually.
20.	Develop strategies to address workforce under utilization as noted in the University AA Plan; recruit or promote multicultural faculty into these positions.	Concur. The University will continue to pursue strategies to increase the representation of persons of color in underutilized areas through the leadership of the Cabinet, Deans and Directors.
21.	Provide leadership workshops on how to become Chairs or Managers.	Concur. Agree to collaboration with the Provost Office and Planning Committee to develop workshop.
22.	Publicize best practices and reward those departments that are utilizing these practices to recruit multicultural faculty.	Concur in part. Agree to have best practices publicized by the Social Equity Office.

September 7, 2004