

West Chester University  
2006 Multicultural Faculty Retreat Report  
Recommendations and Cabinet Responses

<b>Recommendation</b>	<b>Cabinet Responses</b>
<p>1) Accessibility to administration. Develop liaisons with multicultural faculty.</p> <p>a) More open communication and direct contact with the administration.</p> <p>b) Multicultural faculty work with the administration to establish a quantitative plan of action.</p>	<p>Concur (1a &amp; 1b). To be jointly coordinated by the Multicultural Faculty Commission (MFC), Provost and Social Equity.</p>
<p>2) Diversifying appointments to committees and positions by having the Provost Office distribute a list of all the University Committees identifying membership and vacancies starting in the fall of 2006.</p>	<p>Concur. Provost reports that her office has and will continue to fulfill this task.</p>
<p>3) Encourage academic colleges, schools, and departments to diversify its appointments and committees (such as tenure and promotion, recruitment).</p> <p>a) President and Provost publicize and laud colleges and departments that have demonstrated best practices. President, Provost, and Deans discuss with department chairs the need for diversifying committees.</p> <p>b) Internal grants offered and awarded to departments that seek measures that will diversify their faculty, students, and curriculum.</p> <p>c) Administrators, deans, department chairs, and managers attend <u>at least</u> one campus-based workshop that increases their sensitivity on recognizing multicultural faculty as leaders. (workshops sponsored by the Office of Social Equity)</p> <p>d) Multicultural faculty formally participate with key entities in an open discussion on the issues that hinder the teacher-scholar model, a global perspective, and the diversity goals of the <i>Plan of Excellence</i>.</p>	<p>Concur in part. 3a. – Communication plan will include President’s letter to VPs and Dean’s letter to Departments to encourage diversity in appointments along with Social Equity’s implementation of the advertisement template. Pursue discussion of criteria to recognize best practices.</p> <p>3b. – Reactivate the Faculty and Staff Recruitment Recognition-Incentive Initiatives (Office of Social Equity) and utilize existing funding sources such as SPRC, New Funding and others.</p> <p>3c. – Encourage participation in Social Equity’s Training Program and PASSHE Diversity Conference.</p> <p>3d. - Agree to have MFC collaborate with SPRC, GDC, TeP and other university committees.</p>
<p>4) Disclose the criterion used for administrative appointments and screening instruments used in interim positions.</p>	<p>Concur in part. Agree to have the documents filed with the Office of Social Equity.</p>
<p>5) Multicultural faculty serve as a liaison between the President’s Cabinet and rest of the multicultural faculty.</p>	<p>Concur. As part of the mission of the MFC, collaboration with the President’s Cabinet and Provost is requested.</p>
<p>6) Investigate the issues that both discourage or hinder faculty of color from applying for promotion to full professor.</p>	<p>Concur. As part of the mission of MFC, collaboration with Social Equity is requested on this recommendation.</p>
<b>Recommendation</b>	<b>Cabinet Response</b>

<p>7) Multicultural faculty group work with departments, colleges, and the administration to execute an action plan that encourages faculty of color to apply for promotion and to improve the success rate of the multicultural faculty who applies.</p>	<p>Concur. Will refer to Provost for consideration and discussion with MFC on how this might be achieved.</p>
<p>8) Recognize the importance of service.</p> <p>a) Individuals who demonstrate excellent service to the University not be penalized when being considered for tenure and promotion.</p> <p>b) Individuals who tie their service to the teacher-scholar model and write-up a short description of how their service reflect in their research be given the opportunity to put, what has been traditionally categorized as service, under the category of research.</p>	<p>Additional information is needed and will refer to the Provost to meet with the MFC and TeP to clarify this issue.</p>
<p>9) Equity in the Tenure and Promotion procedures, especially interpretation of QUICs.</p> <p>a) All departmental chairs, Dean, the Tenure and Promotion Committee, Provost, and President acknowledge that students may evaluate their professors based on unfavorable attitudes such as race, ethnicity, and class.</p> <p>b) Individuals involved in the tenure and promotion process holistically measure <u>every</u> faculty's teaching with peer reviews and course subject matter in injunction with QUICs.</p>	<p>Additional information is needed and will refer to the Provost to meet with the MFC and TeP to clarify this issue.</p>
<p>10) Create and fund a formal structure for mentoring. University needs to create and fund a mentoring system such as Dr. Laurie Hyers and Dr. Timothy Brown and support these recommendations developed from the mentoring survey.</p>	<p>Concur in part. MFC should utilize research from Hyers and Brown as well as existing mentorship programs (Spradlin) and forward a proposal to the Provost for further consideration. Proposal may be considered by SPRC or New Funding resources.</p>
<p>11) Explanation of retention data of multicultural faculty.</p>	<p>Concur. As part of the mission of MFC, university offices (Provost, Social Equity and IR) work to evaluate and make further recommendations for multicultural faculty retention.</p>
<p>12) Discuss the criterion used to transition one-year teaching appointments to tenure-track positions and the creation of Alternate Work Assignments (AWAs) positions.</p>	<p>Further clarification is requested and will ask Provost to meet with MFC.</p>
<p>13) Create additional opportunities and awareness of grants in non-traditional areas. More creative grants that address "non traditional" scholarship, travel, mentoring of students of color, etc.</p>	<p>Concur. Will ask Office of Sponsored Research to work with MFC.</p>
<p>14) Creation of a one-to-two year faculty fellowship position for the Office of Multicultural Affairs.</p>	<p>Desired outcomes first need to be defined and prioritized to determine which office that a Fellowship may be appropriate. Proposal could then be developed for consideration by SPRC or New Funding.</p>