March 1, 2008—West Chester University

**Multicultural Faculty Commission (MFC)**

Reply to Strategic Planning and Research Council (SPRC)'s **Questions (answers are in bold):**

1. What transformations and goals are most relevant and targeted in your questions committee/area? **Diversity and Human Capital.**

2. What initiatives underway meet goals in the updated **Plan of Excellence**?

**According to the updated Plan of Excellence (2007), the MFC relevant diversity initiatives transformations include:** (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 MFC relevant Human Capital transformations include:** (1) Encourage faculty members to evaluate and enhance their department teacher/scholar models; (2) Enhance the implementation of and provide resources for new and continuing professional development activities to support departmental teacher/scholar model values, goals, and standards; (3) Increase support for and institute use of the competency model to attract, develop, and retain employees; and (4) Provide faculty, staff, and administrators with individual, collaborative, professional, and personal growth opportunities which promote learning, sharing perspective, and application of knowledge.

- **The MFC has intertwined both of these initiatives by serving as a consultant on campus search committees, attending and sharing information about the MFC to various academic departments as well as the Academic Affairs Council, the Office of Sponsored Research, the Office of Social Equity, the Office of Admissions, and Frederick Douglass Institute.**

- **We make visible faculty members by with our semester newsletter, holding an annual retreat, providing annual faculty development grants ($2,000 each), participating on various university-wide committees about student evaluations, ASPCUF, and search committees, participating in the recruitment of faculty and students, and serving as consultant to the President’s Cabinet.**

- **Recently, three MFC members coordinated an African American Studies minor that should be formally announced in fall 2008.**

- **In November 2007, members of the MFC participated in DNA research conducted by Dr. Anita Foeman. Dr. Foeman’s research benefited from DNA kits purchased from her 2007 MFC sponsored grant.**
A sampling of faculty reports reveal the positive impact of the 2007 MFC grants: Dr. James Trotman used his 2007 MFC grant to take a bus of participants to the home of Frederick Douglass home; Dr. Virginia da Costa, developed curriculum for a Non-Western Art History course; and, Dr. Gwenelle O’Neal worked on creating a multicultural online biography.

Are there any formal assessments for your initiatives? Yes!

If so, how will you assess the outcomes of these initiatives?

- Simply put, the MFC is committed to creating measurable and meaningful programs. We access outcomes with feedback from faculty by conducting surveys after events, working with various campus entities that produce working documents that address diversity, human capital, and student success, and securing funding for our events and initiatives.
- We have data from all of the programs. One of our goals is visibility and development of multicultural faculty; the listing below is our measurable record of the actualization of our activities.
- The newsletter is available on the website.
- We annually submit an annual “Recommendations” Report to either the Academic Affairs Council or the President’s Cabinet.
- We generated an annual report with the Office of Sponsored Research about the 2007 MFC Grants.
- In March 2008, we will collaborate with the Office of Sponsored Research to host a professional development workshop covering the management and responsibilities of an awarded grant.
- In March 2008, in addition to our annual retreat, we are collaborating with Cheyney University to host a “Gathering of Women of Color at Cheyney and WCU” on March 29th at Cheyney University. We are anticipating 40 women from both schools to participate.
- In February 2008, we worked with the Office of Social Equity in recruitment. Our participation, along with Frederick Douglass Institute (FDI), various department chairs, the Academic Affairs Council (AAC) encouraged five multicultural faculty to teach at West Chester University under the FDI program.
- Also, in February 2008, three members of the MFC participated in Civility Day’s Reaffirmation Program, a program where President Wing-Adler issued a statement of regret to black alumni of the 1930s, 40s, and 50s.
- In January 2008, two members of the MFC collaborated with Project GEAR-UP when the local coordinator of GEAR-UP and the Office of Admissions hosted students from a public school from Philadelphia.
- In November 2007, the MFC planned and hosted a workshop at the Pennsylvania Women of Color Conference; the well-attended workshops dealt with tenure and promotion.
- In September 2007, the MFC meet with the President’s Cabinet at Cheyney to discuss collaboration. From that meeting, a successful workshop and collaborations have occurred and two Cheney scholars participate in the FDI’s Lunch (En)Counters Lecture Series.
- In Spring 2007, the MFC conducted individual interviews with 70% of the multicultural faculty members. Those interviews led to the MFC crafting a
strategic plan that will be revealed at the 2008 Retreat and posted on the website afterwards.

3. The four management principles in the updated *Plan of Excellence* are: assessment, accountability, continuous improvement and budgeting. Explain how the four management principles apply to your initiatives.

- **All four are applicable to the transformations areas addressed by the MFC.** In order to make recommendations we must assess the effectiveness our programs and listen to faculty. At our events, we ask participants to fill out a “survey” card that addresses various goals of the event(s). We keep all relevant e-mails and correspondence. We continuously update our website to include relevant information about our programs and faculty, and we have informed faculty of our annual budget. Also, the MFC chair has taken the necessary SAP workshop to manage the MFC budget. Simply put, the MFC does not have the idea that it has ‘arrived.’

- **We are sponsoring a workshop to deal with handling invoices, submitting receipts, and receiving payments because of what we learned from our 2007 MFC Grant Payment Process.**

- **On our website to increase the visibility of our faculty, we have added a link that deals with the multicultural activities at WCU.**

4. Do you have any further suggestions for modifications of the *Plan of Excellence*?

- **No, you have incorporated comments articulated by members of the MFC in Spring 2007 when you attended our meeting and asked for our input.**