

College of Liberal Arts Diversity Efforts and Achievements

Presented to CLA Diversity Committee, October 2006

I. GOALS

- A. Recruit and retain diverse faculty and students
- B. Increase diversity/international content and perspectives in curriculum
- C. Educate faculty and students on the educational value of diversity
- D. Foster a welcoming and inclusive environment throughout the College

II. STRATEGIES AND INITIATIVES

A. Leadership from the Dean's Office

- 1. Diversity one of dean's top three priorities
- 2. Departments rewarded with base funds for diversity achievements (Indicators)
- 3. Diversity efforts and achievements factors in evaluation of and merit increases for Department heads
- 4. Dean's Advisory Committee on Diversity (faculty, staff, students)

B. Faculty Recruitment and Mentoring

- 1. Search committees personally contact minority/women faculty
- 2. Rigorous certification of applicant pools by dean
- 3. Interdisciplinary hires in Women's Studies and Africana Studies
- 4. Dean meets annually with tenure-track faculty to discuss tenure/promotion process
- 5. Training workshop for search committee chairs and dept. heads
- 6. Faculty-mentoring study

C. Graduate Student Recruitment and Mentoring

- 1. University Graduate Diversity Fellowships
- 2. Funds to bring prospective graduate students to campus
- 3. Department evaluated on recruitment/mentoring/placement of graduate students
- 4. Linkages with TAMU System and other institutions
- 5. Liberal Arts Summer Undergraduate Research Program (SURP)

D. Enhancing Diversity at the Undergraduate Level

1. Undergraduate Student Services (USS) partners with each of TAMU's Prospective Student/Recruiting Centers to either visit the centers for a special recruiting program for prospective Liberal Arts majors or to bring interested students to campus for a visit.

2. USS has participated in the Aggie VIP (Very Important Prospect) minority recruiting program for the past three years, and has represented the College at several recruiting programs each semester orchestrated by the Office of Admissions.

3. The Cornerstone Program learning community's freshman class has seven National Hispanic Scholars and one National Achievement Scholar, the first NA Scholar in the College in the past four years.

4. Course-development grants to add diversity to curriculum

5. Freshmen "Common Ground" experience (Gish Jen's Typical American)

6. Special class for Regents Scholars (LBAR 289)

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