



University Committee on Inclusiveness and Campus Climate

2014-2015 Annual Report



June 2015

Table of Contents

| | |
|---|---|
| UCICC Membership 2014-2015..... | 1 |
| Charge from President Ruscio | 1 |
| Executive Summary | 2 |
| Overview of the Committee’s Work in 2014-2015 | 2 |
| Faculty by Gender..... | 5 |
| Faculty by Race/Ethnicity..... | 5 |
| Staff Gender by Job Category..... | 6 |
| Staff Diversity by Job Category..... | 6 |
| Diversity in the Student Population | 7 |
| 2014-2015 Recommendation to President Ruscio..... | 9 |

UCICC Membership 2014-2015

Chair

Amy Barnes, Executive Director, Human Resources,

Ex officio

Marc Conner, Associate Provost

Tammy Futrell, Associate Dean of Students

Janine Hathorn, Head of the Department of Physical Education, Athletics and Recreation

Robin Le Blanc, Director, Women's and Gender Studies

Amy Richwine, Associate Director, International Education

Brett Twitty, Assistant Dean for Law Student Affairs (Fall Semester only)

Faculty and Staff

Montrose Grandberry, Administrative Assistant, Leyburn Library - 2014-2016

Chuck Hubbard, Sergeant and Shift Supervisor, Public Safety - 2013-2016

Mohamed Kamara, Associate Professor of French - 2014-2017

Andrea Lepage, Associate Professor of Art - 2014-2015

David Merchan, Engineer, University Facilities - 2014-2017

Sandra Reiter, Associate Professor of Business Administration - 2014-2017

Derrick Smith, Assistant Manager, Catering Services - 2012-2015

Greg Whitworth, Assistant Professor of Biology - 2012-2015

Students

Caroline Birdrow '16U - 2014-2015

Brooke Donnelly '17U - 2013-2015

Ember Eyster '15L - 2013-2015

Ijezie Ikwuezunma '16U - 2014-2015

Charge from President Ruscio

Reporting directly to the President, the committee's specific charge is to:

1. Produce an annual report on our campus climate, especially with respect to inclusiveness and diversity that charts the University's progress on key longitudinal measures.
2. Advise the president on matters related to inclusiveness and campus climate.

3. Address from time to time particular issues of concern, such as gender or racial relations across campus, through focused study and analysis, and make recommendations to the President for further action by appropriate University officials, committees or administrative bodies.
4. Provide an institutional platform to address issues of inclusiveness and diversity, in response to concerns within the campus community.

Executive Summary

The University Committee on Inclusiveness and Campus Climate (UCICC) was created by President Ruscio in November of 2008. Since then the committee has met throughout each academic year and discussed a wide variety of issues. This year the committee focused on student issues related to diversity and climate (including religious life and sexual culture) and on Alumni Affairs. This annual report includes a summary of the topics the committee has discussed during the year; longitudinal measurements of diversity at Washington and Lee; and a summary of the recommendation submitted to President Ruscio during the period covered by this report.

Overview of the Committee's Work in 2014-2015

September 25, 2014 – Update on Law School Issues

Provost Wubah and Associate Provost, Marc Conner provided an update on the work that had been done and steps that were taken over the summer to address the concerns that law students raised during the spring, 2014. UCICC members recommended inviting the law students to a subsequent meeting to discuss the issues they raised and to explore climate issues faced by students of color.

November 5, 2014 – Meeting with Law Students

Law students were invited to discuss the issues that arose in the spring, 2014. The law students wondered why UCICC hadn't previously taken action about the flags in Lee Chapel. We then discussed other concerns including various offenses, slights, micro-aggressions, and tensions in their experiences at the law school. We talked about the challenge of creating real change in the "hearts and minds" of the community. The students suggested that the University send out an internal communication to our community as Lee-Jackson day approaches, to make clear what this event is and who is involved in it (see recommendations on page 9). We then talked about various programs already in place on the undergraduate side—such as diversity training during first-year orientation, receptions and outreach to visiting potential students of

diverse backgrounds, and diversity training for faculty, students, and staff. The students were mainly unaware of these efforts, though we all shared the troubling sense that even with these excellent initiatives in place, many challenges of diversity and climate remain.

A number of suggestions arose during the session: that UCICC members tour the campus and try to think about how it looks and feels to those of a minority perspective; that we consider having mentors on campus for students of color to prepare them for the challenges of our community; that the Admissions Office work to “screen” students for sensitivity to issues of diversity and privilege; that the university retain a diversity consultant; and that we continue to work to increase student awareness of UCICC.

December 11, 2014 – Title IX and Sexual Misconduct

Lauren Kozak, Title IX Coordinator, joined us to talk about Title IX, what it requires and what steps she has taken in her short time in this new role to increase awareness about sexual misconduct on campus. Lauren described the many efforts currently underway to create a healthy campus sexual culture. The committee discussed the new third year residences and other efforts that are being made to bring men and women together in ways that encourage healthy and respectful relationships between students.

January 13, 2015

UCICC Chair was contacted by a faculty member about offensive remarks posted by an alumnus on the University’s LinkedIn page. The posts were quickly removed and guidelines for participating in the LinkedIn community updated.

February 3, 2015 - Religious Life

We invited Burr Datz, the Campus Catholic Minister, Kevin Watkins, Campus Minister for Generals’ Christian Fellowship, and Megan McLean, Director of Hillel, to join us and talk about their roles on campus and also their views of student religious life and spiritual needs (unfortunately Kevin was sick and unable to attend). We were also joined by UCICC members Mohamed Kamara, who is the faculty adviser to the Islamic Student Association, and Tammy Futrell, under whose purview the religious life activities fall. The discussion was rich and intriguing, and we received some good ideas especially about ways to make religious life and options more available and accessible to students.

February 9 – 11, 2015 - Entitled!

“Entitled! A Series of Talks and Events Exploring the Promise and Challenge of Gender Equality in University Life” was sponsored by the Women’s and Gender Studies Program, with assistance from the Office of Student Affairs, the Athletic Department,

and the University Lectures Fund. Members of UCICC attended many of the events and participated in conversations about gender issues on campus.

March 2, 2015 – Engagement of Multicultural Alumni

Beau Dudley, Executive Director of Alumni Affairs, was invited to talk about ways in which the Alumni Office engages Alumni of color in the University’s diversity efforts. Beau shared the Alumni Office’s 2020 Long Range Plan as it relates to engaging multicultural and international alumni and gave us an update on its status. He shared information about the department’s efforts to collaborate with student affairs to find ways for students of color to interact with multicultural alumni and talked about the successful gathering of alumni from the Student Association for Black Unity (SABU) in February. Efforts are underway to involve multicultural alumni in the recruitment of students to W&L.

April 6, 2015 – National Survey of Student Engagement (NSSE)

Bryan Price was invited to present an overview of the results of the National Survey of Student Engagement (NSSE) which surveys first year and seniors on aspects of their undergraduate experience. The committee looked specifically at the experiences of students of color. The number of multicultural respondents is small, so differences may represent the view of a small number of students whose opinions differ only in degree. Having said that, the data seem to indicate that the experiences reported by students of color are, for the most part, comparable to that reported by non-minorities.

UCICC asked Bryan for additional analysis of the NESSE data based on gender and Greek affiliation.

Gender and Diversity in Faculty Hires

Each year UCICC reports information about the gender and diversity of those holding full-time faculty appointments at Washington and Lee and any changes over time.

**2013-14 Faculty Search Processes in the College, Williams School, and Law School*
Diversity Results**

College

| # of new hires (tenure track) | # of women / % | # “of color” / % |
|-------------------------------|----------------|------------------|
| 4 | 0 / 0% | 1 / 25% |

Williams School

| | | |
|-------------------------|----------------|------------------|
| # of new hires (non-TT) | # of women / % | # "of color" / % |
| 5 | 1/20% | 1/20% |

*There were no tenure track hires in the Law School this year.

Faculty by Gender

(Excerpted from the 2013-2014 *Fact Book*)

The chart below shows the percentages of men/women holding full-time faculty appointments by rank. In 2010 there were 36.9% women in all ranks; in 2014 that number is 37.1%. At the Associate level women make up 44.8% of all faculty compared to 39.7% in 2010.

| Characteristic | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | |
|--|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| | # | % | # | % | # | % | # | % | # | % |
| SEX * | | | | | | | | | | |
| Male | 154 | 63.1% | 149 | 62.1% | 154 | 63.1% | 159 | 62.8% | 161 | 62.9% |
| Female | 90 | 36.9% | 91 | 37.9% | 90 | 36.9% | 94 | 37.2% | 95 | 37.1% |
| Total | 244 | | 240 | | 244 | | 253 | | 256 | |
| FULL-TIME FACULTY BY RANK AND SEX * | | | | | | | | | | |
| Professor | | | | | | | | | | |
| Male | 76 | 76.0% | 72 | 75.8% | 81 | 77.1% | 80 | 74.1% | 76 | 73.8% |
| Female | 24 | 24.0% | 23 | 24.2% | 24 | 22.9% | 28 | 25.9% | 27 | 26.2% |
| Associate | | | | | | | | | | |
| Male | 38 | 60.3% | 37 | 56.1% | 37 | 56.1% | 38 | 59.4% | 37 | 55.2% |
| Female | 25 | 39.7% | 29 | 43.9% | 29 | 43.9% | 26 | 40.6% | 30 | 44.8% |
| Assistant | | | | | | | | | | |
| Male | 35 | 49.3% | 36 | 52.9% | 31 | 50.8% | 36 | 49.3% | 45 | 59.2% |
| Female | 36 | 50.7% | 32 | 47.1% | 30 | 49.2% | 37 | 50.7% | 31 | 40.8% |
| Instructor | | | | | | | | | | |
| Male | 5 | 50.0% | 4 | 36.4% | 5 | 41.7% | 5 | 62.5% | 3 | 30.0% |
| Female | 5 | 50.0% | 7 | 63.6% | 7 | 58.3% | 3 | 37.5% | 7 | 70.0% |
| Total Males | 154 | 63.1% | 149 | 62.1% | 154 | 63.1% | 159 | 62.8% | 161 | 62.9% |
| Total Females | 90 | 36.9% | 91 | 37.9% | 90 | 36.9% | 94 | 37.2% | 95 | 37.1% |
| Library & Physical Education | 31 | | 35 | | 34 | | 40 | | 38 | |
| GRAND TOTAL | 275 | | 275 | | 278 | | 293 | | 294 | |

Faculty by Race/Ethnicity

(Excerpted from the 2013-2014 *Fact Book*)

The chart on the following page shows the race and ethnicity of the full-time faculty.

| Characteristic | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | |
|----------------------------------|------|-------|------|-------|------|-------|------|-------|------|-------|
| | # | % | # | % | # | % | # | % | # | % |
| RACE/ETHNICITY * | | | | | | | | | | |
| American Indian/ Alaskan Native | 1 | 0.4% | 2 | 0.8% | 2 | 0.8% | 1 | 0.4% | 1 | 0.4% |
| Asian | 9 | 3.7% | 11 | 4.6% | 11 | 4.5% | 15 | 5.9% | 15 | 5.9% |
| Black/ African American | 6 | 2.5% | 5 | 2.1% | 5 | 2.0% | 6 | 2.4% | 6 | 2.3% |
| Hispanic | 5 | 2.0% | 6 | 2.5% | 6 | 2.5% | 6 | 2.4% | 5 | 2.0% |
| Multi/Other | 3 | 1.2% | 1 | 0.4% | 2 | 0.8% | - | 0.0% | 1 | 0.4% |
| Nonresident Alien (NRA) | 5 | 2.0% | 4 | 1.7% | 5 | 2.0% | 4 | 1.6% | 3 | 1.2% |
| White | 215 | 88.1% | 207 | 86.3% | 211 | 86.5% | 208 | 82.2% | 209 | 81.6% |
| Unknown** | - | - | 4 | 1.7% | 2 | 0.8% | 13 | 5.1% | 16 | 6.3% |
| <i>Subtotal Minority and NRA</i> | 29 | 11.9% | 29 | 12.1% | 31 | 12.7% | 31 | 12.3% | 31 | 12.1% |
| Total | 244 | | 240 | | 244 | | 253 | | 256 | |

* Excludes Library and Physical Education faculty.

Source: Employee Census Files, Office of Institutional Effectiveness

** Faculty who have not provided ethnicity or race preference to Human Resources.

Note: In 2012-13 and prior years there may be slight variation between census data and IPEDS reports.

Additional information about the composition of the faculty, including part-time as well as full-time instructors, can be found in the *Factbook* produced by the Office of Institutional Effectiveness. <http://www2.wlu.edu/x32619.xml>

Staff Gender by Job Category

The Office of Human Resources tracks data on the percentages of women in non-faculty positions using the same IPEDS data that are used for faculty and included in the *Fact Book*.

| Job Category | FY2013 | | | |
|-----------------------------|------------|--------------|------------|--------------|
| | Male | % Male | Female | % Female |
| Executive and Managerial | 62 | 61.4% | 39 | 38.6% |
| Office Staff | 12 | 9.4% | 116 | 90.6% |
| Operations | 93 | 55.4% | 75 | 44.6% |
| Professional/Administrative | 78 | 45.9% | 92 | 54.1% |
| Overall | 245 | 43.2% | 322 | 56.8% |

Staff Diversity by Job Category

The Office of Human Resources also tracks data on staff diversity using demographic information from our required IPEDS reporting (the same source used for the annual *Fact Book*). The chart on the next page shows the numbers and percentages of staff of color by job category.

| Job Category | FY2011 | | FY2012 | | FY2013 | |
|-----------------------------|-----------|-------------|-----------|-------------|-----------|-------------|
| | # | % | # | % | # | % |
| Executive and Managerial | 3 | 3.7% | 2 | 1.7% | 3 | 3.0% |
| Office Staff | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Operations | 24 | 14.1% | 22 | 13.8% | 29 | 17.3% |
| Professional/Administrative | 5 | 2.8% | 3 | 1.8% | 5 | 2.9% |
| Total | 32 | 6.7% | 27 | 5.3% | 37 | 6.5% |

Diversity in the Student Population

Admissions Data, 2014-2015 (as of July, 2015)

Enrolled students of African descent: 2015: 19 total (includes internationals); 15 U.S. Only
2014: 18; 16 African-American
2013: 9; 7 African-American

Enrolled students who self-identify as American minority: 2015: 48
2014: 55

Enrolled students who self-identify as Jewish: 2015: 22
2014: 31
2013: 15

Enrolled students who are Pell Grant-eligible: 2015: 32
2014: 52
2013: 47

Enrolled students who are first-generation college students: 2015: 35
2014: 31

Institutional Enrollment by Race / Ethnicity: Fall 2009 — Fall 2014

(Excerpted from the 2013-2014 Fact Book)

Each year UCICC also provides information about the student population and its breakdown by self-reported racial and ethnic identifications. Additional information on student body characteristics is included in the *Fact Book*.

| Fall Term | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 5-Year Change (%) |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|
| RACE/ETHNICITY | | | | | | | |
| African-American/Black <i>% of known races</i> | 85 4.2% | 69 3.4% | 80 3.9% | 87 4.0% | 79 3.7% | 73 3.4% | -14.1% |
| American Indian/Alaskan Native <i>% of known races</i> | 3 0.1% | 3 0.1% | 2 0.1% | 3 0.1% | 2 0.1% | 2 0.1% | - |
| Asian <i>% of known races</i> | 68 3.4% | 69 3.4% | 61 2.9% | 69 3.2% | 83 3.9% | 69 3.2% | 1.5% |
| Hispanic <i>% of known races</i> | 56 2.8% | 50 2.5% | 56 2.7% | 61 2.8% | 80 3.7% | 98 4.6% | 75.0% |
| White <i>% of known races</i> | 1,793 89.4% | 1,799 88.4% | 1,830 88.3% | 1,889 87.7% | 1,867 87.0% | 1,831 86.2% | 2.1% |
| Multiple Races <i>% of known races</i> | - 0.0% | 45 2.2% | 43 2.1% | 44 2.0% | 34 1.6% | 52 2.4% | - |
| Subtotal: Known Races | 2,005 | 2,035 | 2,072 | 2,153 | 2,145 | 2,125 | 5.5% |
| Nonresident Alien (NRA) <i>% of Total</i> | 99 4.6% | 88 4.0% | 85 3.9% | 92 4.0% | 71 3.1% | 93 4.1% | -6.1% |
| Unknown Races | 55 | 50 | 39 | 57 | 61 | 46 | -16.4% |
| Grand Total | 2,159 | 2,173 | 2,196 | 2,302 | 2,277 | 2,264 | 4.9% |
| Total Known Minority (incl. NRAs) <i>Known Minority %</i> | 311 14.8% | 324 15.3% | 327 15.2% | 356 15.9% | 349 15.7% | 387 17.4% | 24.4% |

Notes: If both enrollments of the comparative years are less than 15, no percentage change is calculated.
Starting in 2010, the "Asian/Pacific Islander" category is separated into "Asian" and "Hawaiian/Pacific
1 student with race of Hawaiian/Pacific Islander has been included in the Asian count

Source: Fall Enrollment Census; Office of Institutional Effectiveness

October 1, 2014

While the total number of minority students (including NRAs) has increased by 24.4% since 2009, it is disheartening to note that the number of African American/Black

students has decreased by over 14%. It is also important to note that there has been a 75% increase in the number of Hispanic students during that same time period. Committee members are optimistic that the new Vice President for Admissions and Financial Aid will bring new strategies for multicultural recruiting. Sally Stone Richmond will be invited to meet with the committee during the fall of 2015.

2014-2015 Recommendation to President Ruscio

UCICC recommended that the University send an email to the campus community about the Lee-Jackson Day events. The decision was made to send the email to all W&L students from UCICC co-chairs on behalf of the committee. The email, which was sent on January 15, 2015 read as follows:

As many of you may know, Lee-Jackson Day is an annual state holiday in Virginia. It will be observed on Friday, Jan. 16, this year. Lexington is the site of several commemorative events, including a parade along Main Street at 11:15 a.m. on Saturday. Many of the participants will wear Civil War regalia and will carry various flags and symbols. In years past, participants gathered in Lee Chapel for a lecture following the parade. That will not be the case this year since the chapel is closed for upgrades. Even so, we expect that there will be displays along North Jefferson Street in front of the Memorial Gate and elsewhere in the city on both Friday and Saturday.

We know that some students have had questions and concerns about these events in past years, especially when they had not been aware of the holiday or these local observances. If you have any questions, please email the UCICC at ucicc@wlu.edu.