

**School of Fine Arts May 2011
Tool for Achieving Change**

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Goals <i>Where do we want to go?</i>	Action Items <i>What will help us achieve our goal?</i>	Intended Outcomes <i>How will we know when we have achieved the goal?</i>
Goal 1: Develop a shared and inclusive understanding of diversity Improve campus climate for all who study, work and visit the SFA	Incentivize a tolerance workshop/bootcamp	Expand awareness of other cultural/socio-economic groups.
	Create a flexible independent committee that would identify and diffuse potential conflicts before escalating.	It would serve to address issues before developing to a point where formal action would be a consequence.
Goal 2: Recruit, retain and graduate a diverse student body. Recruit, retain and develop a diverse faculty and staff.	Create grants that encourage not only people of different ethnic backgrounds but also different artistic backgrounds. Increase the diversity of programming Because true diversity doesn't come from ethnic diversity a script should be composed and incorporated into the interview process. Assure term faculty of future growth in the department. Assure all faculty of artistic freedom removing the self-censoring that often occurs as a result of personal protectionism. Institute longer term contracts. This minimizes the tendency to self-sensor, helping to ensure diverse teaching approaches free	Expand academic programs Establish a protocol for engagement and review of diversity using the same script as in the interview process.

	<p>from fear of retaliation ie non-renewal of contracts which encourage term faculty make personal investments in their areas.</p> <p>Make available grants for term faculty only. This ensures that pet projects of tenured faculty don't dominate the budget discussion.</p> <p>Institute a mentoring program for new faculty. This could involve team teaching, a introduction seminar, retreat, or a combination thereof.</p>	
<p>Goal 3: Develop curricula, pedagogies, and research that foster inclusivity, accessibility and cultural competencies.</p>	<p>Encourage team teaching. Give priority to grants which create opportunities for team teaching. This encourages a multi lateral approach to teaching, offering different perspectives on the material. This encourages truly diverse perspectives, not simply cosmetic diversity.</p>	<p>Implement a system that encourages inter-discipline projects. This could be either credit (for students) or contact hour based.</p>
<p>Goal 4: Develop leadership and management capacity around equity and diversity work.</p> <p>Coordinate organizational change to support diversity goals.</p>	<p>Require that all funding committees include a non-tenured or non-tenure track faculty.</p> <p>Make a more comprehensive accounting of extra work and how it translates into contact hours.</p> <p>Create a committee to organize and coordinate newly emerging projects and programs that promote diversity.</p>	<p>Equalize pay/work load</p>