Administrative Leadership Meeting

Randy Woodson
Chancellor
Tuesday, July 12, 2022
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
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<tbody>
<tr>
<td>September 13</td>
<td>Accreditation Update</td>
<td>Talley: Piedmont/Mountains Ballroom</td>
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<tr>
<td>November 15</td>
<td>TBD</td>
<td>Titmus</td>
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Budget Update

- Integrative Sciences Building
- NIIMBL
- Plant Sciences Building Reserves
- NC Clean Energy Tech Center
- 1% Additional Salary Increase (3.5% total)
Office for Institutional Equity and Diversity

Fostering an inclusive campus community of students, faculty and staff who value and inspire personal, academic and professional excellence.

Learn more ➔
NC State Strategic Plan: Vision Statement

NC State University will emerge as a preeminent technological research university recognized around the globe for its innovative education and research addressing the grand challenges of society.
As a preeminent public research university, NC State University will be increasingly recognized nationally and internationally for its innovation in education, research, scholarship and engagement that solves the world’s most critical challenges. NC State will be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good.
We should not seek a simple solution
What people think DEI issues are:

- Representation
- Trainings
### Just part of what DEI really encompasses

#### EAB’s DEIJ Framework

<table>
<thead>
<tr>
<th>Manage vision &amp; strategy</th>
<th>Reimagine Institutional Administration</th>
<th>Improve Student Success</th>
<th>Redesign Student Learning</th>
<th>Enhance Faculty &amp; Staff Experience</th>
<th>Transform campus climate</th>
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<tbody>
<tr>
<td>Articulate Inclusive Vision</td>
<td>Develop Inclusive Faculty &amp; Staff Policies</td>
<td>Update Strategic Enrollment Management</td>
<td>Review &amp; Update Curriculum</td>
<td>Update Faculty Recruiting &amp; Hiring Approach</td>
<td>Engage Student Activists</td>
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<td>Develop Executive Understanding</td>
<td>Update budget processes</td>
<td>Align Student Support Services</td>
<td>Develop Inclusive Pedagogy</td>
<td>Onboard &amp; Develop Faculty</td>
<td>Engage local community</td>
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<tr>
<td>Develop DEIJ Infrastructure &amp; Resourcing</td>
<td>Transform Alumni &amp; Volunteer Engagement</td>
<td>Deepen Student Engagement &amp; Belonging</td>
<td>Foster an Inclusive Climate for Faculty</td>
<td>Develop Bias &amp; Harassment Response</td>
<td>Engage with institutional heritage</td>
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<tr>
<td>Integrate Stakeholder Voices in Planning</td>
<td>Update Campus Safety Policy &amp; Practices</td>
<td>Revitalize Student Onboarding</td>
<td>Update Staff Recruiting &amp; Hiring Approach</td>
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<td>Select Metrics &amp; Outcomes</td>
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<td>Onboard &amp; Develop Staff</td>
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<td>Set &amp; Communicate Accountability</td>
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<td>Update Staff Evaluation &amp; Promotion Processes</td>
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- **Manage vision & strategy**
  - Articulate Inclusive Vision
  - Develop Executive Understanding
  - Engage Governing Bodies
- **Reimagine Institutional Administration**
  - Develop Inclusive Faculty & Staff Policies
  - Update Procurement Processes
  - Transform Alumni & Volunteer Engagement
- **Improve Student Success**
  - Update Strategic Enrollment Management
  - Align Student Support Services
  - Deepen Student Engagement & Belonging
- **Redesign Student Learning**
  - Review & Update Curriculum
  - Develop Inclusive Pedagogy
  - Integrate Academic & Career Development
- **Enhance Faculty & Staff Experience**
  - Update Faculty Recruiting & Hiring Approach
  - Onboard & Develop Faculty
  - Update Tenure & Promotion Policies & Processes
- **Transform campus climate**
  - Engage Student Activists
  - Engage local community
  - Develop Flashpoint Response Plan
  - Engage with institutional heritage
Current State of Doing

Dispersed DEI work structured around units

 Desired State
Balance of Local Efforts plus Collaborative Work and Collective Impact
Local culture is important!

Announcement of Newly Formed DEI Committee

The committee works with members of the college’s leadership to create valuable programming and guidance to help the college as a whole be a welcoming place for all.

Read more →
DEI Professional Development

DEI Summer Intensive: July 28th, 8:30 am – 12:30 pm.

Inclusive Excellence

Certificate Program
Collective Impact

Leadership, Managers, Supervisors

Office of Faculty Excellence

University Human Resources

HR Leads

Diversity Directors and Assistant Deans

College/Division DEI Committees

Existing and new Affinity Groups

1. Shared goals, common agenda around an issue/initiative
2. Mutually reinforcing activities
3. Alignment of common measurements
4. Consistent and open communication
5. Strong “Backbone”
The UNC System requires constituent institutions to submit an Annual Report on their “diversity and inclusion operations and activities” (non-compliance related).
The Opportunity to Collaborate and Align

Supporting colleges/divisions in contributing more robust data → reliable, comprehensive, and transparent reporting on DEI activities will facilitate pathways for collaboration and/or replication of effective efforts; ability to communicate what we are doing collectively

Next Steps

– Framing “signature” programs, goals, metrics
– Tracking “non-signature” DEI-related programs
– Connecting with Divisions to assure all are applying/strategizing for DEI
SEA Change

A voluntary program that supports and recognizes institutions for action that measurably -- and progressively over time -- advances diversity, equity, and inclusion, particularly in STEM.

Rest assured, we are committed to equity for all disciplines!
Self-assessment

- Use detailed framework as guide
- Gather info: what’s missing?
- Answer as many questions as possible
- Should be complete but not all info needed in application

Narrative

- Tell institution’s story, provide context
- Make clear the understanding gained from self-assessment
- Discuss what’s included in action plan, what isn’t, and why

Action Plan

- What are plans moving forward?
- Why and how were issues prioritized?
- Are actions SMART?
- Do the actions reflect findings from the self-assessment?

Internal use only

- Creates complete picture critical for success

Submitted for peer-review
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<tr>
<th></th>
<th>Bronze</th>
<th>Silver</th>
<th>Gold</th>
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<tr>
<td>A thorough self-assessment using qualitative and quantitative analyses</td>
<td>✔️</td>
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<tr>
<td>Identifies key issues</td>
<td>✔️</td>
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<td>Actions in place to address key issues and carry the institution forward</td>
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<td>Demonstrates impact of previous activity and expands action plan to continue progress</td>
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<td>✔️</td>
<td>✔️</td>
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<td>Serves as a beacon in the sector and beyond</td>
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<td>✔️</td>
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SEA Change Phases

Reconceptualizing the Process in Phases:

• Phase 1: Inventory & Issue Identification (December 2021-April 2022)
• Phase 2: Issue-Specific Analysis (Summer 2022-Spring 2023)
• Phase 3: Application Compilation, including internal review (Spring-Fall 2023)
• Phase 4: Implementation (Fall 2023 and beyond)
Equal Opportunity & Equity

- Equal Employment & Diversity Fundamentals (EEODF)
  - All new supervisors/managers since Jan 2021
- Discrimination & Harassment Prevention and Response
  - All new employees within first 6 months
- Title IX - Responsible Employees & Designated Officials
- Search Committee Orientation

New Title IX proposed regulations

Title VI
Breadth of DEI Initiatives

Digital Access and Literacy Project

IT/Digital accessibility

Physical Master Plan - Accessibility of space, movement
Lactation spaces (Title IX)
Community & hallowed spaces, “safe” spaces
ADA Transition Plan, applying Universal Design

Curriculum review - change in the definitions used by CUE for what constitutes meeting US Diversity course

Inclusive Teaching Certificate

Land acknowledgement

Coming out this week: Signature Programs, Fall 2022
A few closing thoughts