

Diversity, Equity and Inclusion at JMU

Fall 2021 Update

Cynthia Bauerle, Interim Vice Provost for Faculty and Curriculum

Arthur Dean, Executive Director for Access and Inclusion

Rudy Molina, Vice Provost for Student Academic Success and Enrollment Management

Deborah Tompkins Johnson, Vice Rector



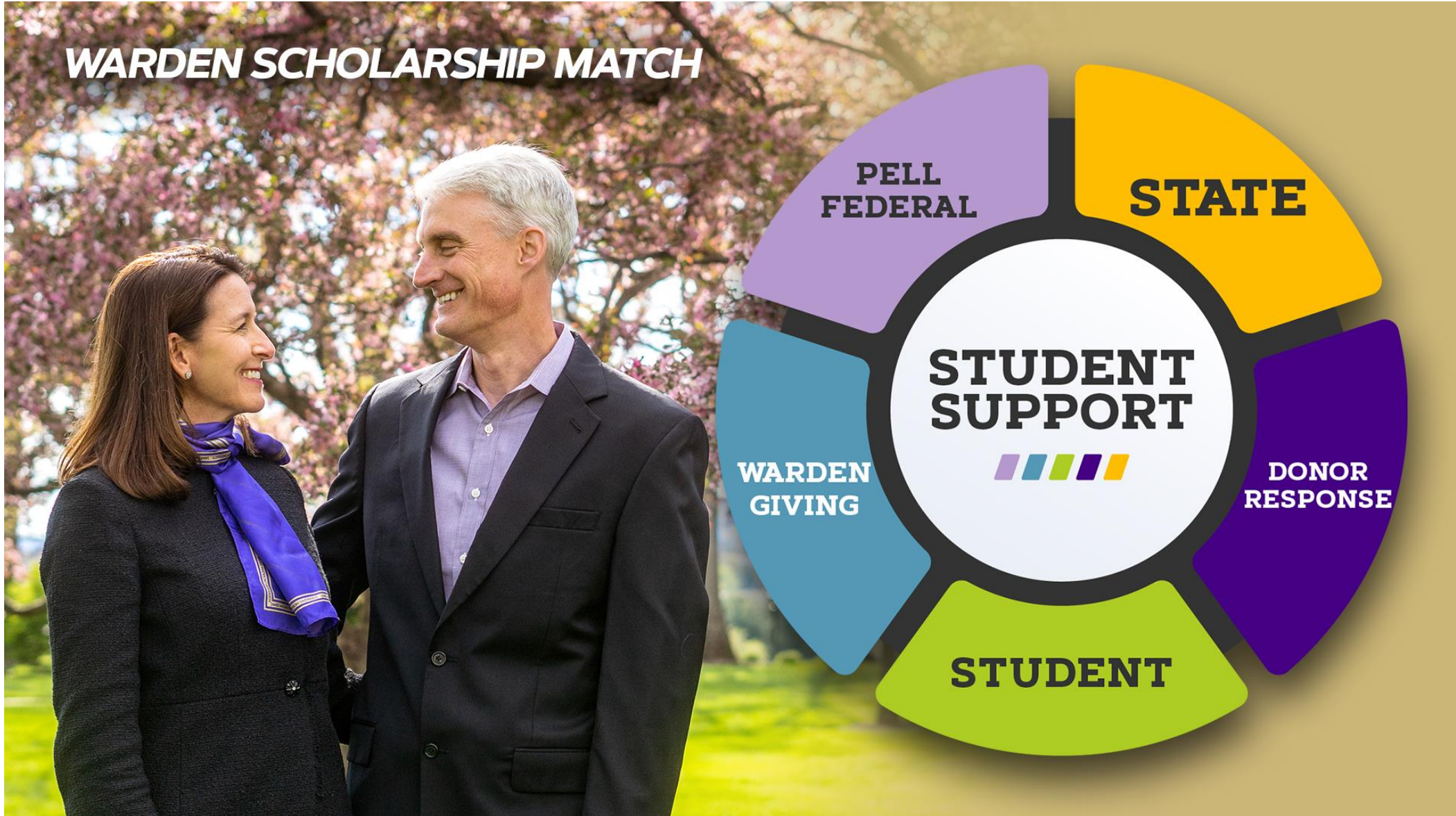
Re-Dedication of Campus Buildings

Gabbin Hall
Darcus Johnson Hall
Harper Allen-Lee Hall





WARDEN SCHOLARSHIP MATCH





Campus Climate Study

Executive Leadership:

Heather Coltman, Provost and Senior Vice President for Academic Affairs

Tim Miller, Vice President for Student Affairs

Adérónké Adésànyà, Associate Professor of Art History

Climate Study Working Group (37 campus representatives)

Partner:



Timeline:

Sept 2020 – project planning

Jan 2021 – develop survey instrument

Sept 2021 – campus climate survey released

March 2022 – Analysis and synthesis

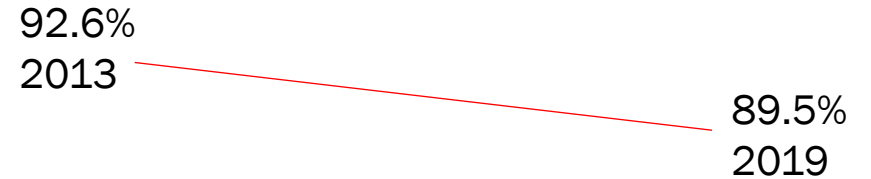


Quality Enhancement Plan (QEP): Early Alerts

Required for SACSCOC decennial reaffirmation

Focus is student success & retention

- Reverse declining overall retention rates



- Identify and close equity-based retention gaps (7-year avg)

Race/ethnicity
87.7% vs 90.8%

First-generation
87.7% vs 90.9%

Pell status
87.6% vs 91.2%

Research & design early alerts system (Fall 2021-Spring 2023; Launch 2023)

- Use technology to connect students with networks of support on-campus
- Leverage data to identify and support students prior to withdraw



- Leadership
 - Welcoming Brent Lewis to the co-chair team!
- Narrative Project
 - Creating a JMU Narrative on Race to offer a rich and deep recounting and acknowledgement of the racial landscape at JMU
 - TFRE is teaming with JMU's Institute for Constructive Advocacy and Dialogue
- Recommendation Tally
 - 6 implemented, 11 under review by Senior Leadership Team, 5 under review by TFRE leadership, 14 under development





What types of recommendations have been implemented?

The [Diversity, Equity and Inclusion Personnel Webpage](#) is a centralized resource to help the JMU community learn about the organizational structures that support progress toward improved racial equity. Contact information is provided by department and personnel for each division. DEI personnel information includes their position title, role description and contact information.

A **Women and Minority Owned Business Connection** titled “Pulling Back the Curtain on Supplier Opportunities: Discover, Develop, Grow” is planned for Tuesday, May 17, 2022. The event will provide opportunities for suppliers to understand JMU processes and engage with JMU Buyers as well as a variety of decision makers. It will also include opportunities to engage with a variety of JMU Prime Contractors, for sub-contracting opportunities.



Truth, Racial Healing and Transformation Campus Center at JMU

“Preparing the next generation of strategic leaders and thinkers to break down racial hierarchies and dismantle the belief in the hierarchy of human value.”

Leadership Team:

Art Dean, Access and Inclusion

Gilpatrick Hornsby, Center for Faculty Innovation

BJ Bryson, College of Health and Behavioral Studies

Brent Lewis, Student Affairs

Tiffany Brutus, Student Athlete Services

Ruthie Bosch, College of Education

Vesna Hart, Center for Global Engagement

National advisors - Tia McNair, AAC&U

Jayne Ifekwunigwe, Duke University

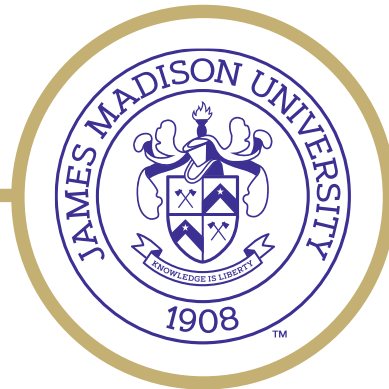


AAC&U Strategic Initiative

**TRUTH, RACIAL HEALING &
TRANSFORMATION (TRHT)
CAMPUS CENTERS**

*Preparing the Next Generation of Leaders to
Advance Justice and Build Equitable Communities*

Student Affairs Developments





New Leadership in Student Affairs



Dirron Allen
Associate Vice President for
Student Life and Involvement



Myles Surret
Associate Vice President for Career,
Experiential Learning and Transitions

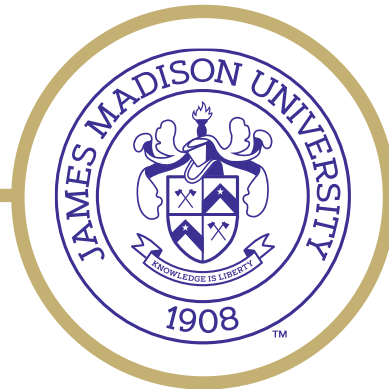




DEI Open House: CMSS/SOGIE Ribbon Cutting



Academic Affairs Developments





New Leaders in Academic Affairs

Division Level



Besi Muhonja

Associate Vice Provost for
Scholarship, Diversity,
Equity and Inclusion

Research and Scholarship



Gilpatrick Hornsby

Interim Executive Director
Center for Faculty
Innovation

Faculty and Curriculum

College Level



Karina Kline-Gabel

Assistant Dean for
Diversity, Equity and
Inclusion

Arts and Letters



Oris Griffin

Associate Dean for
Diversity, Equity and
Inclusion

Education



Susan Zurbrigg

Assistant Dean for
Diversity, Equity and
Inclusion

Visual and Performing Arts



Diversity, Equity and Inclusion Leaders in Academic Affairs



Demetria Henderson
Business



Felix Wang
Global Engagement



Fawn-Amber Montoya
Honors



Yasmeen Shorish
Libraries



LouAnn Lovin
Science and Mathematics



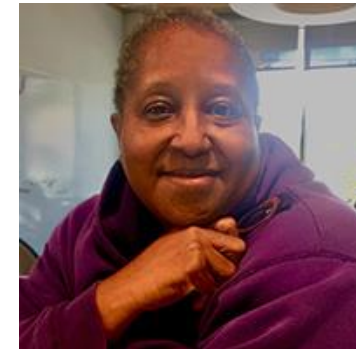
Shonta Sellers
Professional and
Continuing Education



Carole Nash
Integrated Science and
Engineering



Meg Mulrooney
Faculty and Curriculum



BJ Bryson
Health and Behavioral
Studies



Provost's Black Faculty Advisory Associates



Besi Muhonja

Associate Vice Provost for
Scholarship, Diversity,
Equity and Inclusion

Research and Scholarship



BJ Bryson

Diversity, Equity and
Inclusion Director

Health and Behavioral
Studies



Adebayo Ogundipe

Interim Academic
Unit Head

Engineering



Faculty Hiring Summary AY 20-21

2019-20	Total # Applicants	Total Applicants of Color	% BIPOC	2020-21	Total # Applicants	Total Applicants of Color	% BIPOC
Applicant Pool	3011	621	21	Applicant Pool	1807	717	40
Interview Pool	398	105	26	Interview Pool	309	140	45
Hired	73	21	29	Hired	61	25	41



Cohort Faculty Hires in CAL and COE



Arts and Letters cohort

Tiffany González, History
Deborwah Faulk, Sociology
Graciela Perez, Justice Studies
Tatiana Benjamin, Justice Studies

Rachel Torres, Political Science
Cyril Uy, Philosophy and Religion
Ja'La Wourman, WRTC



Education cohort

Leonard Richards, MSME
Donica Hadley, LTLE
Alphonso Sealey, Ed Support Center

Diana Meza, EFEX
Jaclyn Nickel, TTAC

Not Pictured

Hilary Campbell, Education
Amy Taylor, Young Children's Program

Marcus Wolfe, MSME

Questions?

