March 18, 2021
8:30 am
Live Stream

Presentation

BOT-1  Campus Climate Report

Background Information

Dr. Andrea Hunter and Dr. Julia Mendez Smith, Chancellor’s Fellows for Campus Climate, will give an update on campus climate initiatives at UNCG as part of the new UNC System requirement for annual presentations to the Board of Trustees.
Equity, Diversity, and Inclusive Excellence Initiative: AY 2020-2021

UNCG Board of Trustees Meeting
March 18, 2021

Julia Mendez Smith and Andrea G. Hunter
Chancellor’s Fellows for Campus Climate
Advance Action Framework  Invest in Pathways to Equity  Promote Inclusive Excellence
Making Excellence Inclusive
iBelong Mini-Grants at UNCG

17 projects awarded in Spring 2021

Submissions from diverse groups at UNCG, many students

Award Average $300-500

Purpose: To promote community and belonging at UNCG

“When we were considering what best ways to help our students build this sense of belonging, the committee felt we should ask the campus community to submit demonstration projects to expand the voices around the table. We were pleasantly surprised with the response from our campus, especially given the limitations presented by the pandemic”.

Dr. Cathy Akens
VC Student Affairs
Sample New Programs

- **Hillel**: Two book groups that support students to deepen understanding of diversity and inclusion. (Shayla Glynn)
- **Get to Know Your Art Museum** (Juliette Bianco, Weatherspoon Art Museum)
- **Video Game Reading Group**: Group play of a video game themed around inequality and social justice and discussed together in a virtual space. (Vaughn Stewart, Digital ACT Studio)
- **First Generation College Students and Belonging**: Creating social and mental health support for first-generation students. (Ariana Watkins, Psychology)

https://news.uncg.edu/2020-21-ibelong-grant-winners-announced/
Leadership Development

Faculty Success

Affinity-Based Faculty Mentoring and Development

Pathways to Equity
UNCG/CCL Faculty Leadership Development Program for Scholars of Color

Learning Journey

**PRE-WORK:**
- 360-degree assessment
- Influence Style Indicator
- Thomas-Kilman Conflict Mode Instrument

**SESSION 1:**
- Half-Day, Virtual
- Social Identity with Leadership Implications
- CCL’s Model of Leadership
- The Power of Mental Models
- Leadership Brand

**SESSION 2:**
- 2 Half-Days, Virtual
- Leading in Complexity: Vertical Development
- Polarity Thinking and the Paradoxes of Shared Governance
- Influence and Influence Style Indicator

**SESSION 3:**
- Half-Day, Virtual
- Listening to Understand
- Feedback That Works
- Capitalizing on Conflict for Individual and Team Development

**SESSION 4:**
- Half-Day, Virtual
- Leading Authentically in a Dynamic Environment
- Assessing and Building Your Network

Optional: The Resilience Advantage: Burn Bright, Don’t Burn Out
UNCG Affinity Mentoring Program for Underrepresented Faculty

- Builds a research-intensive community that promotes a collective identity, belongingness, enthusiasm, and community engagement.
- Trains and links UR faculty to information and resources to produce high quality funded research.
- Collaborates with faculty and administrators to promote equitable opportunities.
- Supports UR faculty to provide quality mentoring to their students.
Diversity Dashboard
Equity and Inclusive Excellence

### Faculty Diversity Dashboard Overview

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<thead>
<tr>
<th></th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
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<tbody>
<tr>
<td>Female</td>
<td>593</td>
<td>612</td>
<td>643</td>
<td>649</td>
<td>661</td>
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<tr>
<td>Male</td>
<td>463</td>
<td>481</td>
<td>490</td>
<td>515</td>
<td>511</td>
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<td>Arts and Sciences</td>
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<td>Health and Human Sciences</td>
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<td>Nursing</td>
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<td>Academic Rank</td>
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<td>Employee Gender</td>
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<td>Employee Race</td>
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<td>Employee Status</td>
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### Average Salary

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<th>Fall 2019</th>
<th>Fall 2020</th>
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</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>70,713</td>
<td>72,394</td>
<td>76,550</td>
<td>75,530</td>
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<tr>
<td>Associate Professor</td>
<td>79,328</td>
<td>82,377</td>
<td>83,171</td>
<td>81,412</td>
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<tr>
<td>Instructor</td>
<td>64,447</td>
<td>64,099</td>
<td>56,029</td>
<td>58,353</td>
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<tr>
<td>Lecturer</td>
<td>24,225</td>
<td>24,899</td>
<td>25,345</td>
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<tr>
<td>Other</td>
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<td>44,066</td>
<td>50,566</td>
<td>49,464</td>
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<tr>
<td>Professor</td>
<td>105,641</td>
<td>108,714</td>
<td>114,317</td>
<td>109,893</td>
<td>109,885</td>
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**Note:**
- For Academic Ranks with less than 10 members, Average Salary is not reported.
- A value of "0" is reported in lieu of the calculated value.
Notice Taken
The Chronicle of Higher Education
Diversity Magazine
University Business
Equity, Diversity and Inclusion and Racial Equity at UNCG Webpages
Our call to action is to be a university where the values of equity, diversity, and inclusion are not only what we say but what we do, and more, who we are—such that it is a part of our DNA.