



UNC
GREENSBORO

Board of Trustees

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)



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



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

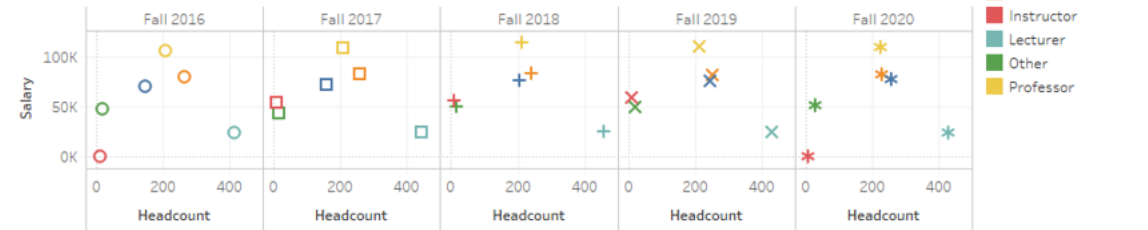


Faculty Diversity Dashboard Overview

	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020		Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Period
Female	593	612	643	649	661	Full-time	791	816	857	881	887	All
Male	463	481	498	515	511	Part-time	265	277	284	283	285	All
			Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Empl Home Department				
Arts and Sciences			445	466	471	490	486	All				
Health and Human Sciences			165	173	179	177	187	Employee Gender				
Visual/Performing Arts			140	152	157	152	140	All				
Education			121	115	134	126	126	Employee Race / peds				
Business and Economics			111	112	118	116	118	All				
Nursing			63	62	66	58	62	Employee Status				
Other			6	7	8	36	45	All				
Nanosci/Nanoeng			5	6	8	9	8	All				

Average Salary

	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Employee Tenure Status
Assistant Professor	70,713	72,394	76,550	75,538	76,838	All
Associate Professor	79,928	82,377	83,171	81,412	81,887	Salary
Instructor	0	54,447	56,039	58,358	0	All
Lecturer	24,225	24,899	25,345	24,522	24,283	Academic Rank
Other	47,622	44,066	50,366	49,464	50,840	Assistant Professor
Professor	105,641	108,714	114,317	109,893	109,885	Associate Professor



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.