

Humanities and Social Sciences

Faculty / Staff Meeting

Fall 2022



Agenda

- News and Updates
- Dean's Topic: Diversity, Equity and Inclusion
- Dean's Team Spotlight: Diversity, Equity and Inclusion
- Q&A

NC STATE

Humanities and Social Sciences



News and Updates

Where We Are

- 3,873 undergraduate students
- 629 graduate students
- 600+ faculty and staff
- 43,000+ alumni
- 60+ undergraduate majors
- 40+ undergraduate minors
- 12 master's degrees
- 5 Ph.D. programs
- 3 dual-degree honors programs



Where We're Going

- 494 new first-year undergraduates
- 339 new transfer students
- 260 new graduate students
- 7 new college leaders
- 6 new tenure-track faculty
- 20 faculty searches in 2022-23



New College Leaders



Robert Hawkins

Associate Dean of
Academic and Faculty
Affairs



Sharon Herring

Assistant Dean of
Financial
Administration



Carol Ann Lewald

Assistant Dean of
Undergraduate
Programs



Nash Dunn

Director of
Communications and
Marketing



Yarneccia Dyson

Head, School of
Social Work



Susanna Lee

Interim Associate Dean of
Interdisciplinary Affairs and
Partnerships



Julia Rudolph

Interim Head,
Department of History

Strategic Plan 2022-2027



go.ncsu.edu/chassplan



Assets

- Humanities and Social Sciences in STEM
- Interdisciplinary Excellence
- Collegial Culture
- Genuine Commitment to Students and Community
- New Leadership



Challenges

- Humanities and Social Sciences in STEM
- Equity Issues Impeding Growth and Student/Employee Success
- Stress and Burnout
- Over-reliance on State and University Resources
- Lack of Physical and Mental Space, Incentives to Collaborate

Strategic Plan 2022-2027



CALL TO ACTION

Shape the conversation to build a better future.



VISION

A just and sustainable world in which innovations and experiences are shaped by the questions and insights from the humanities and social sciences and a deep concern for all people and our planet.



MISSION

To serve the residents of North Carolina and meet the challenges of the 21st century by supporting excellence in teaching, research and student success, and by educating our students to be future leaders and responsible citizens with a distinctive willingness to engage in the life of their communities, their state and their nation.



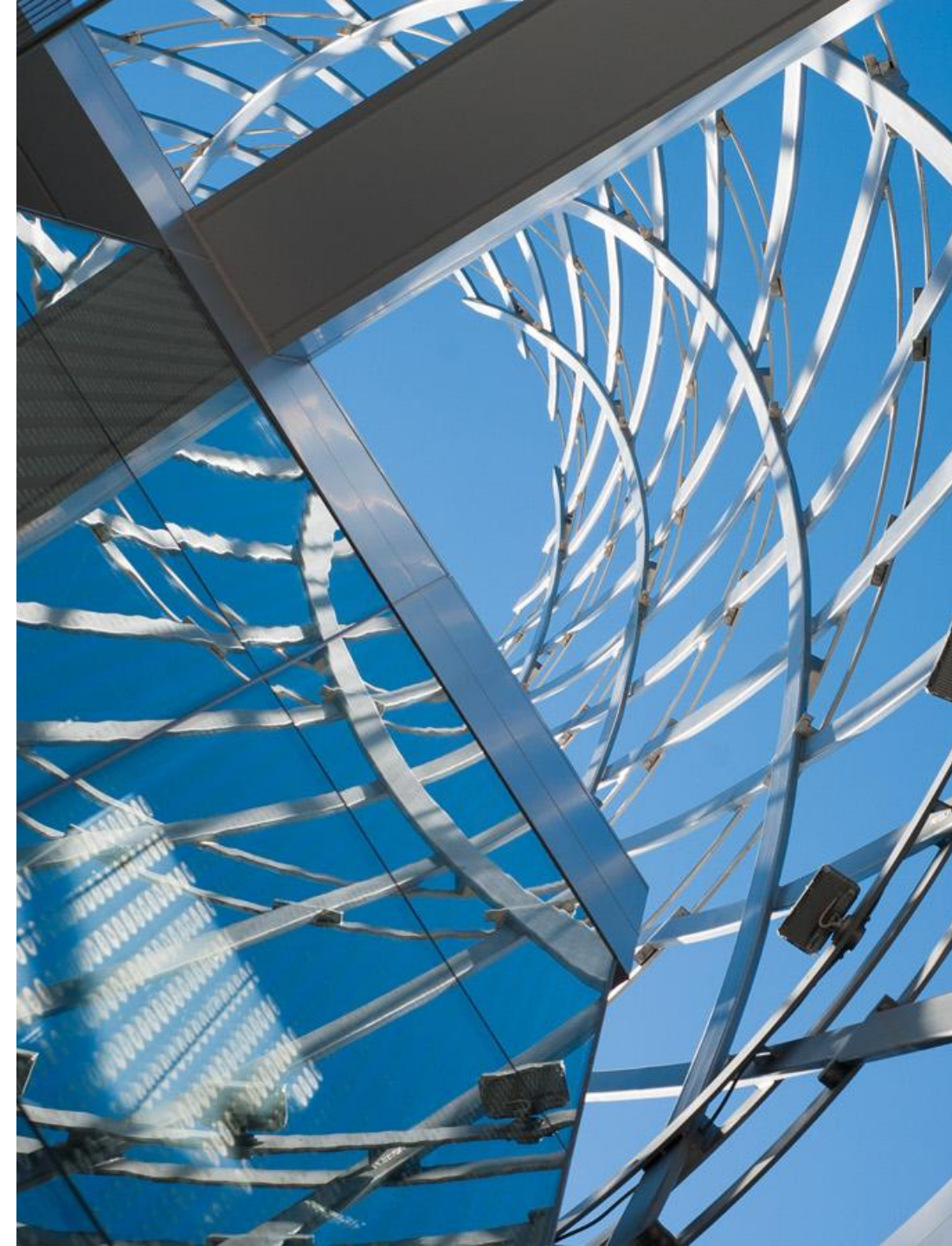
VALUES

Curiosity | Critical Thinking | Empathy | Diversity, Equity and Justice | Collaborative Innovation

Strategic Priorities

1. Be the nation's most innovative humanities and social sciences college

It's time to play big. Each of us must take initiative and pursue creative, entrepreneurial and collaborative actions to enhance the relevance of our teaching, research and student support; to improve our college's financial sustainability and independence; and to shine a light on the vital importance of the humanities and social sciences in our STEM-focused university, as well as in our state, our nation and the world beyond.



Strategic Priorities

2. Design and build for collaboration to help solve critical challenges

Invite, create and support interdisciplinary and cross-functional collaborative opportunities to enrich our work and our ideas, to deepen knowledge and understanding within the university and beyond, and to contribute to and shape new conversations and new solutions to the world's grand challenges.



Strategic Priorities

3. Take groundbreaking and effective action to promote diversity, equity and inclusion

New Initiatives:

- Graduate Student Stipend Increases
- Dean's Diversity Graduate Recruitment Fund
- Dean's Graduate Student Travel Fund
- Dean's Research Reboot Initiative
- Living Allowance for Residential Fellowships
- Diversity Mini-Grants
- Year of Feeding the Pack
- Salary Equity SHRA Employees/Professional Track



Strategic Mapping



Strategic Plan
2022-2027

		NC State Strategic Plan						
		Empower students for a lifetime of success and impact	Ensure preeminence in research, scholarship, innovation, and collaboration	Expand and advance our engagement with and service to North Carolina and beyond	Champion a culture of equity, diversity, inclusion, and belonging	Improve university effectiveness through transformative technologies, cutting edge processes, and actionable data	Lead in developing innovative partnerships, entrepreneurial thinking, and applied problem solving	Elevate the national and global reputation and visibility of NC State
College Strategic Plan	Be the nation's most innovative humanities and social sciences college					Resource Allocation Model		Competitive Leadership Searches
	Design and build for collaboration to help solve critical challenges						Responsible AI Program Public Science Fellows	
	Take groundbreaking and effective action to promote diversity, equity and inclusion	Grad Student Stipends, Top-Offs and Travel Fund Teagle Grant	Living Allowance for Residential Fellowships Research Reboot		Diversity Mini-Grants Feed the Pack			



Leaders

SUMMARY

Embody accountabilities over and above those expected of the broader community.

Support the development of a positive and effective organizational culture.

Lead to our values.

Contribute to thoughtful decisions that will help us achieve cultural and strategic goals.

Community

SUMMARY

Contribute to a positive environment in which we live, work and learn.

Share responsibility for creating a collaborative, supportive and respectful environment.

Demonstrate our values.

Embody our values in our work and interpersonal interactions.

Strategic Phases

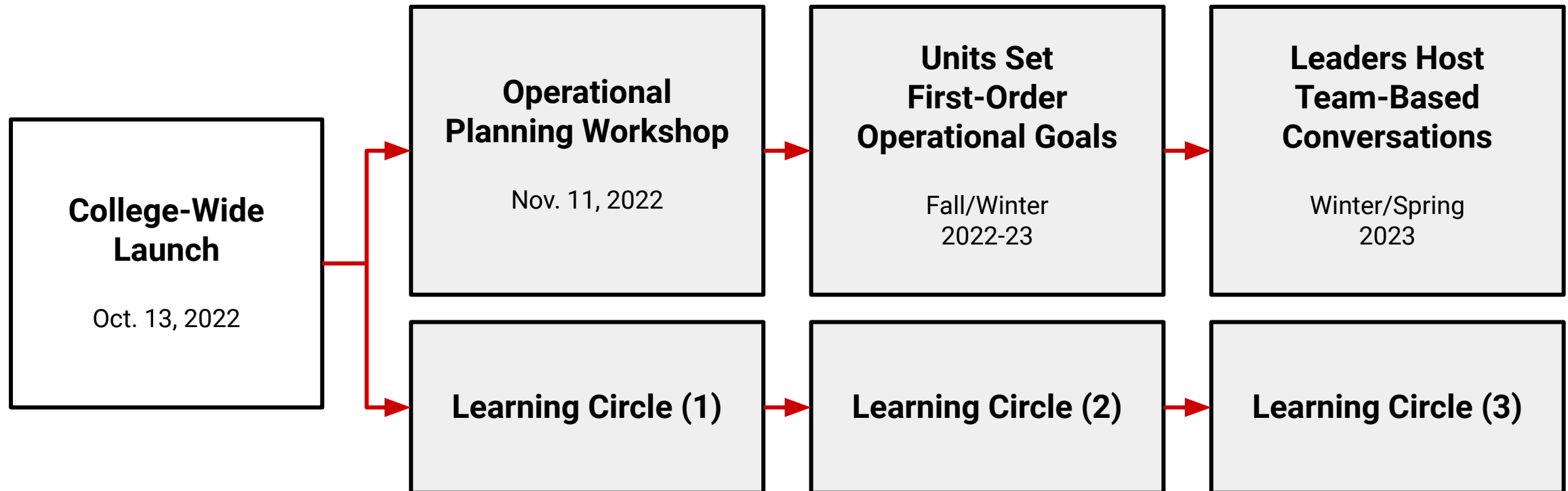
- **2022-23:** Deployment
- **2023-24:** Execution
- **2024-26:** Optimization
- **2026-27:** Re-definition



2022-23: Deployment and Alignment



Strategic Plan
2022-2027





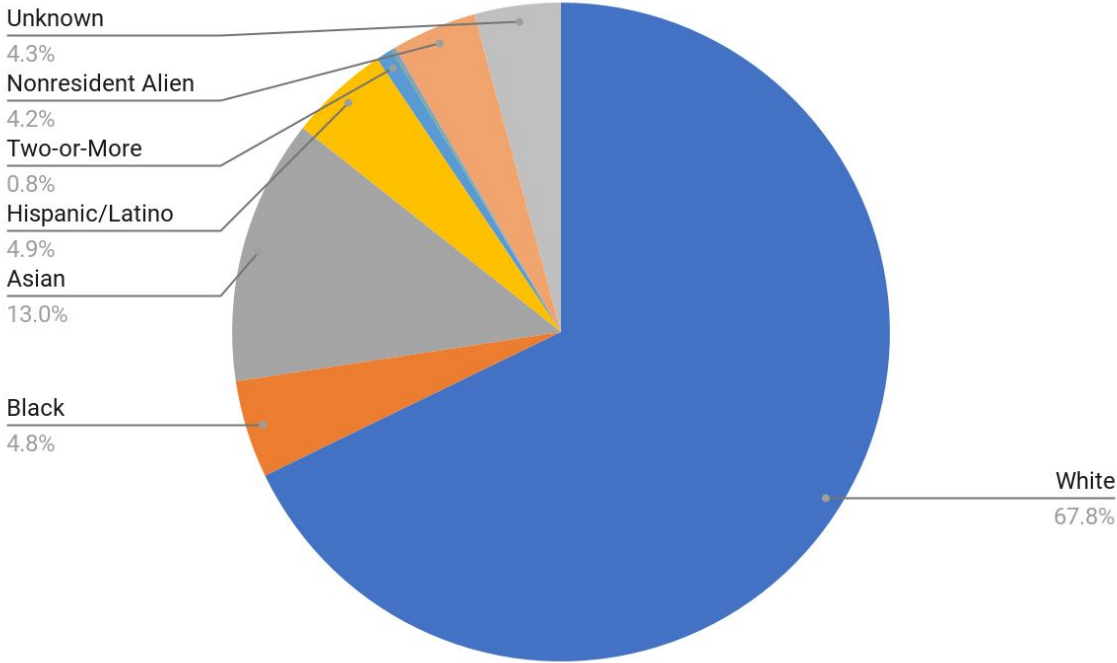
NC STATE Humanities and Social Sciences

Diversity, Equity and Inclusion

Diversity: T/TT Faculty

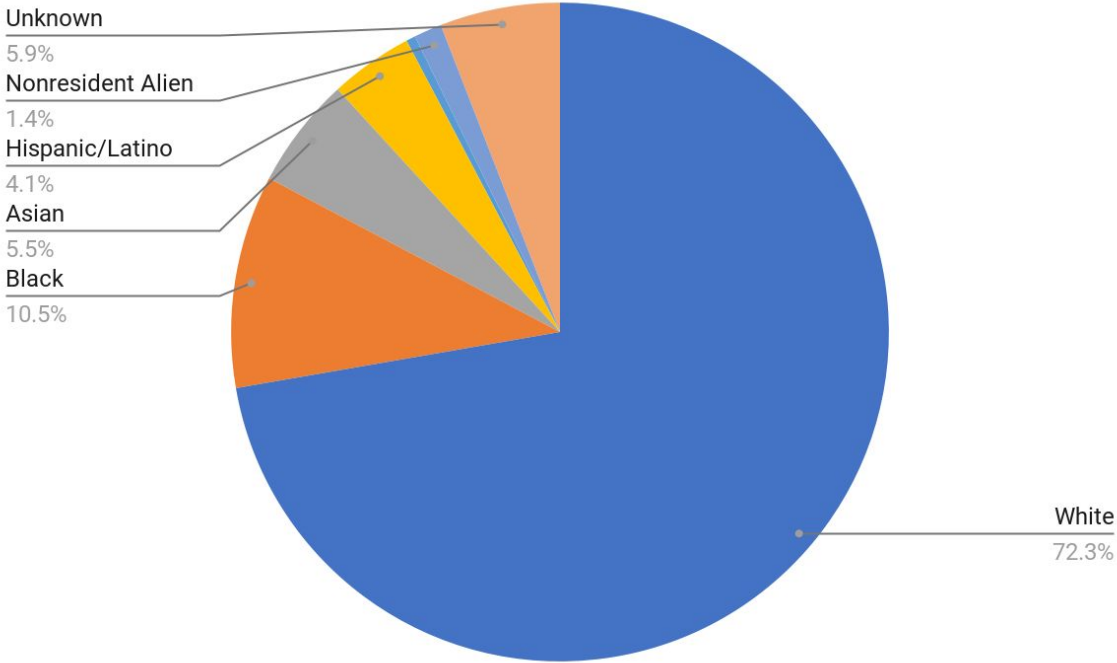
University

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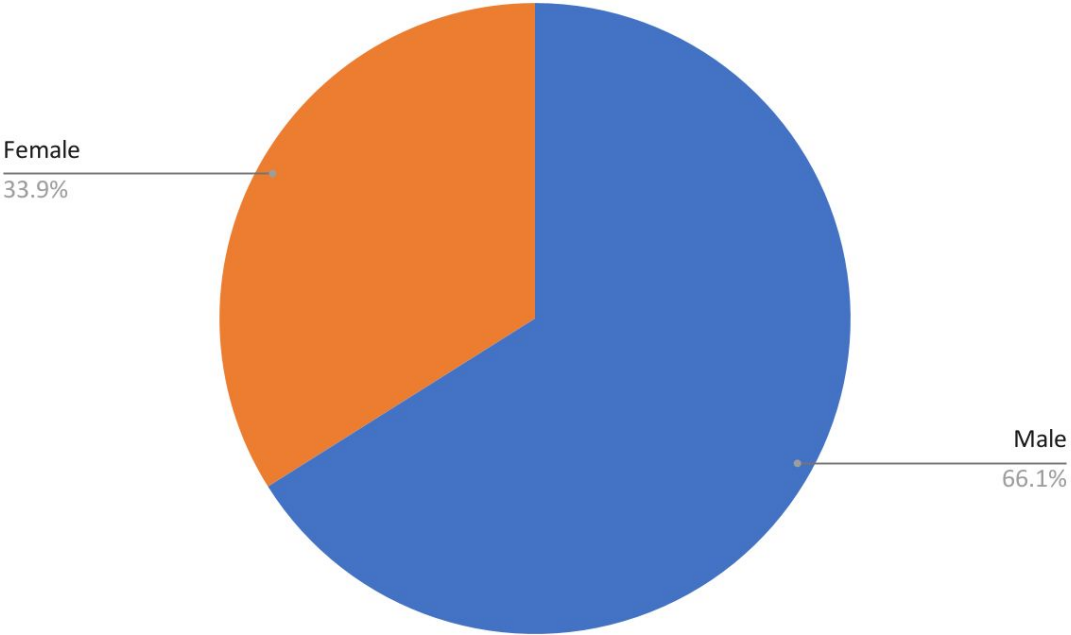
College

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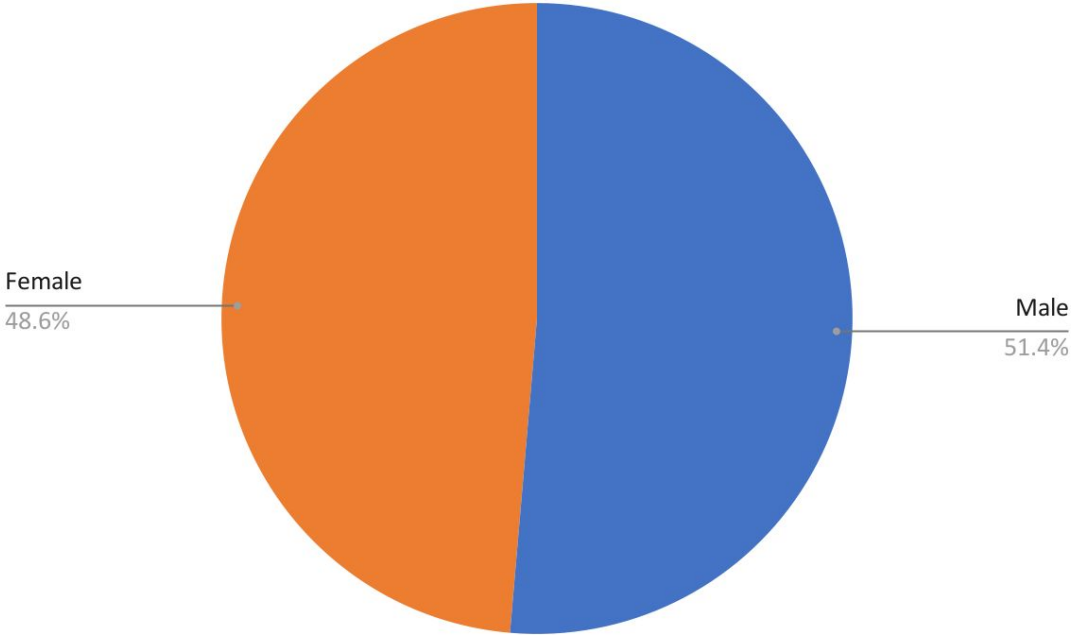


Diversity: T/TT Faculty

University



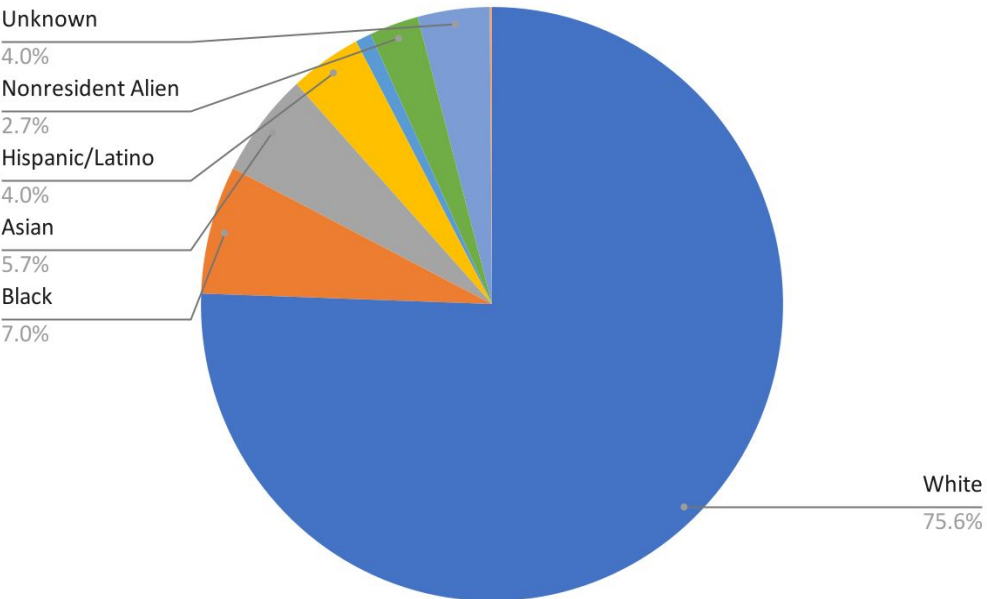
College



Diversity: Professional Faculty

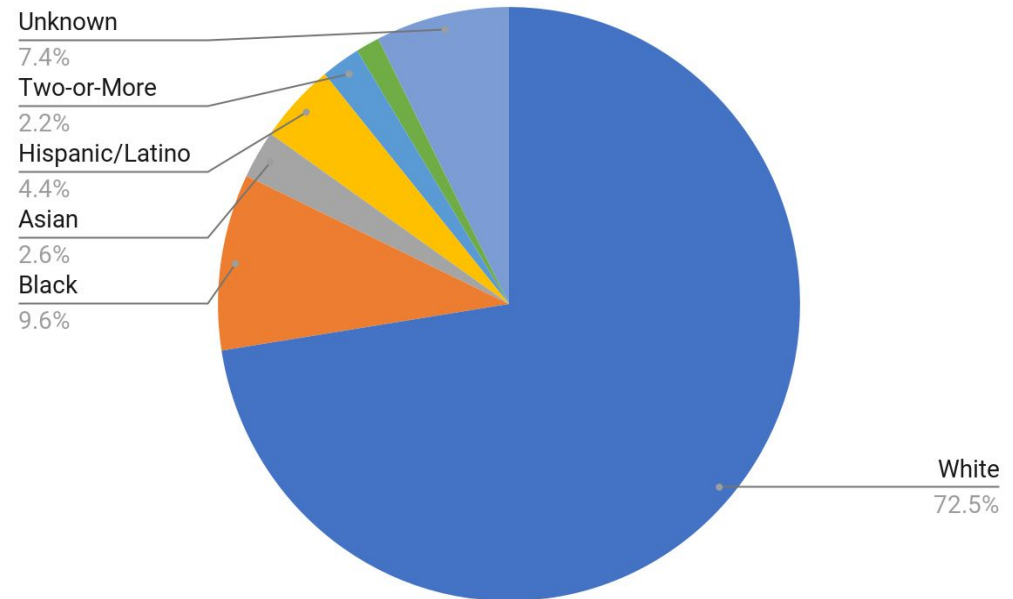
University

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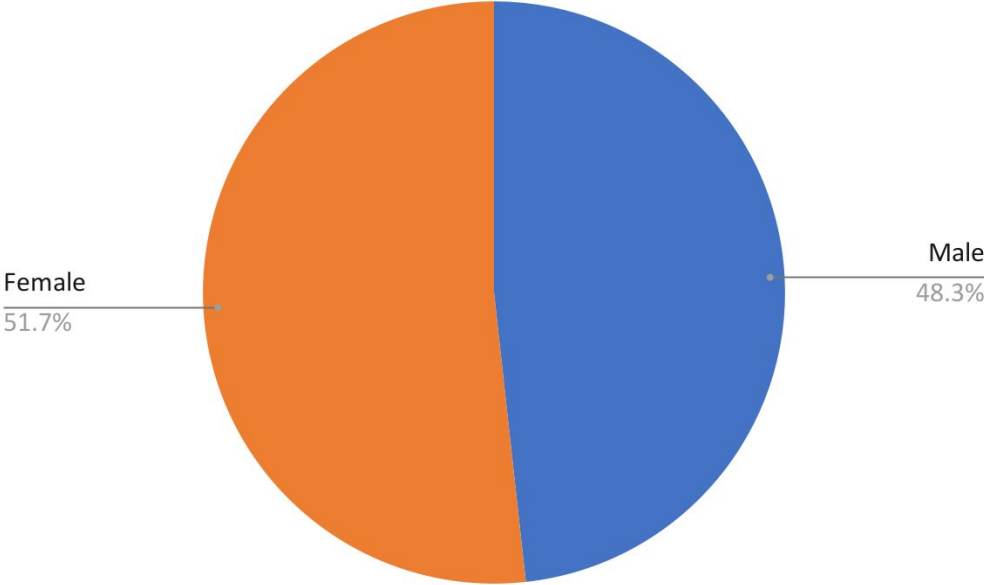
College

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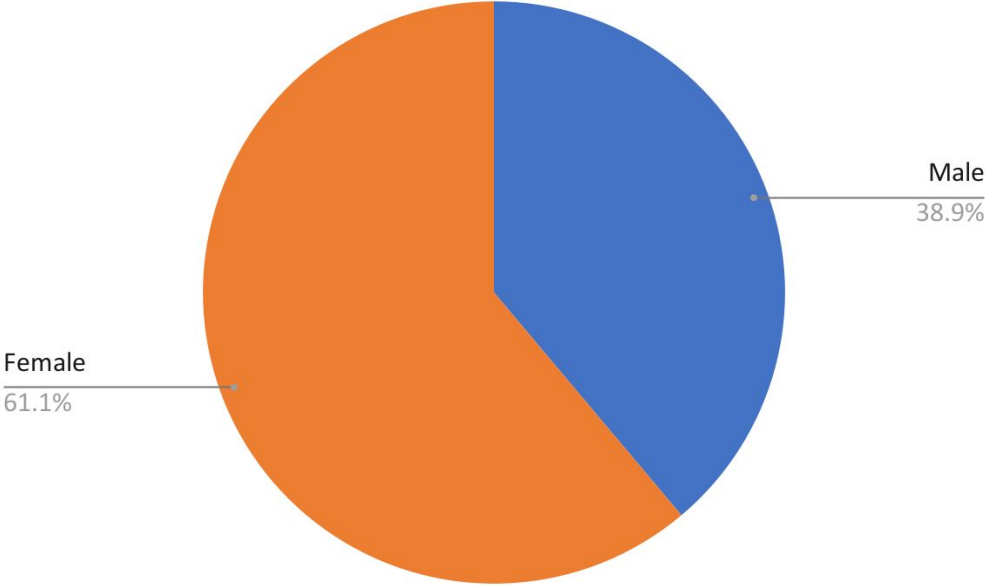


Diversity: Professional Faculty

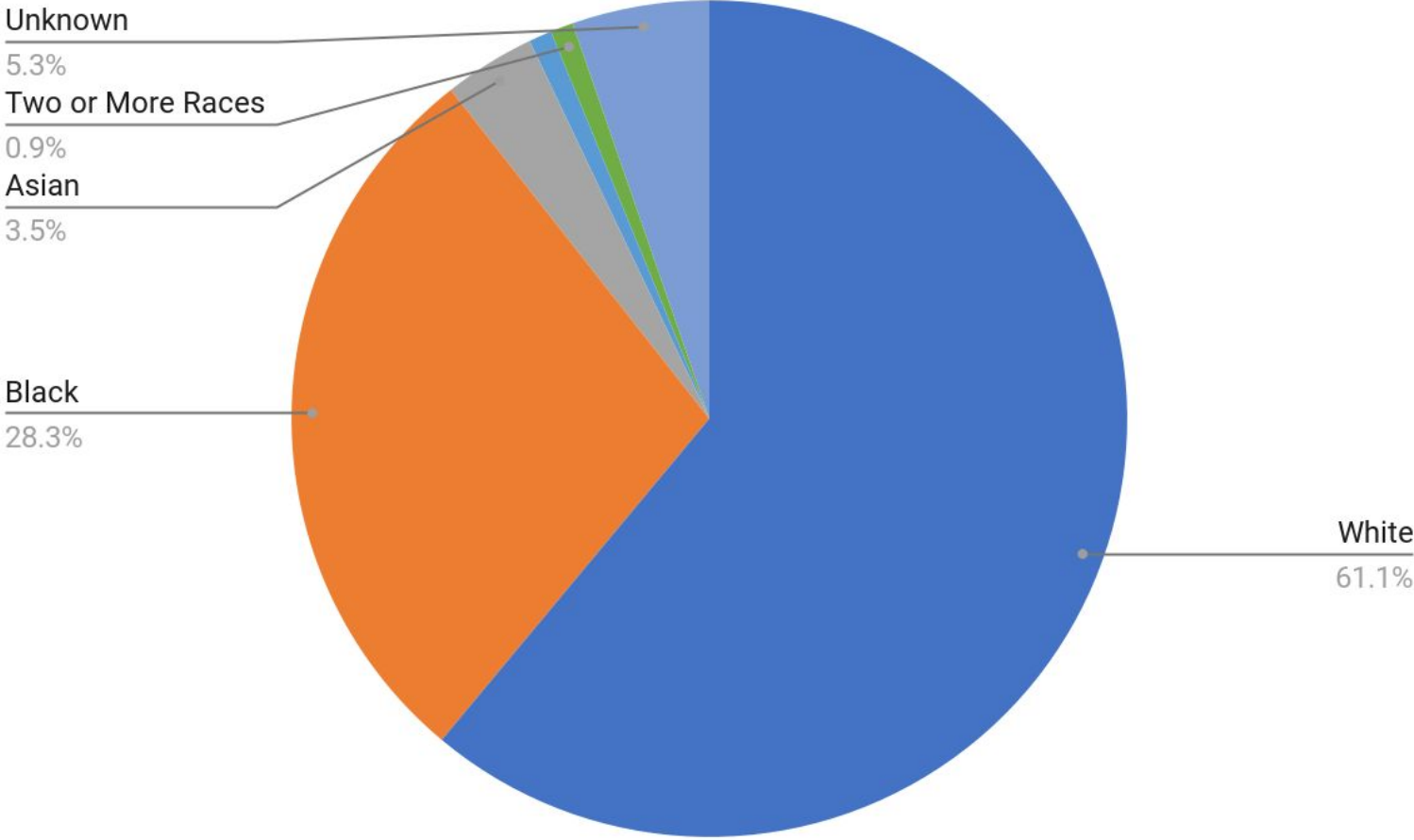
University



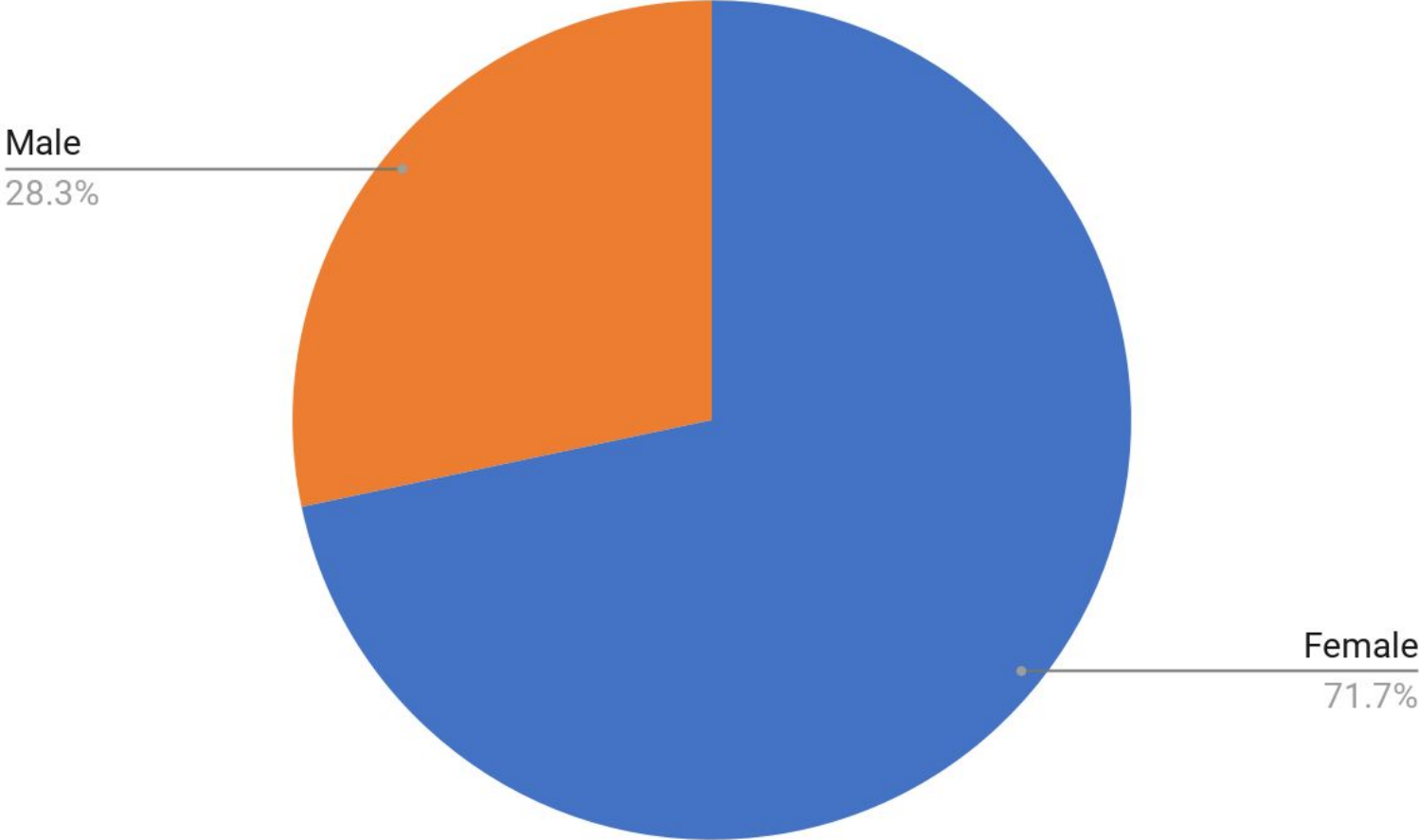
College



Diversity: Staff



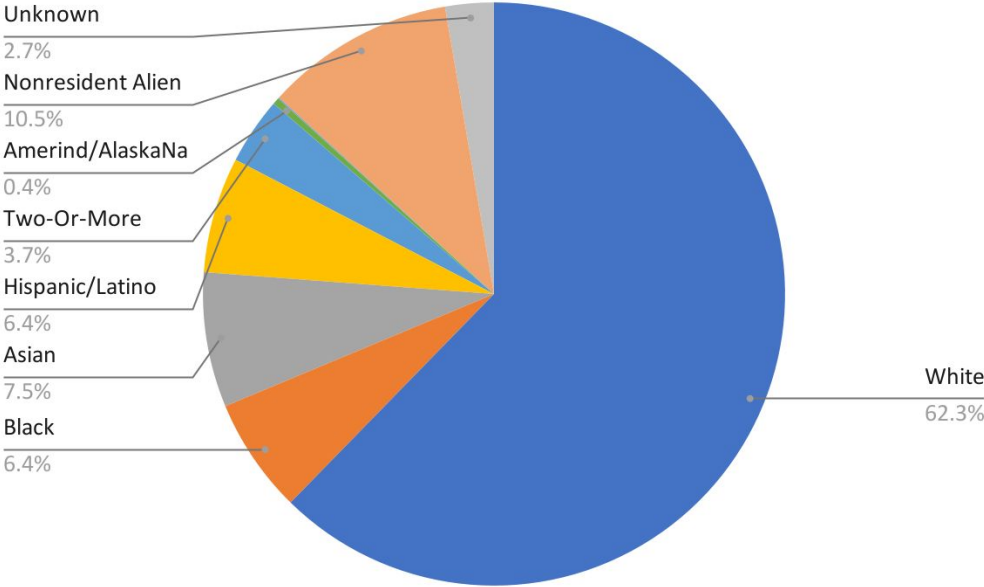
Diversity: Staff



Diversity: Students

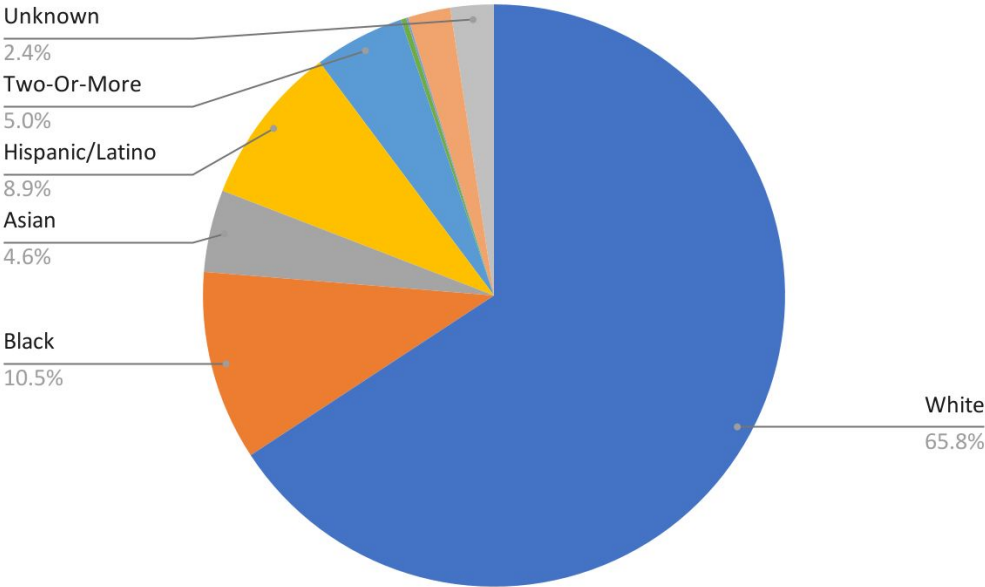
University

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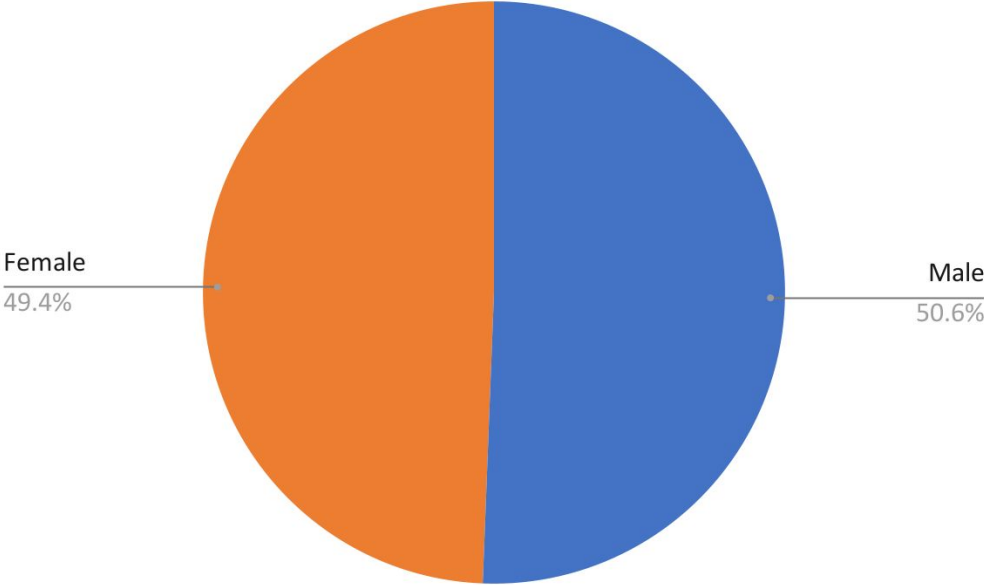
College

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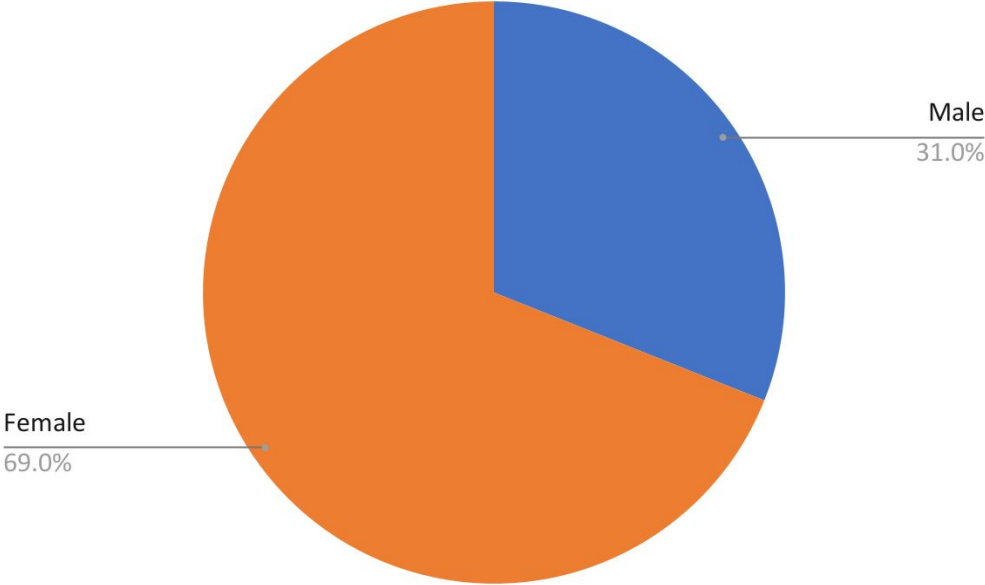


Diversity: Students

University

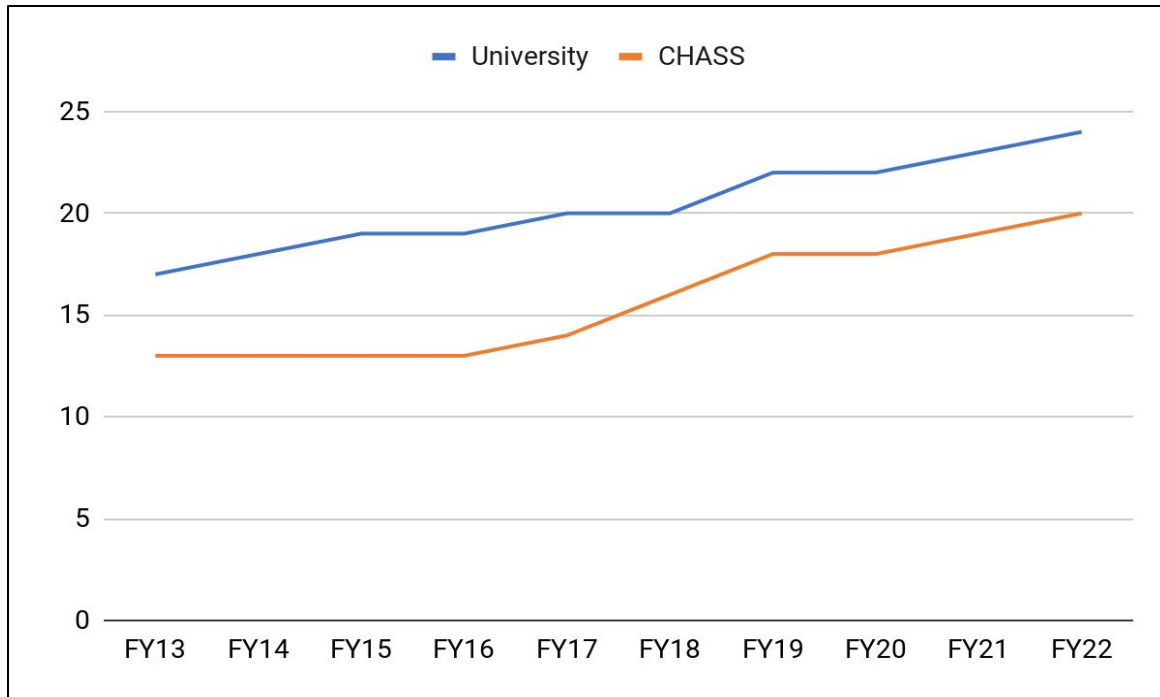


College

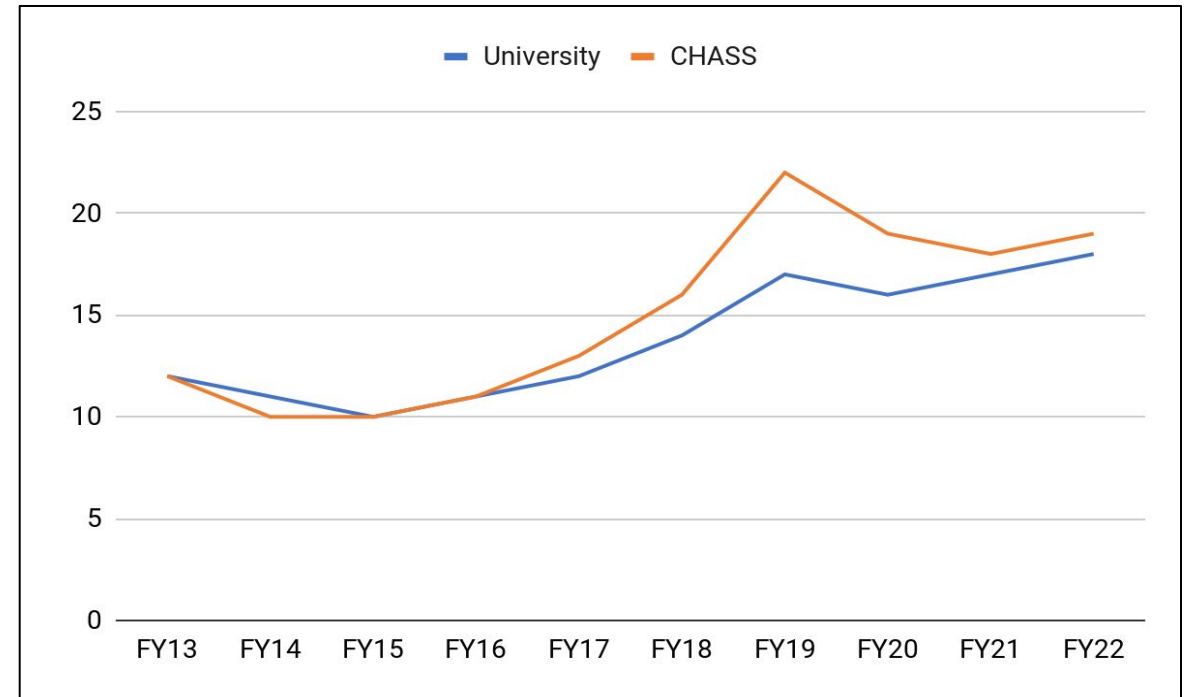


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T/TT

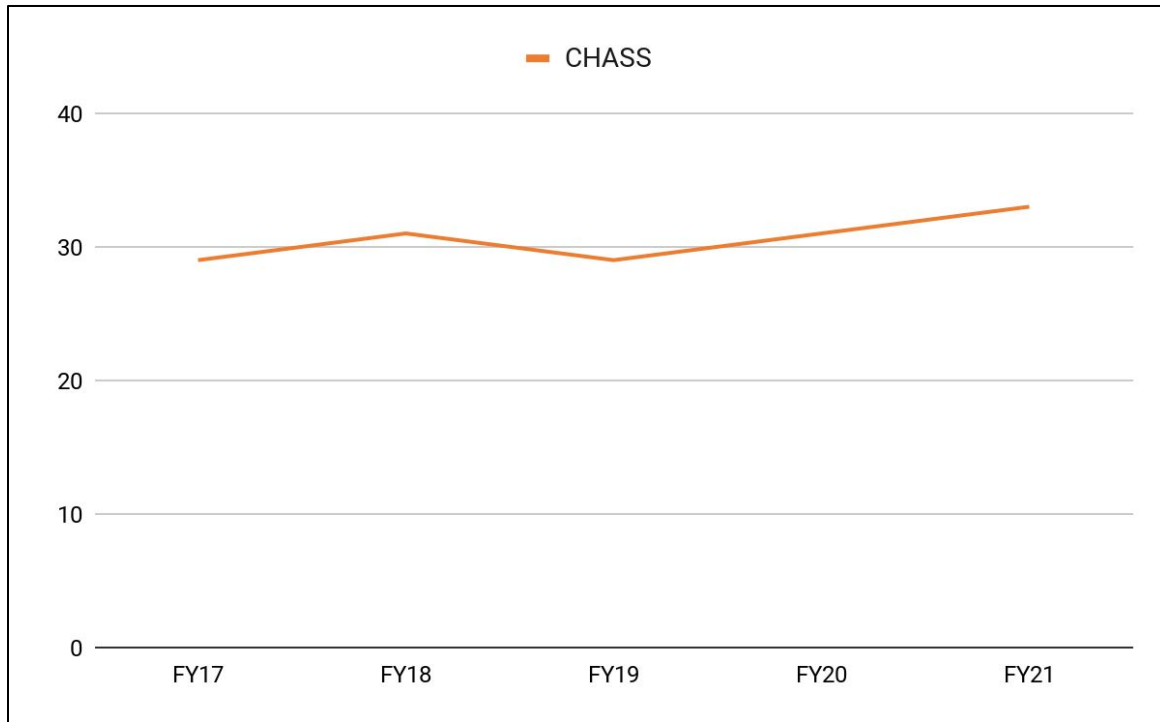


Professional

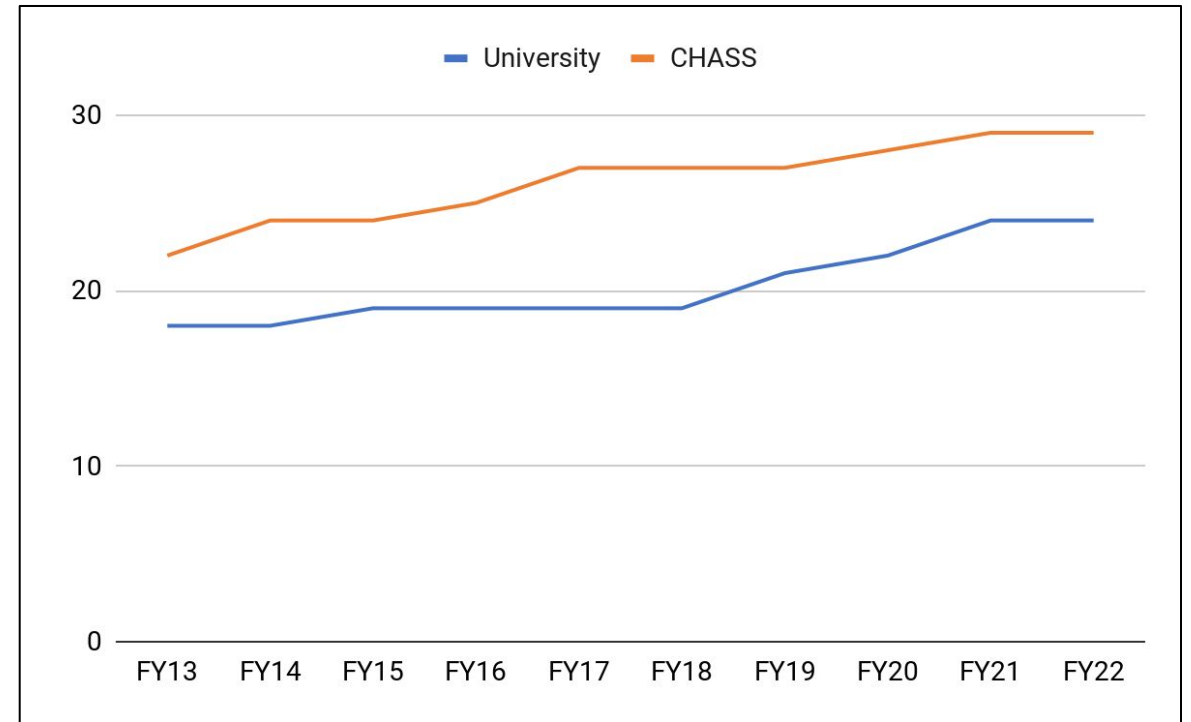


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Staff



Students



Salary Equity: Current Efforts

- Labor market increases: college principles
 - SHRA
 - Professional track & T/TT track
 - Other equity issues
- T/TT faculty to minimum
- Professional track faculty
- Graduate stipends



Dean's Reflections

- Faculty of color retention



Questions?

FACULTY/STAFF MEETING

College of Humanities and Social Sciences
Diversity, Equity and Inclusion

October 28, 2022

Office of Diversity, Equity and Inclusion

Team:

- Juliana Makuchi Nfah-Abbenyi, Associate Dean
- Sierra Kabir, Administrative Support Specialist
 - Also serves as backup to Dean's Executive Assistant
- Crissy Williams, Dean's Executive Assistant

SUMMARY

- Faculty Search Process
- Diversity Action Committee
- Annual SHRA & EHRA Non-Faculty Workshop
- Staff Appreciation
- Diversity Mini-Grants
- CHASS Paws and Say Thanks
- Wellbeing and Belonging

FACULTY SEARCH PROCESS

Guidelines for Faculty Searches

- Attracting a diverse pool of candidates
- Suggested sites to place ads to reach more minority candidates
- Supplementary information for finalists
- Search Committee Orientation & Unconscious Bias Training: OIED
- Search Committee Meeting: Dean, Associate Dean of DEI
- Search Committee meeting: NC State RDF Task Force

RECRUITING DIVERSE FACULTY



<https://recruitingdiversefaculty.wordpress.ncsu.edu/>

PURPOSE OF RDF

“The Recruiting Diverse Faculty Program aims to *increase the diversity of the faculty* that NC State departments recruit, with particular focus on groups that are historically underrepresented in their discipline.

The RDF program engages faculty in *peer-to-peer* discussions about the role of diversity in their department’s research, teaching, outreach and service responsibilities, and provides resources for attracting diverse candidates to NC State and current research about best practices for group decision-making.”

Daniel Dougherty, Professor of Physics & RDF Chair

DIVERSITY ACTION COMMITTEE (DAC)

History

- Diversity Advisory Committee (DAC) created in spring 2013
- DAC met twice in fall and spring semesters
- Six-member rapid response team created in spring 2017
- DAC renamed “Diversity Action Committee” in fall 2021
- DAC meets in September and as needed thereafter

DAC MEMBERSHIP BY UNIT

COM: Equity Action Committee; Convener: Elizabeth Nelson

ENG: Diversity Recruitment and Retention Committee; Chair: Helen Burgess

FLL: DEI Committee; Chair: Maryam Mohaghegh

HIS: Diversity, Equity, and Inclusion Committee; Chair: Katherine Charron

PRS: Diversity Committee; Chair: Timothy Hinton

PSY: Equity and Justice Committee; Chair: Vanessa Volpe

SPIA: Diversity Committee; Chair: Mark Nance

SSW: Diversity, Recruitment and Retention Committee; Chair: Nashia C. Whittenburg

S&A: Diversity Coordinator; Chair: Melvin Thomas

IDS: No committee (faculty have home departments); Rep: Natalie Bullock Brown

Staff Representative/Dean's Office; Crissy Williams

Staff Representative/CHASS staff senator; Claudia Kearney

Staff Representative/CHASS staff; Donise Benton

Staff Representative/CHASS Director of Student Diversity, Equity, and Inclusion; TBD

MAJOR DAC ACCOMPLISHMENTS

2013–2015:

- Recruitment and Retention Plans: “Suggested [Best Practices](#) for Recruiting and Retaining Faculty of Color”

2016–2017:

- Campus/College Climate: “Recommendations for Diversity and Inclusive [Classroom Strategies](#)”

2020–2021:

- Racism Audits: “Suggested [Strategies](#) to Promote Anti-Racism”

NEW HIRES: FALL 2015-FALL 2022

COLLEGE WIDE

Fall 2015: 16

Fall 2016: 12

Fall 2017: 12

Fall 2018: 4

Fall 2019: 10

Fall 2020: 10

Fall 2021: 3

Fall 2022: 6

BLACK FACULTY

Fall 2015: 6

Fall 2017: 7

Fall 2019: 2

Fall 2020: 2

Fall 2021: 1

Fall 2022: 1

OTHER FACULTY OF COLOR

Fall 2016: 2

Fall 2017: 3

Fall 2018: 1

Fall 2020: 1

Fall 2021: 1

Fall 2022: 2

BLACK FACULTY DEPARTURES

- Career Opportunities
- Systemic Institutional Barriers
- Climate within their Departments

STAFF APPRECIATION, October 12 2022



SHRA & EHRA NON-FACULTY PROFESSIONAL DEVELOPMENT & ADVANCEMENT

ANNUAL WORKSHOP

- Development Opportunities: “Educational Opportunities” and “Promotional Opportunities.”
- Promoting a Positive Work Environment: “Generations at Work” and “Microaggressions in the Workplace.”
- Ensuring a Healthy Workplace Environment: “Having Difficult Conversations” and “Preventing Bullying and Harassment.”
- Promoting Wellness and Community Partnership: “Wellness Opportunities” and “Partnering with the Community.”
- Professional Development: “Stress Management & Mindfulness.”

CURRENT DEI PROGRAMS/INITIATIVES

Workshops

- Infusing DEI and Antiracism Across the Curriculum

Diversity Mini-Grants

- Application Deadline is November 4, 2022

Say Thank You

- go.ncsu.edu/chassthankyou

NC STATE

CHASS Diversity Mini Grant

Submit your ideas for initiatives and research projects that further diversity, inclusion, wellness and belonging at the QR Code below!

An individual applicant or applicant lead must be affiliated with CHASS



DEADLINE EXTENDED TO FRIDAY NOVEMBER 4TH



Say Thanks!

NC STATE

Humanities and
Social Sciences

Know someone who's gone above and beyond? We'll send them a thank you note.



Send nominations to:
go.ncsu.edu/chassthankyou



DIVERSITY AWARDS

Chancellor's Creating Community Award

Outstanding College, Organization or Unit

- Recipient: College of Humanities and Social Sciences, 2016, 2018, 2021
- Recipient: English Department, 2022
- Nominee: College of Humanities and Social Sciences, 2017

Outstanding Student

- Recipient—CHASS student, 2020
- Nominees—12 CHASS Students, 2017, 2020, 2021, 2022

Outstanding Staff

- Nominees—2 CHASS Staff, 2018

Outstanding Faculty

- Recipient—CHASS Faculty, 2018
- Nominees—5 CHASS Faculty, 2017, 2018, 2022

Outstanding Student Organization

- Nominees—Department of Sociology and Anthropology Student Ambassadors, 2022

FUTURE INITIATIVES

In planning phase of activities related to:

- Wellbeing and Belonging
- Mentoring
- Equity Research Symposium/Keynote Lecture

We need your help & participation

- Nominate members of our CHASS community
- Email ideas of DEI initiatives to: jmphd@ncsu.edu

STRATEGIC GOAL

NC State University

Strategic Plan 2020-2030

- Wolfpack Goal 4

Champion a culture of equity, diversity, inclusion, belonging and wellbeing in all we do.

College of Humanities and Social Sciences

Strategic Plan 2022-2027

- CHASS Priority 3

Take groundbreaking and effective action to promote equity, diversity and inclusion.



**THANK
YOU!**