

President's Commission on Race and Ethnicity

Mid-year Report

Fall 2005 PCORE Initiatives

Special Projects Committee: Follow up on the Campus Climate Survey

PCORE collaborated with Employee Council, PCSW, PCLGBT and HR and EOP to organize a series of Campus Climate Brown Bag Panels in fall and spring. The fall program on October 6th was about 'Demystifying Hiring Practices at Emory.'

The spring program will be on Thursday, March 9th noon in Winship Ballroom and is tentatively titled: "Campus Climate Survey: Where are we now with the Results? What's next?" Del King, Sr. Director of HR and PCORE member, is assisting to develop a panel from various departments and schools that have begun working on an action plan. The representatives will describe the process they used in analyzing the survey data and identifying an action plan.

We co-sponsored the Unity Keynote on "Talking Race Post-Katrina" in the Law School Tull Auditorium. The speakers were Dr. Lawrence Bobo and Dr. Marcyliena Morgan of Stanford University's Center for Comparative Studies in Race and Ethnicity.

Jennifer Crabb, our wonderful webmaster, has updated our website to include new events and survey follow-up. LaShanda Perryman has designed a few PCORE posters for possible use by the EOP office.

Faculty Opportunities and Concerns Committee

We have had two meetings with Hispanic/Latino and African-American faculty of color to identify concerns and ways to support their retention and recruitment of more faculty of color. We will have two more focus groups in the spring to include Asian American faculty. We are drafting a summary report to the President and Provost of our findings. In January, we will be meeting with Claire Sterk in the Provost's Office to discuss faculty of color development, recruitment and retention. Another project is to analyze the faculty of color survey responses in the Campus Climate Survey with HR.

Staff Opportunities & Concerns Committee

We are following up on Campus Climate Survey results and action plans set by Human Resources. Current research is being done on the use of the grievance processes and what options staff has to address a concern.

We are collaborating with PCSW on:

1) finding out salary data and identifying numbers of women and underrepresented staff by job titles to further analyze equity issues.

2) Work-Life Task Force. We will be discussing these work-life balance issues in spring meetings and communicate these to the new Emory task force, a PCSW initiative, led by Rosemary Magee and Peter Barnes.

Student Opportunities & Concerns Committee

- We sponsored a Fall Race/Diversity Dialogue with Provost Lewis in November for students and the community. Had a good turnout and interesting discussion on many topics including diversity integration and the new Strategic Plan.
- We have invited the Admission Office staff to our February 2006 meeting to discuss the decreasing numbers of African American students (a 20% decrease in a ten year period, JBHE) and a strategic plan to recruit Latino/Hispanic students.
- Dr. John Ford presented the survey results from the CLASS survey taken last year to PCORE, and we have the CD to further examine and analyze the data on diversity findings.
- Dr. Pat Marsteller presented a new grant at Emory called “Seeding Diversity in the Sciences” which will develop mentoring programs for underrepresented students in the college and graduate schools. Emory is part of this national project, along with Harvard, Duke, and 15 other institutions. This grant will require new collection of data on student retention in the sciences and qualitative information on student experience.
- Collaborate with Latino Task Force on increasing Latino/Hispanic student enrollment and identifying barriers and pathway opportunities
- Suggestion that PCORE explore the development of Korean language classes and a Korean Studies Program

Professional Development Fund Committee

PCORE received 23 applications and are proceeding to grant 15 professional development fund awards (\$300 - \$350) to junior tenure-track faculty and staff to assist with their participation in conferences and training.

Race & Ethnic Leadership Committee

We drafted and sent a letter requesting representation of PCORE on the upcoming search for the Vice Provost for Diversity, Community, and Institutional Development. The Chair has received confirmation of membership on the search committee, and that the work will begin in spring semester. We are identifying ways to learn of new openings and to share that information to widen the application pool.

Historical Records/By-laws Review Committee

We amended the by-laws to change the term of Chair to one year, and that the Chair will sit on the Executive Board the following year to mentor/advise the new Chair.

Collaborative Efforts with PCLGBT, PCSW and Employee Council:

- We co-sponsored a Holiday Party for all commission and Employee Council members on December 8th. The party was hosted by Equal Opportunity Programs office and President Wagner attended the festive gathering.
- We are requesting administrative assistance from the EOP office to assist our organizations in clerical and organizational tasks.
- PCORE will be meeting with Development and University Relations (DUR) staff working on Emory's branding initiative in spring to provide input on shaping and defining the Emory experience and to learn more about their efforts.