Executive Summary

Blueprint for Academic Excellence
Diversity and Inclusion
AY2021-2022

Highlights

Mission Statement

Vision Statement

Values Statement

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Goals - Looking Back
No goals have been entered for this section.

Goals for the current Academic Year.

Goals - Real Time
No goals have been entered for this section.

Goals - Looking Ahead

Goals for the next Academic Year.

Goal 1 - ODI - Increase the representation and number of full-time URM faculty across academic units.

Goal Statement	
Linkage to University Goal	• Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.
Alignment with Mission, Vision, and Values	The University of South Carolina values diversity in the composition of our students, faculty and staff. It is the compositional diversity of our campus community that ensures that the multiple perspectives needed to adequately prepare our students, faculty and staff for personal and institutional success exist.
Status	Progressing as expected (multi-year goal)
Action Plan	Develop training resources and update procedures to improve faculty search committee member understanding of diversity, equity, and inclusion as a university goal and a goal of faculty search processes; and provide resources and tools to more adequately conduct more equity-minded search processes.
Achievements	Over the past year the Council of Academic Diversity Officers (CADO) has implemented search committee training (primarily for search committee chairs and affirmative action advocates). Four training sessions were provided in the fall in partnership with the Offices for International Scholars, Talent Acquisition, and Equal Opportunity Programs. Every academic unit was represented at the training sessions.
Resources Utilized	
Goal Continuation	While the training sessions were well received and generally effective, they remain heavily compliance oriented and may not adequately address why diversity, equity and inclusion are important values or how these values may not be universally upheld in the search process. As such, the Office of Diversity and Inclusion in partnership with CADO will continue to refine the training and offer supplemental alternatives to face-to-face delivery.
Goal Upcoming Plans	Continue to refine search committee training to address bias awareness, offer additional resources to assist search committees and offer supplemental alternatives to face-to-face delivery.
Resources Needed	

Goals - Looking Ahead

Goal Notes	

Goals - Looking Ahead

Goal 2 - ODI - Increase the representation and number of full-time URM faculty across academic units.

Goal Statement	
Linkage to University Goal	• Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.
Alignment with Mission, Vision, and Values	The University of South Carolina values diversity in the composition of our students, faculty and staff. It is the compositional diversity of our campus community that ensures that the multiple perspectives needed to adequately prepare our students, faculty and staff for personal and institutional success exist.
Status	Progressing as expected (multi-year goal)
Action Plan	Develop and implement programs that promote the retention of URM faculty
Achievements	Past programs have included the following: - New Faculty Tour of Columbia - The support for and creation of new faculty affinity groups (e.g., Black Faculty Caucus, Latino/Hispanic Faculty Caucus) - Faculty mentorship through membership with the National Center for Faculty Development and Diversity (NCFDD)
Resources Utilized	
Goal Continuation	The programs that we've developed are well supported/attended by faculty and provide meaningful engagement for URM faculty specifically that leads to creating a sense of belonging and support. However, the work is ongoing and must go beyond mere programs and move to the evaluation policies and practices that impact full-time faculty retention, tenure, and promotion (i.e., the impact of student evaluations on tenure and promotion files, the distribution of faculty workloads and responsibilities, etc.)
Goal Upcoming Plans	- Expand the New Faculty Tours to allow an additional opportunity for new faculty to develop relationships beyond their department and academic unit. - in partnership with CADO, develop a URM retention strategy (with resources considerations) to be discussed with CAD and the provost. - Develop and implement a doctoral graduate sharing program (possibly a reception) with Clemson and MUSC to promote the in-state retention of doctoral graduates. - In partnership with the provost, develop a URM post-doc program.

Goals - Looking Ahead

Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goal 3 - ODI - Increase the engagement of students, faculty, staff, administrators and members of the community in courses, trainings and events that promote the awareness and understanding of diversity, inclusion, critical analysis, and civil discourse.

Goal Statement	
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.
Alignment with Mission, Vision, and Values	Ensuring that each member of our university community is valued and affirmed is the foundation of creating a campus of ideas where experimentation, learning, and growth are at the core of who we are and what we do. Yet, inclusion cannot be achieved unless we intentionally engage our university community in the learning, understanding and practice of empathy, critical analysis and civil discourse. This intentional engagement is critical in the preparation of student leaders and the foundation for an inclusive campus culture.
Status	Progressing as expected (multi-year goal)
Action Plan	Increase participation in programs intended to engage our university community around topics that promote an understanding of the values diversity, inclusion, community-building, empathy, critical analysis and civil discourse (i.e., Dive-In Lunches, Finding Common Ground Forums, etc.)
Achievements	Over the past year the Office of Diversity and Inclusion has organized a number of programs to include the President's Dive-In Lunch series, Finding Common Ground Forums, MLK Weekend and the University's first Diversity Week. Programs have been sparsely attended and mostly (if not exclusively) attended by people who already acknowledge strong alignment and understanding of these values.
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	Our goal for the coming year is to reach beyond the "traditional" people who attend our programs and expand attendance and engagement. We will also pilot assessment of each program to determine if the learning or knowledge objectives are met.
Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goal 4 - ODI - Increase the engagement of students, faculty, staff, administrators and members of the community in courses, trainings and events that promote the awareness and understanding of diversity, inclusion, critical analysis, and civil discourse.

Goal Statement	Increase the engagement of students, faculty, staff, administrators and members of the community in courses, trainings and events that promote the awareness and understanding of diversity, inclusion, critical analysis, and civil discourse.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.
Alignment with Mission, Vision, and Values	Ensuring that each member of our university community is valued and affirmed is the foundation of creating a campus of ideas where experimentation, learning, and growth are at the core of who we are and what we do. Yet, inclusion cannot be achieved unless we intentionally engage our university community in the learning, understanding and practice of empathy, critical analysis and civil discourse. This intentional engagement is critical in the preparation of student leaders and the foundation for an inclusive campus culture.
Status	Progressing as expected (multi-year goal)
Action Plan	Develop and implement new courses, training programs and events that promote engagement in topics that align with our university values and support inclusive excellence.
Achievements	Last year, the Office of Diversity and Inclusion in partnership with CADO and the Center for Teaching Excellence established a new certificate of completion program, Teaching Towards Inclusive Excellence (TTIE). The TTIE program was designed to provide an opportunity for faculty, instructors, and teaching graduate students to strengthen their strategic diversity leadership capacities both within and outside their classroom and to support USC's commitment to inclusive excellence. There were 73 program "graduates" who were acknowledged on May 2, 2019.
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	We will continue the program while adding a phase two for recent "graduates." Phase two will consist of a grant opportunity that is intended for faculty to develop a sustainable course design that promotes student engagement and understanding regarding diversity, equity, and inclusion.

Goals - Looking Ahead

Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goal 5 - ODI - Increase the engagement of students, faculty, staff, administrators and members of the community in courses, trainings and events that promote the awareness and understanding of diversity, inclusion, critical analysis, and civil discourse.

Goal Statement	
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.
Alignment with Mission, Vision, and Values	Ensuring that each member of our university community is valued and affirmed is the foundation of creating a campus of ideas where experimentation, learning, and growth are at the core of who we are and what we do. Yet, inclusion cannot be achieved unless we intentionally engage our university community in the learning, understanding and practice of empathy, critical analysis and civil discourse. This intentional engagement is critical in the preparation of student leaders and the foundation for an inclusive campus culture.
Status	Progressing as expected (multi-year goal)
Action Plan	Expand SC Collaborative on Race and Reconciliation programming and the capacity of the Welcome Table SC (specifically) as an engagement tool within the university and in communities across SC.
Achievements	This past year the SC Collaborative hosted our first Equity Summit. The summit was created to bring people and organizations who are interested in and/or committed to the continuous engagement of our communities for the sake of promoting racial reconciliation and community healing. Our first summit had over 250 attendees. The South Carolina Youth Collective (SCYC) launched this year, sponsored in part by a two-year major gift from the John S. and James L. Knight Foundation Fund at Central Carolina Community Foundation. SCYC has two components. The first is a book club for teens. The second is a four-day intensive fellows program for high school students centering civil rights history, Welcome Table SC sessions, and civics education.
Resources Utilized	

Goals - Looking Ahead

Goal Continuation	Continue to raise money for programs under SCCRR and expand community Welcome Tables, the Equity Summit, and the SCYC.
Goal Upcoming Plans	Continue to raise money for programs under SCCRR and expand community Welcome Tables, the Equity Summit, and the SCYC.
Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goal 6 - ODI - Improve the sense of inclusion amongst all university community members

Goal Statement	
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.
Alignment with Mission, Vision, and Values	Ensuring that each member of our university community is valued and affirmed is the foundation of creating a campus of ideas where experimentation, learning, and growth are at the core of who we are and what we do. Yet, inclusion cannot be achieved unless we intentionally engage our university community in the learning, understanding and practice of empathy, critical analysis and civil discourse. This intentional engagement is critical in the preparation of student leaders and the foundation for an inclusive campus culture.
Status	Progressing as expected (multi-year goal)
Action Plan	• Expand the awareness of Bias Incident Reporting and create a response team to systematically address policy and procedural concerns that may arise • Improve the communication of diversity and inclusion as a strategic imperative • Perform biennial climate survey
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	Working with the Director for the Office of Equal Opportunity Programs, create a new Affirmative Action Advisory Committee - comprised of senior administrators - to review discrimination and bias complaints and determine the most appropriate actions to create a more inclusive and equitable campus community. In the spring, we will conduct our second all-campus climate study.
Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goal 7 - OCESL - Develop and communicate university definitions and criteria for community engagement and service learningOCESL - Improve the reporting and increase the use of community engaged research and scholarship, projects, and service learning courses across the university.

Goal Statement	
Linkage to University Goal	• Create new pathways to research excellence to become AAU eligible.
Alignment with Mission, Vision, and Values	The Office of Community Engagement and Service Learning (OCESL) is building structure and capacity to serve as the university's single point of connection between the research and service needs of community organizations and the research, scholarship and service interests of the university's faculty, staff and students. Additionally, OESL promotes service learning as a means to provide opportunities for faculty to connect concepts and theories taught in their classes with "real world" experiences that meet the needs of our communities and organizations that serve them. As such, OESL is also endeavoring to build structure and capacity to educate and directly support faculty in the creation, execution and assessment of service learning courses.
Status	Progressing as expected (multi-year goal)
Action Plan	**Complete the development of the OESL website.** The website will serve as the primary medium through which community members and organizations gain a better understanding about the ways that the university engages with communities and community organizations. It will also serve as the primary medium through which community members and organizations express their research and/or service needs with the expectation that they will be connected to faculty and/or staff who have similar research and service interests.
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	
Goal Notes	

Programs or Initiatives

Effective Programs or Initiatives
List your most effective programs/initiatives toward fulfillment of mission.

Program Launches
List any programs/initiatives that were newly launched during the Academic Year or any programs/initiatives you would like to launch in the coming year(s). Describe the program/initiatives, provide financial requirements (including additional staff), and academic year in which you would launch. What key performance indicators are you utilizing to track the success of this program?

Program Terminations
List any programs that were newly terminated or discontinued during the Academic Year. Provide justification as to why the program was discontinued.

Program Rankings
List any nationally ranked or external recognition during the Academic Year. For each, provide the formal name of the program followed by the name of the organization that issued the ranking, the date of notification, effective date range, and any other relevant information.

Initiatives and Fees

Initiatives
Describe any new initiatives your unit will need for the coming year.

Fees
List any new or changed fees that your unit has implemented or had to take on in the last academic year.

Community Engagement

Community Perceptions

Describe how your unit assesses community perceptions of your engagement, and how the unit assesses the impact of community engagement on students, faculty, community and the institution. Provide specific findings.

Collaborations

Internal Collaborations

List your Unit's most significant internal collaborations and multidisciplinary efforts that are internal to the University. Details should be omitted; list by name only.

External Collaborations

List your Unit's most significant external collaborations and multidisciplinary efforts that are external to the University. Details should be omitted; list by name only.

Campus Climate and Inclusion

Campus Climate and Inclusion

Activities the unit conducted that were designed to improve Campus, Climate, and Inclusion.

Concluding Remarks

Weaknesses and Plans for Improvement

What is your unit struggling with? What plans do you have to overcome the weakness that you have faced in the next academic year.

Key Issues

Identify key issues or potential challenges your unit will encounter this coming year and the steps you plan on initiating.

Quantitative Outcomes

Explain any surprises regarding data provided in the quantitative outcomes modules throughout this report.

Cool Stuff

Describe innovations, happy accidents, good news, etc. that occurred within your unit not noted elsewhere in your reporting.