

# College of Architecture University of Nebraska-Lincoln

## College Diversity Plan

April 22, 2021

### Development and Implementation

During the academic year of 2018-2019, the College of Architecture developed its Strategic Plan 2019-2024 through an extensive process involving faculty, staff, students, administration, alumni, and professional advisors and external consultants. The stakeholders participated in a 2-day retreat, along with 3 additional day-long workshops over a period of approximately four months before the plan was solidified and launched. Several areas in the plan have a strong emphasis on strategies, activities, and measures that prioritize equity, diversity, and inclusion in such a manner that they can serve as a framework for a more focused College Diversity Plan. The intent of this document is to initiate action as a springboard for development of the Dean's Commission on Diversity and an inclusive and detailed College Diversity Plan to be unveiled on Martin Luther King Day 2022.

Just as the College of Architecture Strategic Plan gathered input from various constituencies, it is anticipated that the College Diversity Plan will also solicit and express input from a broad audience in establishing priorities and implementation tactics. A newly established Dean's Commission on Diversity will be tasked with creation of the College Diversity Plan through examination of working and best practices to develop advice and recommendations for making the College a welcoming environment where people can thrive.

### Areas of College of Architecture Strategic Plan related to Equity, Diversity and Inclusion:

*Diversity and Inclusion: Attract and engage a diverse population committed to intellectual discovery in the allied design/planning professions. (this statement is from earlier work towards our strategic plan)*

We will gauge our overall success by measuring the:

- Draw of our community's creative ecosystem, seen in student demand as well as faculty and staff recruitment and retention;
- Diversity and breadth of backgrounds of our students, staff, and faculty.

### CONNECTION + COLLABORATION

*Our strong and mutually productive connections with the design and planning communities, university partners, and the public foster a close-knit creative community committed to creating a resilient, healthy*

*and beautiful world. We seek the enhanced impact we can only have together.*

Establish outreach fora for studios, meetings, exhibits, lectures and public interaction; through programming and partnerships (NebraskaXdESIGN)

- Develop and deliver programming for various audiences and purposes.
- Identify and develop relationships with (or leverage our PAC and alumni) potential funders (Omaha Foundations likely to fund tuition for underprivileged and underrepresented students, workshops, etc)

**Measures:**

- Elevate public awareness of quality and impact of design in Nebraska;
- Increase enrollment, flexibility and accessibility into programs (i.e. NebraskaNOW classes; summer d.ONEbootcamps; Junior High Design Camps; etc.);
- Educate communities about design and our programs in the college;
- Activate curiosity and see potentials of the disciplines;
- Encourage making and innovation;

**Establish formal connections with community colleges, high schools and 4-year colleges to increase the flow of students, especially underrepresented students;**

- Compile list of feeder schools we wish to partner with. (Develop list in YR1, hone and formalize in YR2, Implement in YR3). (Includes clubs such as outdoor encounter, art clubs, etc.) and existing professional partnerships occurring with high school students (i.e. DLR Group and Elkhorn)
- Create multiple annual recruitment events for different targeted feeder institutions and audiences.
- Determine and develop d.ONE NebraskaNOW courses as a formal connection strategy.
- Initiate pre-program for Summer d.ONE to shorten education by 1 year.
- Set up meeting with LPS, OPS and other school districts' Continuous School Improvement' personnel to initiate articulation agreement conversation.
- Establish an articulation agreement for course transfer to our curriculum with community colleges and other educational institutions who have the potential to diversify our student population.

**Measures:**

- Three signed and implemented agreements between the College and outside educational institutions.
- 10% of incoming students are admitted from feeder educational institutions.
- Well attended recruiting events by the targeted audiences.
- Increased diversity in the student body by 1.5%.
- Reduction or elimination of non-academic barriers for course transfer and admission.
- Effectiveness of recruiting material as measured by attendance at events and

admitted students (number of events in relation to admissions success).

**Build robust connections with international (and university) partners to enhance student recruitment and faculty exchange; and to create more robust studyabroad opportunities and engagement by students.**

- Evaluate existing study abroad and exchange programs for relevance and impact.
- Work with University Education Abroad and other existing programs on campus to compile list of types and places that occur on campus already. Begin to assess any potential new partnerships.
- Develop a strategic recruiting plan for international students
- Expand participation in our international studios to include targeted partnerships countries.
- Originate and host international symposiums with partners.

**Measures**

- Increased flow of students participating in international programs (by 10%) and international students and scholars coming to the College (by 20%) thereby integrating a greater international perspective.
- Development of international symposium with institutional partners.

**CULTURE + ENVIRONMENT**

*We are a creative community that fosters mutual respect, trust, and open discourse. We value including and empowering each individual within a diverse, enriching community. Together we share a commitment to effective organizational culture, responsible citizenship, and shared governance. We provide an efficient physical environment that supports impactful teaching, learning, research and creative activities and we encourage and enable the use of technology to support collaboration and innovation.*

**Recruit and retain exceptional faculty and staff to strengthen college/program initiatives and foster a climate of well-being and success.**

- Develop a Diversity and Inclusion Recruitment and Retention Plan for the College.
- Determine and define college/program initiatives and consider alignment of 2020-21 hires to map towards these goals.
- Intensify efforts to increase diversity and inclusion by implementing the Diversity and Inclusion Recruitment and Retention Plan.
- Expand College mentoring program to include professors of practice, lecturers, staff and administrators.

**Emphasize student wellness, professionalism, and responsibilities.**

- Collectively establish a mindset that the College of Architecture will be a supportive, healthy, and inclusive learning environment that identifies and fosters each students' greatest potential.
- In collaboration with university resources, build off the strengths of our Student

Success Center and identify programming that addresses the whole student.

(Including strategies that address proposals for time management, work/life balance, effective submission deadline policies, and responsible building access.)

- Develop a “Smart Start” opportunity to acclimate students to the College of Architecture Culture.
- Review and revise Studio Culture Policy.
- Integrate programming within curriculum that emphasizes student wellness, professionalism, and responsibilities in the 21st century.
- Implement “Smart Start” opportunity to acclimate students to the College of Architecture Culture.

**Increase curricular flexibility and accessibility throughout all of our programs.**

- Identify and implement NebraskaNOW options and developments (YR 2: identify; YR 3: develop; YR 4: implementation).
- Determine if CoARCH/Program curricula have negative impact on transfer students, WHTompson Scholars, First Generation Students, and other under-represented groups. If revealed, action taken to eliminate obstacles where possible and encourage participation.

**Measures**

- Increased diversity in student demographics. (increase Pell from 81.8% to 85%; 1st Gen from 84% to 90%; and Non-Res from 80.8% to 85%).
- Increased transfer (First Gen / WHT) student enrollment numbers (by 7.5%).

**Recruit, enroll, and retain diverse populations of students who will positively contribute to our mission.**

- Recruit diverse student body (increased underrepresented minorities)
  - Increase scholarship opportunities.
  - Increase presence in Omaha/Kansas City/Minneapolis/Chicago/Denver.
- Increase ability to transfer into and between College Programs

**Measures**

- Increase diversity in student demographics as a result of greater flexibility, accessibility, and recruitment into CoARCH programs, increasing by 5%.

**Create a culture that produces and rewards the best work from everyone in the college.**

- Create system(s) of celebrating and establishing discourse around each other’s work and ideas.
- Implement a workplace climate survey that recognizes differences in populations of the community. (use an existing instrument).
- Facilitate connections and pathways to University resources.
- Create strong program identities, understood and respected by one another, that build upon the Mission of the College.
- Implement systems of celebrating and establishing discourse around each other’s work and ideas.
- Year 5: administer workplace climate survey again and compare results.
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## Measures

- Recruitment, retention and promotion of diverse faculty, staff, and students in percentages that reflect or exceed peer institutions.
- Climate surveys indicate increased workplace satisfaction in 5 years.

## INNOVATION AND IMPACT

*Our faculty, staff, and students co-create custom experiential learning trajectories and synergies of knowledge. We develop future professionals who push the boundaries of any one discipline and drive design and planning to address the dynamic and complex problems of our world. Our highly acclaimed design and planning community takes diverse approaches to connect the local anywhere to the global everywhere.*

### **Maximize the extent to which students pursue diverse degree plans (certificates, minors, majors) through new pathways within and across a multiplicity of disciplines.**

- Promote design, diversity of design, and appreciation for multiple fields
- Develop a culture of expectation of support for multiple and diverse degree plans

#### Measures

- In five years 60% of our students will earn multidisciplinary degrees through new degree pathways within and across a multiplicity of disciplines.
- Professionals will report increased levels of satisfaction of UNL CoARCH graduates.

## Goals for Implementation

With the Strategic Plan as a catalyst, the Dean's Commission on Diversity could use the following goals as impetus for constructing the College of Architecture Diversity Plan.

- **Goal 1:** Cultivate a close-knit creative community committed to building an inclusive and welcoming environment for all
  - **Priority 1.1** Establish outreach fora for studios, meetings, exhibits, lectures and public interaction; through programming and partnerships
  - **Priority 1.2** Establish formal connections with community colleges, high schools and 4-year colleges to increase the flow of students, especially underrepresented students
  - **Priority 1.3** Build robust connections with international and university partners to enhance student recruitment and faculty exchange; and to create more robust study abroad opportunities and engagement by students
- **Goal 2:** Increase representation of diverse faculty, staff, students, and community partners
  - **Priority 2.1** Recruit and retain exceptional faculty and staff to strengthen college/program initiatives and foster a climate of well-being and success
  - **Priority 2.2** Recruit, enroll, and retain diverse populations of students who will positively contribute to our mission
- **Goal 3:** Foster mutual respect, trust, and open discourse by valuing and empowering each individual within a diverse, enriching community

- **Priority 3.1** Emphasize student wellness, professionalism, and responsibilities
- **Priority 3.2** Create a culture that produces and rewards the best work from everyone in the college
- **Goal 4:** Promote and support diversity of opportunities for expanded accessibility
  - **Priority 4.1** Increase flexibility and accessibility into programs
  - **Priority 4.2** Maximize the extent to which students pursue diverse degree plans through new pathways within and across a multiplicity of disciplines

The implementation strategies will then be developed based on the need identified by the goals and priorities, in concert with those identified in the College of Architecture Strategic Plan. These implementation strategies could be organized into three categories: communication, events, and culture.

**Communication:** emphasize transparency of purpose, intention, and expectations

**Events:** provide opportunities and occasions to further reinforce the ideals of equity, inclusion, and diversity

**Culture:** understand and contribute to the open, respectful, and welcoming environment in the College of Architecture.

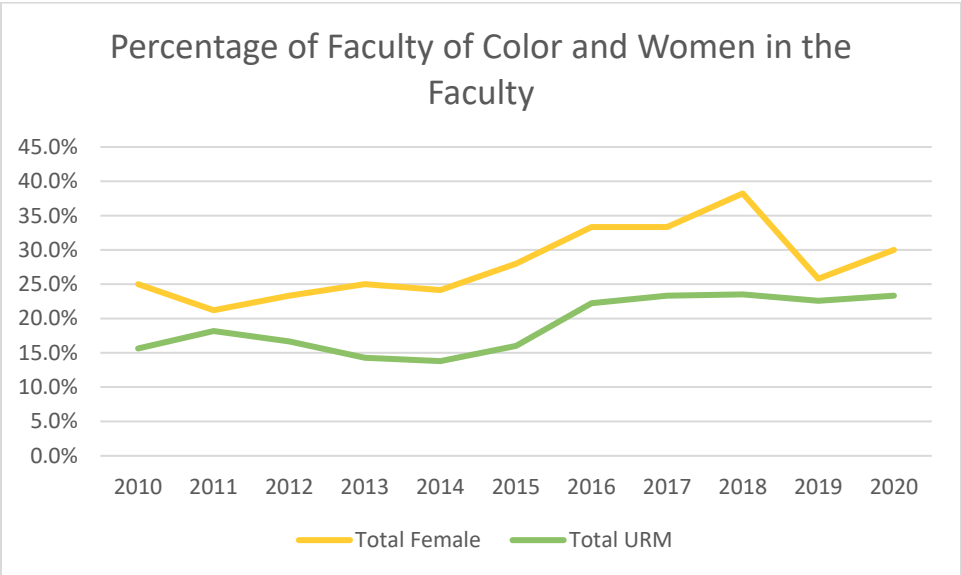
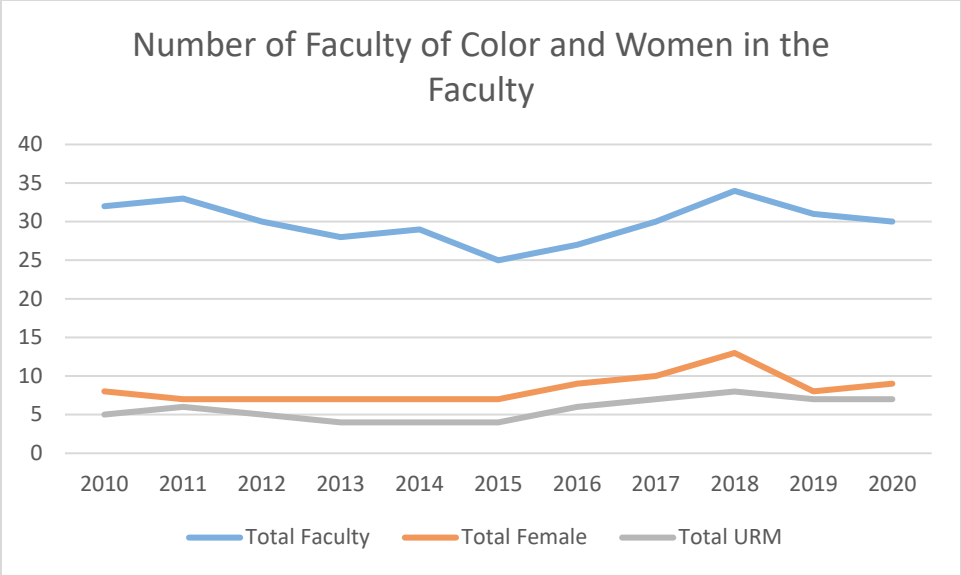
For increased organizational accountability, they should also be identified as to the responsible person or persons authorized to put the strategy into practice: faculty, staff, or student actions, and the time frame in which they should be enacted.

## Demographics in the College of Architecture

The information presented in this section is based on data acquired in Spring 2021 from the Office of Institutional Effectiveness and Analytics.

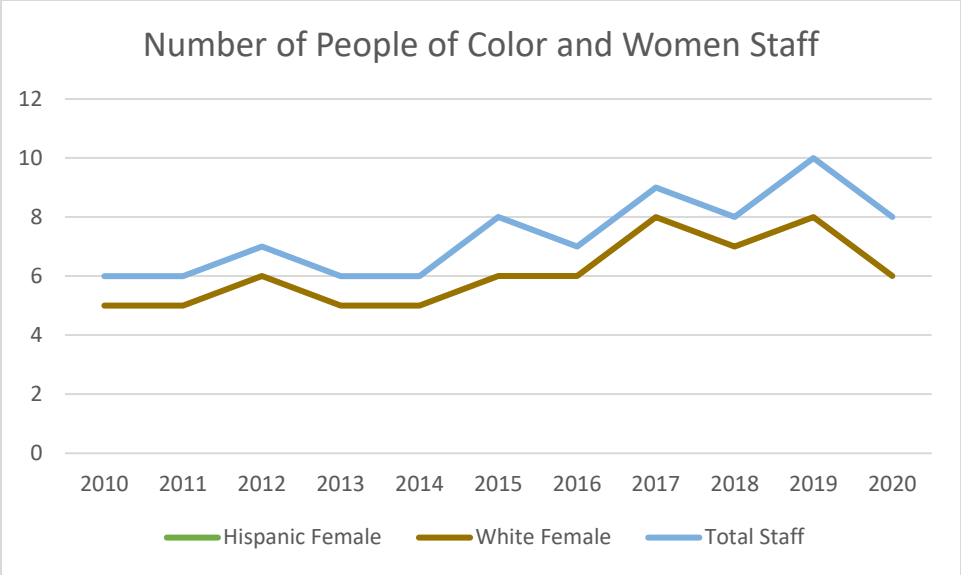
### FACULTY

As of Fall 2020, the College of Architecture employs 30 tenured/tenure-track, lecturer, and Professor of Practice faculty members. We currently have 23% faculty of color, and 30% female faculty. Faculty of color as a percent of the entire faculty has remained steady over the last five years, ranging between 22% and 24% since 2016, while the percentage of female faculty has fluctuated from 33% (2016 and 2017) to 38% (2018) to 26% (2019) and finally 30% (2020).



**STAFF**

The number of women staff members has been consistently over 75% throughout the last 10 years. The number of people of color in staff positions is minimal – one Hispanic female in 2017. As the total number of staff is so small, from 6 to 10, additions or departures make substantial differences in the representation.



**STUDENTS**

As of Fall 2020, the College of Architecture had approximately 550 students, 85.3% undergraduate (469) and 14.7% masters level (81). Both levels had almost 25% students of color, with the undergraduate at 24.5% and the masters level at 24.7%. The undergraduate student populations is 59.6% female, and the masters level population 38.3% female. However, it should be noted that the undergraduate majors have significantly different percentages: Architecture at 46% female and 27% students of color, Interior Design at 92% female and 18% students of color, and Landscape Architecture at 50% female and 30% students of color.

