

Dear Lehigh Staff,

I'm pleased to update you on some of the efforts by faculty and staff to foster a more inclusive and welcoming climate at Lehigh that will continue throughout the summer.

The Council for Equity and Community (CEC)

Since January, the CEC has made significant progress. The Council has added a student subgroup, developed a 12-month action plan, and began communicating more regularly with campus on its work and other relevant issues. The group will continue meeting and working on its multi-year initiative to develop community-building tools and programming this summer.

The Summer Scholars Institute

The Summer Scholars Institute to help first-generation students succeed at Lehigh will take place from June 29 through July 18. We are working to assemble the inaugural group of students to participate in the institute as Lehigh's Class of 2018 is finalized.

Classes will be led by Prof. Jennifer Swann, Prof. James Peterson, Dr. Rita Jones, Prof. Kashi Johnson, and Assistant Director of Multicultural Affairs Margarida DaGraca, with support from additional faculty and staff. There will also be six student staff members who will serve as mentors, head residents, and tutors.

Students who participate in the institute will also have opportunities for additional workshops throughout the academic year. Tyrone Russell, director of Multicultural Affairs, took the lead in creating the institute. The program is a direct result of students and administration working together to generate solutions.

Renovations and Programming at UMOJA House

We have approved a proposal outlining programmatic and physical enhancements at the UMOJA House to enhance its effectiveness as a living-learning community. The Provost's Office, Residential Services, and Library and Technology Services (LTS) are supporting components of the initiative, which is being led by Angela Scott, director of Academic Diversity and Outreach. Renovations will include the addition of a social space, an academic classroom, and air conditioning. Renovations will begin with the air conditioning project this summer.

An enriching and diverse calendar of events and programs at the house is also being developed, providing opportunities for participation by faculty, staff, and students. Dr. James Peterson, director of Africana Studies and associate professor of English, and Pre/Post-Doctoral Fellow in Africana Studies Carmen Phillips will be serving as faculty fellows for the 2014-2015 academic year.

Recruiting an Equal Opportunity Compliance Coordinator

As we reported earlier in the year, Lehigh will be hiring a compliance coordinator to oversee and coordinate our education, investigation, and compliance efforts associated with equal opportunity and non-discrimination laws and related university policies. The

position is posted on Lehigh's online employment system and we are continuing to accept applications. You can read the announcement [here](#). We hope you will share this career opportunity with anyone in your network who might be an excellent candidate for the position.

In addition to these initiatives, the Commission on Lehigh's Residential Environment will be starting its work to evaluate and recommend improvements to student living as it relates to education and social life. The commission's members have been recruited, and they are working toward their goal of an initial progress report at the Board of Trustees' June meeting.

We have made great strides this year. Yet this essential work, in which the entire campus is invited to take part, doesn't have a fixed end point. We will focus efforts and resources on making Lehigh a truly inclusive and united campus far beyond this summer and the upcoming fall semester. University leadership and the CEC will continue to share updates with you about our progress as we move forward.

Best regards,

Patrick V. Farrell
Provost and Vice President for Academic Affairs