

Inclusive Excellence Goals

College/Unit Name Goal

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Success By Design Pillar (Access, Completion, Career/Community)	Corresponding Institutional Goal (Top 7)	College/Unit-Specific Goals	How do you plan to measure progress towards this goal?
Completion	Goal 1: Hire, retain, and promote more diverse faculty, staff, and administrators	Create mentorship opportunities for all new tenure track faculty	Management Dashboard
Completion	Goal 1: Hire, retain, and promote more diverse faculty, staff, and administrators	Increase the number of diverse faculty in the tenure process (39% in Fall 2021) to the degree that to which we are able to search positions	Management Dashboard
Completion	Goal 1: Hire, retain, and promote more diverse faculty, staff, and administrators	Increase the diversity of faculty at all ranks in the college, including parttime	Management Dashboard
Completion	Goal 1: Hire, retain, and promote more diverse faculty, staff, and administrators	Increase the diversity of staff in the college	Management Dashboard
Completion	Goal 2: Enhance campus climate and promote a diverse and inclusive academic environment to retain diverse students, faculty, and staff	Increase the frequency and breadth of diversity-focused course offerings (graduate and undergraduate)	Number of courses, number of students completing courses
Completion	Goal 2: Enhance campus climate and promote a diverse and inclusive academic environment to retain diverse students, faculty, and staff	Execute a diversity speaker series for campus community	Number of speakers, events that we contribute to the university-wide series
Completion	Goal 2: Enhance campus climate and promote a diverse and inclusive academic environment to retain diverse students, faculty, and staff	Improve curriculum inclusivity by incorporating DEI principles in academic programs, general education and individual course curriculums.	Changes in faculty responses to survey questions
Access	Goal 3: Recruit, retain, and graduate a more diverse population of students	Incentivize faculty to include diverse undergraduate and graduate students in grant funded projects	Implementation of pilot program; number of students supported
Career & Community Engagement	Goal 5: Expand access to culturally competent support services for diverse students	Increase the diversity and cultural competency of academic advisors to provide culturally competent academic advising and career planning	Survey academic advisors about cultural competencies and career planning
Career & Community Engagement	Goal 5: Expand access to culturally competent support services for diverse students	Increase the number of faculty and staff support and resources for URM groups	Track CAS dedicated resources
Access	Goal 6: Build in DEI metrics for performance review and a separate feedback process	Develop DEI performance plan tasks for faculty, staff, and administrators such as professional development, teaching, research, and supervision	Have every department/unit consider placing clear value on DEI performance in the annual review process

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When do you plan to measure progress? When do you expect to achieve this goal?	Initiatives/Actions/Strategies	How do you plan to measure the progress/effectiveness of this initiative/action/strategy?	When do you plan to measure progress/effectiveness? How long will it take to fully implement/execute this initiative/action/strategy?	Process Owner	Process Partner(s)
Annually; 5 years	Semester gatherings with 1st and 2nd year and 3rd, 4th, & 5th year faculty; mentors assigned for each new faculty; encourage participation in the mentoring circles	Obtain feedback from junior faculty	Annually; 5 years	A&S Dean	Provost Office
Annually; 5 years	Opportunity hires, diversity fellows/visiting assistant professors, active recruitment	Number of opportunity hires, diversity fellows/visiting assistant professors	Annually; 5 years	A&S Dean	Provost Office
Annually; 5 years	Contacting relevant graduate programs in the region to recruit part-time faculty	Increases in diversity of faculty at all ranks - Management Dashboard	Annually; 5 years	A&S Dean	Provost Office
Annually; 5 years	Require bias training for staff search committees, connecting with Black and Latino Chamber of Commerce, request the university hire a recruiter to diversify staff ranks	Increase in diversity of staff - Management Dashboard	Annually; 5 years	A&S Dean	DEI Office
Annually; 5 years	EDI and SS Fellowships	Create an inventory process of courses that address diversity	Annually; 5 years	A&S Dean	CAS Chairs & Directors
Annually; 5 years	Contribute to the university-wide diversity speaker series	Implementation	Annually; 5 years	A&S Dean	CAS Chairs & Directors
Annually; 5 years	Highlighting faculty efforts in DEI through college-wide meetings	Survey faculty; get feedback on what they are thinking about their individual courses, categories, DEI statement on syllabus, explicit DEI content, other ways that incorporate DEI, look for other surveys that are already available, questions used on course evals?	Annually; 5 years	A&S Dean	CAS Faculty
Annually; 5 years	Implement pilot program, every grant if you are able to hire students historically excluded, we will supply a portion of their stipend funds or other support	Implementation of pilot program; number of students supported	Annually; 5 years	A&S Dean	CAS Faculty
in fall 2022 and then every 2 years; 5 years	Provide cultural competency professional development workshops, support advisors attendance at advising conferences	Survey academic advisors about cultural competencies and career planning	in fall 2022 and then every 2 years; 5 years	A&S Dean	CAS Faculty
Annually; 5 years	EDI and SS Fellowships, EDI Impact Mini-Grant	Track CAS dedicated resources	Annually; 5 years	A&S Dean	CAS Faculty
Annually; 5 years	Workshop on annual review procedures with the A&S chairs/director; college-wide meeting discussion	Obtain feedback from chairs and directors on needs	Annually; 5 years	CAS Chairs & Directors	CAS Faculty