

## **DIVERSITY PLAN SAMPLE TEMPLATE**

**Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of diverse students**

**Current Status: PAII manages annual assessment of IUPUI's Performance Indicators, including this diversity indicator. This responsibility includes gathering data for consideration by the Diversity Cabinet, helping the Diversity Cabinet and other groups to interpret the data and select appropriate improvement strategies, and reporting the data and improvement strategies to internal and external stakeholders.**

### **1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1**

#### **Performance Indicators for this Goal/Strategy**

##### **Tasks**

1.1A  
1.1B  
1.1C

##### **Persons Responsible**

1.1A (leader/team members)  
1.1B  
1.1C

##### **Timeline for Completion (within plan period)**

1.1A  
1.1B  
1.1C

#### **Report of Accomplishments**

### **1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1**

#### **Performance Indicators for this Goal/Strategy**

##### **Tasks**

1.2A  
1.2B  
1.2C

##### **Persons Responsible**

1.2A (leader/team members)  
1.2B  
1.2C

##### **Timeline for Completion (within plan period)**

1.2A  
1.2B  
1.2C

#### **Report of Accomplishments**

**Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration reflective of the campus mission while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.**

**Current Status: PAII manages annual assessment of IUPUI's Performance Indicators, including this diversity indicator. This responsibility includes gathering data for consideration by the Diversity Cabinet, helping the Diversity Cabinet and other groups to interpret the data and select appropriate improvement strategies, and reporting the data and improvement strategies to internal and external stakeholders.**

## **2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2**

Although we do not anticipate any staff vacancies in PAII during the coming year, should vacancies occur, we will seek to encourage African-American and other diverse candidates to apply by widely advertising available positions and by advertising these positions in publication venues targeted to diverse audiences.

### **Performance Indicators for this Goal/Strategy**

Announcement of position(s) in wide spectrum of venues, including those specifically targeted to African-American and other diverse audiences.

Number of hires from under-represented groups.

### **Tasks**

2.1A Advertise position(s) in widely read periodicals and listservs and in venues targeted to African-American and other under-represented groups.

2.1B

2.1C

### **Persons Responsible**

2.1A Will depend on where any vacancies occur.

2.1B

2.1C

### **Timeline for Completion (within plan period)**

2.1A Will depend on when any vacancies occur.

2.1B

2.1C

### **Report of Accomplishments**

## **2.2 School/Department Goal or Implementation Strategy for Diversity Goal 2**

### **Performance Indicators for this Goal/Strategy**

### **Tasks**

2.2A

2.2B

2.2C

### **Persons Responsible**

2.2A (leader/team members)

2.2B  
2.2C

**Timeline for Completion (within plan period)**

2.2A  
2.2B  
2.2C

**Report of Accomplishments**

Revised 4/16/07

**Diversity Goal 3: Make diversity a strategic priority touching all aspects and levels of the campus mission**

**Current Status: PAII is in a position to advance this goal, because of its involvement in campus strategic planning, program review, assessment of Performance Indicators related to achievement of the campus mission, and communication with stakeholders about campus performance and accomplishments.**

**3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3**

Advocate that proposals for new buildings, programs, and other initiatives at IUPUI include a “diversity impact” statement—similar to an environmental impact statement—and that this statement be considered in determining whether to approve proposals.

**Performance Indicators for this Goal/Strategy**

Adoption of requirement for diversity impact statement  
Number of proposals that include diversity impact statements vs. number of proposals that don't.  
Use of diversity impact statements in determining whether to approve proposals.

**Tasks**

- 3.1A Suggest this idea to Chancellor's Diversity Council.
- 3.1B If idea is approved, develop guidelines for diversity impact statements.
- 3.1C Provide data, as requested, to units preparing diversity impact statements.

**Persons Responsible**

- 3.1A Gary Pike
- 3.1B James Johnson
- 3.1C Gary Pike and IMIR staff

**Timeline for Completion (within plan period)**

- 3.1A May 22, 2007
- 3.1B July 15, 2007
- 3.1C Ongoing

**Report of Accomplishments**

**The decision was made in 2007 to postpone proposal to require diversity impact statements until Assistant Chancellor for Diversity, Equity, and Inclusion was hired. Proposal was made to the Diversity Cabinet in late 2008 and is currently awaiting action.**

Revised 4/16/07

## **Diversity Goal 4: Regularly assess, evaluate, and improve diversity efforts of IUPUI**

**Current Status:** PAII is involved in a broad array of assessment and improvement efforts at IUPUI. We support school, department, and other unit planning and assessment efforts, develop assessment data for IUPUI's diversity indicators, manage program reviews, and administer surveys that help the institution and its individual units to gauge the diversity climate for students, faculty, and staff. Our annual Assessment Institute, one of the major national conferences on assessment, includes a student development and diversity track and disseminates information on planning, assessing, and evaluating diversity efforts to a national audience.

### **4.1 School/Department Goal or Implementation Strategy for Diversity Goal 4**

Add diversity to Program Review guidelines and include review of diversity accomplishments and plans in program reviews.

#### **Performance Indicators for this Goal/Strategy**

Diversity included in program review guidelines.

Diversity self-assessed by units under review and by review teams.

Improvement strategies for diversity developed and implemented as a result of program reviews.

#### **Tasks**

4.1A Revise program review guidelines.

4.1B Include consideration of diversity (in curriculum content, pedagogical strategies, department climate for diversity, success in attracting, retaining, and graduating diverse students) in program reviews.

4.1C Assist programs in assessing diversity and in planning and implementing improvements.

#### **Persons Responsible**

4.1A Karen Black

4.1B Trudy Banta/Karen Black

4.1C Gary Pike/Karen Black

#### **Timeline for Completion (within plan period)**

4.1A July 2007

4.1B Ongoing--follows schedule for each program review.

4.1C Ongoing, as in 4.1B.

#### **Report of Accomplishments**

**The Program Review Subcommittee of the IUPUI Program Review and Assessment Committee is currently revising the program review guidelines and is considering including a requirement that reviews of academic programs include consideration of diversity efforts and their effectiveness.**