

DIVERSITY PLAN SAMPLE TEMPLATE

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.

Current Status:

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

Each department/unit will recruit and retain students, irrespective of race, gender, etc. in accordance with IUPUI goals.

Performance Indicators for this Goal/Strategy

Demographic make-up of student body; demographic make-up of students retained.

Tasks

1.1A – Department chairs / program directors submit recruiting plans / strategies to Diversity Council.

1.1B – Department chairs / program directors outline plans for monitoring students' progress with provisions for corrective actions.

1.1C – Department chairs / program directors initiate actions to increase student participation in student professional organizations.

Persons Responsible

1.1A Department chair / program director

1.1B Department chair / program director

1.1C Department chair / program director

Timeline for Completion (within plan period)

1.1A December 15, 2007

1.1B December 15, 2007

1.1C December 15, 2007

Report of Accomplishments

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

Departments /programs will develop tool for the evaluation of diversity performance of the department / unit.

Performance Indicators for this Goal/Strategy

Diversity of the unit's faculty / staff will be the indicators.

Tasks

1.2A – Require diversity training for all faculty / staff

1.2B – Establish evaluation and performance measures of a department / unit diversity performance

1.2C – Incorporate diversity components into student evaluation of faculty

Persons Responsible

1.2A Dean / department chair/ director

1.2B Department chair / director with approval of dean

1.2C Dean / department chair / director

Timeline for Completion (within plan period)

1.2A May, 2008

1.2B December 15, 2007

1.2C March 31, 2008

Report of Accomplishments

Revised 4/16/07

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration 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:

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

Performance Indicators for this Goal/Strategy

Tasks

2.1A

2.1B

2.1C

Persons Responsible

2.1A (leader/team members)

2.1B

2.1C

Timeline for Completion (within plan period)

2.1A

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

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

Current Status:

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

Performance Indicators for this Goal/Strategy

Tasks

- 3.1A
- 3.1B
- 3.1C

Persons Responsible

- 3.1A (leader/team members)
- 3.1B
- 3.1C

Timeline for Completion (within plan period)

- 3.1A
- 3.1B
- 3.1C

Report of Accomplishments

3.2 School/Department Goal or Implementation Strategy for Diversity Goal 3

Performance Indicators for this Goal/Strategy

Tasks

- 3.2A
- 3.2B
- 3.2C

Persons Responsible

- 3.2A (leader/team members)
- 3.2B
- 3.2C

Timeline for Completion (within plan period)

- 3.2A
- 3.2B
- 3.2C

Report of Accomplishments

Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI.

Current Status:

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

Performance Indicators for this Goal/Strategy

Tasks

4.1A

4.1B

4.1C

Persons Responsible

4.1A (leader/team members)

4.1B

4.1C

Timeline for Completion (within plan period)

4.1A

4.1B

4.1C

Report of Accomplishments

4.2 School/Department Goal or Implementation Strategy for Diversity Goal 4

Performance Indicators for this Goal/Strategy

Tasks

4.2A

4.2B

4.2C

Persons Responsible

4.2A (leader/team members)

4.2B

4.2C

Timeline for Completion (within plan period)

4.2A

4.2B

4.2C

Report of Accomplishments