

Issues of Governance

Goal

To establish an administrative and governance structure designed to ensure effective implementation and maintenance of the University Diversity Plan.

Objectives

1. Establish an implementation team co-chaired by the Provost and Vice President of Student Life to oversee the implementation of this 3-year plan and provide them with adequate annual fiscal support.
 - The President established the Diversity Implementation Team in the fall of 2004, co-chaired by the Provost and Vice President of Student Life and charged to implement the 2004-2007 Diversity Plan.
 - The President replaced the Diversity Implementation team with the President's Diversity Council in the Spring of 2006, co-chaired by the Provost and Vice President of Student Life and consisting of broad representation among faculty, staff, students and the community.
 - A modest non-recurring budget was provided the Diversity Implementation Team through July of 2005. A comprehensive recurring budget was submitted and funded to support the Diversity Plan in 2005-06. The recurring budget was increased to provide additional support in 2006-07.

2. Utilize the work group leaders involved in planning as a monitoring/evaluation team responsible for annually reporting to the President regarding progress made by the implementation team.
 - The work group leaders and the President were convened by the Diversity Implementation Team in the spring of 2006 and by the President's Diversity Council in the fall of 2007 to receive an update and provide feedback on the implementation of the 2004-07 Diversity Plan.
 - Plans are being made to include the 2004-07 Diversity Plan work group leaders in the final assessment of the plan and in the development of the 2007-10 Diversity Plan.

3. Implement recent recommendations proposed by the Campus Environment Team/Affirmative Action standing committee to increase its visibility and effectiveness.
 - The recommendations proposed by the Campus Environment Team/Affirmative Action standing committee were integrated within, and implemented as part of, the 2004-07 Diversity Plan.

4. Establish a full-time Affirmative Action Officer with re-defined "results-oriented" responsibilities.

- This objective has not been pursued by the President's Diversity Council, needs to be assessed and may need to be reestablished in the 2007-10 Diversity Plan.
5. Review and re-align over-lapping responsibilities of the Director of Multicultural Student Services, Assistant Director of Multicultural Student Services and Minority Retention Coordinator.
- This objective has not been accomplished, needs to be assessed and may need to be reestablished in the 2007-10 Diversity Plan.

Evaluation

Significant progress has been made with regard to the "Governance" goal through the formal creation and appointment of the President's Diversity Council. The broad faculty, staff, student and community representation is perceived to be a major strength of the Council and is believed to be a factor in the significant number Diversity Plan goals and objectives that have been accomplished. The Council has been successful in securing a significant recurring budget in support of the Diversity Plan.

The fourth and fifth objectives of the "Governance" goal have not been accomplished and need to be reassessed with regard to their importance to the plan and need to be pursued more vigorously in the 2007-10 Diversity Plan.