

President's Commission on Diversity Recommendations 2013-14

The PCD put forth the following recommendations:

Promotion of Talent

Two initiatives were recommended in 2013-14 from our sub-committee on the promotion of talent among faculty and staff.

Diversity Leadership Opportunity: The first initiative is an opportunity for leadership training similar to the program from the Commission on the Status of Women, sending a representative chosen by the sub-committee to a national leadership training chosen by the PCD membership. Applicants/nominees are provided with a choice of different training options allowing for different time frames and diversity interests. Applicants or nominees for this opportunity must be from a diverse community, include a recommendation from their supervisor, and write an essay on the usefulness of the training for their career.

Presidential Diversity Award: The second initiative is an award to a person who is identified as a champion of diversity for our campus and communities. Qualification for the award would be set by the sub-committee and include, but not be limited to the demonstration of excellence in the recruitment of people of diversity, excellence in the academic mentoring of students of diversity, excellence in the advocacy of people of diversity both on and off campus, and excellence in community leadership in areas of diversity. The award would be presented at convocation accompanied by a small stipend for professional development and an individual plaque or trophy. A permanent plaque would be displayed on campus with the list of each year's awardees. The recipient would also be featured on the PCD webpage.

Campus Climate and Diversity Planning

One initiative came from the sub-committee looking at the performance measures and developing a diversity plan.

Campus Climate Study: It is challenging to create a diversity plan for the future when you have not assessed how your current efforts are working. Our campus has not had a climate survey in over seven years. A campus climate assessment would provide a firm foundation for the next institutional diversity plan, allow for outside investigators to speak with students, faculty, and staff on issues of diversity on campus, and prepare us to address situations we may not be aware of at this time. A recommendation would have us hire an outside consultant, such as Sue Rankin & Associates, to facilitate the study and help us begin to construct a diversity plan for the following three-year period. We also recommend that a regular five-year cycle

be implemented with the first year used to conduct a climate study, the second year to create a plan for the following three years, implementation over the three years and begin the next climate study with an assessment of the efforts implemented in the three year plan.

Graduation Requirement

Opportunities for students to have diversity experiences abound on and off campus. One recommendation comes from the sub-committee tasked with looking at creating a diversity graduation requirement.

Diversity Requirement: The purple and gold courses were created to ensure that our students have an understanding of diversity when they graduate. However, the gold courses have not developed in the way the plan originally hoped for. To address the need for experiential opportunities we recommend that a non-credit bearing diversity requirement be implemented. Students would be required to attend 8 diverse events from four categories with no more than three from any one category for a typical baccalaureate degree. This would be prorated for transfer students. The four categories include 1- domestic diversity events, 2- international diversity events, 3-gender events, 4-accessibility challenges and non-traditional student events. The office of Institutional Diversity would vet events. Attendance will be tracked via mavcard or a customized app that would record entrance and exit of each attendee.