Characteristics of Strong Diversity Plans (Especially at Research Institutions)

THE DIVERSITY PLAN

- **Represents an institutional declaration of its vision as a 21st century university**

- **Emerges from a broad and collaborative inclusion across many sectors and constituencies**

- **Incorporates clear evidence of institutional support and academic and administrative leadership and accountability**

- **Affirms the university definition of excellence and scholarly activity**

- **Utilizes a planning process that instills a sense of ownership**

- Integrates the goals/objectives/outcomes of the plan with other major university initiatives (compact planning, general education outcomes, campus climate concerns, research agenda, etc.)

- Incorporates the valued principles of shared responsibility and shared governance

- Receives early review by and input from critical faculty groups

- Addresses, in functional ways, curricular and pedagogical transformation

- Specifies the criteria that will be utilized as part of both formative and summative assessment

What Does it Mean to Discuss Diversity as a Scholarly Activity??

- **Must be intellectually compelling and conceptually sound**

- **Incorporate research as a frame of reference**

- **Develop an assessment plan**

- **Generate a culture of evidence (Direct and Indirect)**

- **Present results for public scrutiny**

- **Promote organizational change and innovation**

Texas A& M (draft)

ISSUES	ACCOUNTABILITY (Suggested Membership)	EXPECTED OUTCOMES (Prioritization)	TIMELINE (Short vs. Long Term)
Diversity Action Plan	■OIAD ■VPSA ■Dean of Faculties		
Faculty and Staff Diversity	■OIA ■Dean of Faculties ■HR ■Faculty Senate		
Campus Environment	■OIAD ■SGA/MSC ■UPD ■Undergrad Programs Office ■VPSA ■Int'l Programs ■Graduate Studies		
Student Outreach	■OIAD ■VPSA ■SGA ■GSA ■Undergrad Programs Office ■VPSA ■Faculty Senate ■Graduate Studies		

Texas A&M (draft)

ISSUES	ACCOUNTABILITY (Suggested Membership)	EXPECTED OUTCOMES (Prioritization)	TIMELINE (Short vs. Long Term)
Community Relations and Outreach	▪ OIAD ▪ University Relations ▪ Chamber of Commerce ▪ Chief of Staff ▪ VPSA ▪ Int'l Programs ▪ Graduate Studies ▪ Business Affairs		
Web/IT/Marketing	▪ OIAD ▪ University Relations ▪ CIS ▪ Undergrad Programs Office ▪ Graduate Studies		

When/How Does the Formal Application of Diversity Serve as an Attractive Recruiting/Retention Tool?

When it is connected to strengthening the curriculum (General Education, First Year Seminars, Diversity Requirements, etc.)

When it assumes a core identity among new/existing majors/minors/concentrations/graduate programs

When it strengthens the tradition of international education, globalism and study abroad

When it contributes to quality and uniformity across interdisciplinary areas

When it promotes an integrative and comparative analysis of the discipline and of scholarship

When it intellectually transforms how faculty think about themselves, their research and their teaching (a diverse faculty community)