

UNIVERSITY DIVERSITY COUNCIL RECOMMENDATIONS

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AND

IMPLEMENTATION MATRIX, 2007-2008

UNCW GOAL III: Embrace and enhance diversity throughout the university's constituencies, culture, curriculum and outreach activities.

Objective 1: Build a pool of prospective students from underrepresented populations and recruit them to UNCW to develop a rich and vibrant learning environment.

Objective 2: Strengthen relationships with and among all current students.

Objective 3: Enhance diverse idea exchanges, engagement and the range of learning experiences through outreach relationships with other educational entities.

Objective 4: Access and utilize the intellectual, cultural and financial resources of the region through outreach relationships with minority community groups, businesses and other entities.

Objective 5: Recruit, develop and retain a critical mass of diverse faculty.

Objective 6: Recruit, develop and retain a critical mass of diverse staff and administrators.

Objective 7: Provide a curriculum that is educationally compelling in its use of diverse ideas, beliefs and backgrounds.

Completed

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1. Design & establish a Diversity Implementation Plan & reporting process	Sept. 14, 2007: Complete matrix	Production of matrix with all recommendations	Institutional Diversity & Inclusion	None	Provost	Dec., 2007
2. WEB: Establish prominent Diversity website on UNCW homepage with appropriate links to all related activities & information on campus	Nov. 30, 2007	Production of web site	Web Content Coordinator	Web Content Coordinator	Interim Associate Provost	Nov., 2007
2A. WEB: Create links to division, college, & school Diversity websites; create "news update" box	Nov. 30, 2007	Establish links; Production of "news update" box	Web Content Coordinator	Web Content Coordinator	Institutional Diversity & Inclusion	Ongoing

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2B. WEB: All units at the division, college & school level establish Diversity web pages to be linked to university Diversity web page.	Nov. 30, 2007	Each unit to establish website & report URLs to Vice Provost	Chancellor & Provost	None	N/A	
2C. WEB: Establish office to monitor & own website	Dec. 2007	Establishment of Associate Provost for Institutional Diversity with responsibility over website	Interim Associate Provost	Salary: TBD Office Budget: TBD	Provost	
3. WEB: Provide website that lists existing training modules & programs that deal with diversity & inclusiveness	Jan. 2008	Development of program offerings	Human Resources, Institutional Diversity & Inclusion	Web Content Coordinator	CDO	
4. AWARENESS: Include diversity in Chancellor's annual State of the University Address	Oct. 4, 2007 & annually thereafter	Transmission of diversity accomplishments, needs, next steps & overall evaluation of progress	Interim Associate Provost & Marketing & Communications	None	Interim Associate Provost	Ongoing
5. AWARENESS: Establish annual Diversity symposium on campus	Mar. 1, 2009	Build on momentum from State of the University Address; discuss & evaluate successes & failures, generate report on results	Institutional Diversity & Inclusion	\$30,000 for symposium speaker & refreshments	Interim Associate Provost	

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6. AWARENESS: Disseminate & develop survey schedule for future; disseminate Diversity Climate Survey findings across campus to include faculty, staff & students	Jan. 2008	UNCW webpage links to Climate Survey reports & analyses	Chief Diversity Officer, Office of Institutional Research	None	Interim Associate Provost	
7. AWARENESS: Establish a “speaker’s bureau” from which orientation & training planners could draw programs & expert presenters	Spring 2008	Website development or a refreshed file	Institutional Diversity & Inclusion	Build repository in IDI for exchange of information	Chief Diversity Officer	
8. AWARENESS: Broadly communicate UNCW Diversity definition & vision, including incorporation in all appropriate university documents	Spring 2008	a) Develop information for distribution to UNCW offices for inclusion in appropriate documents; b) Taskforce to create a campus respect compact	Institutional Diversity & Inclusion, Marketing & Communications	None	Interim Associate Provost	
9. AWARENESS: Create a “Campus Respect Compact” modeled on the UNCW Cabinet Compact which describes expectations for interactions between students, faculty & staff	Spring 2008	Develop Compact for distribution to UNCW offices & for incorporation in appropriate documents	Institutional Diversity & Inclusion	None	Diversity Council	

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10. OFFICE OF IDI: Revise and/or reaffirm the job description for the Associate Provost for the Office of Institutional Diversity & Inclusion, including the mission & relationships between the Upperman Center, Centro Hispano, the Center for Multi-Culturalism & Pre-College Programs, & the Women's Resource Center	Dec. 2007	Complete duties & mission for Chief Diversity Officer & IDI office; define organizational structure	Provost; Education & dissemination of a campus document like a "door hanger"	None	Provost	Dec. 2007
11. OFFICE OF IDI: Obtain resources to ensure that adequate personnel be provided for the Office of Institutional Diversity & Inclusion in order to perform the data collection & planning functions of that office to support the Campus Diversity Implementation Plan & Reporting Process	Request Dec. 2007; 2008-08 Budget Cycle	Develop a blueprint for IDI office structure	Interim Associate Provost for Institutional Diversity & Inclusion		Provost	
12. OFFICE OF IDI: Hire clerical assistant	Nov. 15, 2007		Multi-Cultural Coordinator		Interim Associate Provost	Nov. 7, 2007

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13. OFFICE OF IDI: Identify space	Nov. 15, 2007		Interim Associate Provost		Provost	Nov. 19, 2007
14. OFFICE OF IDI: Secure a pool of funds set aside by the Provost to be used to enhance salary packages to attract diverse hires	Spring 2008	Identify funds to recruit faculty with disciplinary expertise in the academic study of Diversity	Vice Provost	TBD	Provost	Ongoing
15. OFFICE OF IDI: Identify & fund Student Diversity Recruitment Liaisons in designated units to serve on a university-level coordinating council chaired by Associate VC for Institutional Diversity	Spring 2008	Collaborate across units & sharing of various initiatives	Admissions, Colleges & Schools, Student Affairs, Public Service	Training awareness of programs	Chief Diversity Officer	
16. OFFICE OF IDI: Support Diversity recruitment initiatives at the university & unit levels including recruitment events, brochures, mailings, travel, website designs, etc.	Begin Spring 2008	Attendance at conferences; development of marketing materials	Institutional Diversity & Inclusion	TBD	Provost	
17. OFFICE OF IDI: Schedule regular reports at university-level committees such as Planning Council or Cabinet, on status of diversity recruitment, scholarship & retention activities	Spring 2008	Chief Diversity Officer must be appointed member of committees	Chief Diversity Officer	Appointment of Chancellor	Diversity Council	

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18. OFFICE OF IDI: Increase the amount of scholarship funding available for diverse students in both need-based & merit-based awards	Timeframe consistent with comprehensive campaign (CC)	Provide \$12 million in merit scholarships for Diversity	Advancement	Fund Raising Strategy	Chancellor	
19. OFFICE OF IDI: Coordinate & utilize as recruitment opportunities the various campus programs such as College Opportunity Program, sports camps, marine camps, ballet camp, math & science camps		Increase of diverse population beyond 5.1%	Upperman Center, Centro Hispano, Center for Multi-Culturalism & Pre-College Programs, Admissions	Scholarships	Chancellor	
20. ADMISSIONS: Identify resources to institute a mentoring program for diverse students upon admittance to the university	Fall 2008	Identify student & faculty mentors, supplying lists to Student Affairs & University College for use & distribution	Vice Chancellor for Student Affairs, Deans	None	Interim Associate Provost	
21. ACADEMIC AFFAIRS: Institute diversity module as required component of all existing orientation programs for new administrators, faculty, staff & students	Spring 2008	Training Diversity	Human Resources, Vice Chancellor for Student Affairs, Vice Provost	TBD	Interim Associate Provost	

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21A. ACADEMIC AFFAIRS: Faculty	Fall 2007	Incorporate diversity component into new faculty orientation curriculum	Director, Human Resources	TBD	Interim Associate Provost	Fall 2007
21B. ACADEMIC AFFAIRS: Staff	Fall 2007	Develop orientation curriculum with diversity component for new staff and a refresher curriculum for existing staff	Director, Human Resources	TBD	Interim Associate Provost	Fall 2007
21C. ACADEMIC AFFAIRS: New Students & Transfer Students	Fall 2008	Develop orientation curriculum with diversity component for new student & transfer student orientation	Vice Chancellor for Student Affairs	TBD	Interim Associate Provost	
22. ACADEMIC AFFAIRS: Administrators to include chairs & all new chairs	Fall 2007	Develop orientation curriculum with diversity component for new administrators & a refresher curriculum for existing administrators	Director, Human Resources	TBD	Interim Associate Provost	Fall 2007
23. ACADEMIC AFFAIRS: Work with academic departments to identify how diversity is addressed in required coursework for their majors	Diversity Reviews Fall 2008		Associate Vice Chancellor for Academic Programs		Vice Provost	

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24. ACADEMIC AFFAIRS: Charge Basic Studies Committee with revising the curriculum to incorporate diversity	Fall 2008	Produce annual reports reporting on diversity components of curricula	Associate Vice Chancellor, Associate Provost	None	Vice Provost	
25. ACADEMIC AFFAIRS: Provide mentoring services for faculty & staff	Fall 2009	Provide program offerings to new faculty	Center for Teaching Effectiveness, Associate Vice Chancellor, Faculty Development, Human Resources		Vice Provost	
26. ACADEMIC AFFAIRS: Hire an Assistant Director of International Student & Scholar Services to coordinate cultural programming, excursions, international student recruitment, etc.	Spring 2008	Appointment made & office established	Vice Provost		Vice Provost	
27. ACADEMIC AFFAIRS: Establish funding dedicated to international student scholarships	Timeframe consistent with CC				Vice Provost	
28. HUMAN RESOURCES: Require EEO/AA briefings for each search committee at UNCW	Fall 2007	Establish EEO/AA team & curriculum for search committees	Director, Human Resources		Provost	Completed

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29. HUMAN RESOURCES: Create an Ombudsmen office	Spring 2008		Provost	Funding	Provost, Institutional Diversity & Inclusion	
30. ADMINISTRATION: Create programs in University College to support diverse students & address targeted needs	Fall 2009	Retention rates of diverse group	University College, Pre-College program	Program development	Provost	
31. ADMINISTRATION: Establish a summer residential student fellows program	Summer 2009	Graduation rates		Unknown at this publication	Chief Diversity Officer	
32. STUDENT AFFAIRS: Recruit & increase the number of diverse students who serve in leadership positions (Student Ambassadors, Resident Advisors & Orientation leaders)	Spring 2008	The number of students serving in these leadership positions	Student Affairs		Vice Chancellor for Student Affairs	
33. Establish an Advisory Committee to the Associate Provost for Institutional Diversity & Inclusion comprised of representatives of offices throughout campus that are explicitly charged with advancing the diversity effort	Fall 2008	Exchange information, review plans & data gathered & make recommendations concerning diversity enhancing diversity on a campus-wide basis; Advisory report committee to Provost	Institutional Diversity & Inclusion	Staff support for committee	Chief Diversity Officer	