

**The 2005-2006 Report to the
President's Commission on Multicultural Affairs
For Colleges**

College:

Date Submitted:

Contact Person:

Title:

Phone:

E-mail:

I. Leadership and Infrastructure for Promoting Diversity

Describe the infrastructure the college has in place to lead, coordinate, and measure efforts to promote diversity. Please address the following:

- A. Dean's leadership efforts.
- B. Diversity point person: Name, title, date of appointment, and responsibilities.
- C. College's strategic plan for diversity: Status of planning, date of most recent plan, and alignment of the college's plan with the University's strategic plan for diversity. *Please include a copy of the college's Strategic Plan for Diversity in Attachment I.*
- D. Diversity committee: List of members, titles and committee activities.

II. Recruitment and Retention of Historically Under-represented Students

- A. Describe recruitment activities aimed at increasing the number of students from historically under-represented groups.
- B. Describe retention activities aimed at helping students from historically under-represented groups succeed including any evaluation of existing efforts.
- C. Appendix A - Comparative Enrollment and Graduation Data - does not apply to University Libraries.

III. Recruitment and Retention of Historically Under-represented Faculty and Staff

A. Faculty

- 1. Describe strategies for increasing the diversity of your faculty.
- 2. Describe activities related to the retention of faculty from historically under-represented groups.
- 3. Appendix B provides data regarding the number of faculty in your college broken down by gender, race/ethnicity, and instructional category. This information has been compiled from institutional databases by the Office of Planning and Analysis. Please review these data and make comments about the status of diversity in your faculty and any relevant trends.
- 4. Using the following table, please provide tenure and promotion data for instructional faculty in the 2005/2006 academic year.

Name of College 2005/2006 Academic Year Tenure and Promotion for Instructional Faculty by Gender, Race/Ethnicity and Job Category							
	Tenure		Associate Professor		Full Professor		Total Number Accepted
	Applied	Accepted	Applied	Accepted	Applied	Accepted	
Male							
Female							
White							
African American							
Hispanic							
Asian/Pacific Islander							
Native American							
Other							
Total							

B. Staff

1. Describe your strategies for increasing the diversity of college staff.
2. Appendix C provides data regarding the number of staff in your college broken down by gender, race/ethnicity, and job category. This information has been compiled from institutional databases by the Office of Planning and Analysis. Please review these data and make comments about the status of diversity among your staff and any relevant trends.

IV. Curriculum Transformation, Enhancement and Development

1. Describe efforts to assess courses for multicultural content.
2. Describe efforts to infuse courses with multicultural content and/or to promote the Tilford Group Multicultural Competencies.
3. Describe efforts to build, expand, or support American Ethnic Studies, Women’s Studies, Latin American Studies, Native American Studies, African languages, etc.

V. Diversity Partnerships in Higher Education

Describe the nature of any partnerships or relationships with the following institutions:

- A. Historically Black Colleges and Universities
- B. Hispanic Serving Institutions
- C. Tribal Colleges and Universities
- D. Institutions in:
 1. Africa
 2. The Caribbean
 3. Latin America
 4. Asia and the Pacific Rim

VI. Development/Fundraising or Grant Activities to Support Diversity

- A. **Development/Fundraising:** Using the template below, please summarize funding for diversity initiatives and programs. Funding may come from an internal source such as the Office of Diversity or from an external source such as a private donor or corporation. Please identify any pending development activities.

Name of College Summary of Funds Raised for Diversity 2005/2006		
Amount	Purpose	Source of Funds
Total		

- B. **Grants to Support Diversity:** Using the template below, please describe any grants awarded to your unit to support diversity efforts. Grants may come from an internal source such as the Office of the Provost or from an external source such as a Federal agency. Please identify any pending grants.

Name of College Summary of Grants for Diversity Programming 2005/2006		
Amount	Purpose	Source of Funds
Total		

VII. Enhancing the Community, Climate and Centrality of Diversity

- A.** Describe efforts to evaluate the climate for diversity in the college. Please include a brief description of the process and results. *Provide a copy of any instruments used in Attachment II.*
- B.** Describe education, training and other methodologies used to enhance the cultural competence of people who work in the college.
- C.** List diversity-related events sponsored by the college.
- D.** Describe the participation of the college in diversity-related events and activities at the local, regional, and/or national levels.
- E.** Describe partnerships with corporations to enhance diversity within the college.

VIII. Scholarship: Research/Publications/Presentations on Diversity-Related Topics

IX. Awards Received for Diversity Excellence by Individuals, Departments or the College

X. Other Events and Activities Undertaken or Planned

Appendices

- B. Full-time Instructional Faculty by Gender, Race/Ethnicity and Instructional Category**
- C. Full-time Staff by Gender, Race/Ethnicity and Job Category**

Attachments

- I. The College's Strategic Plan for Diversity**
- II. Instruments Used to Measure the College's Climate for Diversity**