

The 2012-2013 Diversity Report
to
The President's Commission on Multicultural Affairs
(Colleges)

College: _____ **Date Submitted:** _____
Contact: _____ **Title:** _____
Phone: _____ **E-mail:** _____

I. Leadership, Planning, and Accountability for 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, and responsibilities
- C. Strategic Plan for Diversity: Status of planning, diversity goals, and action items
- D. Diversity Committee: List of members, titles, and activities during 2012-2013

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 to persist and graduate, including any evaluation data or metrics associated with existing efforts (e.g. program retention rates).
- C. Please attach as Appendix A the data regarding the number of students broken down by gender and race/ethnicity. The 2012 information has been compiled from institutional databases and may be found at <http://www.k-state.edu/diversity/pcma/appendixa.html>. Please review these data and make comments about the College's status and trends.

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

A. Faculty

- 1. Describe strategies you are using to increase faculty diversity.
- 2. Describe activities related to the retention of faculty from historically under-represented groups.
- 3. Please attach as Appendix B the data regarding the number of faculty members broken down by gender, race/ethnicity, and instructional category. The 2012 information has been compiled from institutional databases and may be found at <http://www.k-state.edu/diversity/pcma/appendixb.html>. Please review these data and make comments about the College's status and notable trends.
- 4. Using the table below, please provide tenure and promotion data for instructional faculty in the 2012-2013 academic year.

Name of College 2012-2013 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 strategies you are using to increase the historically under-represented staff in your college.
2. Describe activities related to the retention of historically under-represented staff in your college, including any formal mentorship programs.
3. Please attach as Appendix C the data regarding the number of staff by gender, race/ethnicity, and job category. The 2012 information has been compiled from institutional databases and may be found at <http://www.k-state.edu/diversity/pcma/appendixc.html>. Please review these data and make comments about the College's status and notable trends.

IV. Multicultural Curriculum Transformation

- A. Describe efforts to assess courses for multicultural content and pedagogies for diversity.
- B. Describe efforts to infuse courses with multicultural content and/or to promote or support the Tilford Group Multicultural Competencies.
- C. 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

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

1. Historically Black Colleges and Universities
2. Hispanic Serving Institutions
3. Tribal Colleges and Universities
4. International institutions in:
 - a. Africa
 - b. The Caribbean
 - c. Latin America
 - d. Asia and the Pacific Rim

B. Describe the nature of any private sector partnerships for the advancement of K-State diversity.

C. Describe any other partnerships for the advancement of K-State diversity.

VI. Fundraising for Diversity

A. Development/Fundraising: Using the template below, please summarize funding for diversity initiatives and programs in 2012-2013. Funding may come from an internal source such as the Office of the Provost or from an external source such as a private donor or a corporation. Please identify any pending development activities.

Name of College Summary of Funds Raised for Diversity 2012-2013		
Amount	Purpose	Source of Funds
Total		

B. Grants to Support Diversity: Using the template below, please describe any grants that supported diversity efforts in 2012-2013. Grants may come from any local, state, or federal, or foundation source. Please identify any pending grants.

Name of College Summary of Grants for Diversity Programming 2012-2013		
Amount	Purpose	Source of Funds
Total		

VII. Enhancing the Community, Climate, and Centrality of Diversity

- A. Describe education, training and/or other methodologies used to enhance the cultural competence of people who work in the College.
- B. List diversity-related events sponsored by the College.
- C. List any faculty or staff who has participated in diversity-related events and activities.

VIII. Faculty and Staff Scholarship on Diversity-Related Topics

- A. Research
- B. Publications
- C. Presentations

IX. Awards Received for Diversity Excellence by Individuals or the Unit/Department

- A. University awards
- B. State or national awards
- C. Professional association awards

X. Multicultural Alumni Engagement

- A. Describe efforts to engage multicultural alumni.
- B. Describe ways in which multicultural alumni participate in the unit.

XI. Comments/Suggestions

Appendices

- A. Student Enrollments by Gender and Race/Ethnicity
- B. Instructional Faculty by Gender, Race/Ethnicity, and Instructional Category
- C. Staff by Gender, Race/Ethnicity, and Job Category