

Strategic Diversity Plan Review Process

The Senior Vice President and Provost, the Vice Provost for Institutional Equity and Diversity, and the DAC will be actively involved in the review process, which will focus on the following areas:

- Consistency with strategic directions outlined in the University Diversity Plan
(Perhaps didn't address six concerns of UO plan, etc.)
- Appropriateness of targeted actions given specified college, school, and unit challenges
(Look for gaps in challenges and solutions. Does the action specified relate to the departments needs and is there evidence of an environmental scan determining this need. Check the specificity of strategies and watch for actions that aren't really actions, etc.)
- Appropriateness of measures to track progress on strategic actions
(Look for progress markers. In addition to faculty demographics, other groups might be considered first.)
- Clarity of responsibility for implementation of each proposed action
(Who is responsible for what should be clear and understandable)
- Sufficiency of resource allocations
(This refers to more than money. Look at who is in place. Consider, current programming, other assets, etc.)
- Feasibility of implementation
(Can the submitted plan be done within a reasonable period of time, etc?)
- Level of involvement of unit constituencies during the planning process
(Was the plea to include the right voices heeded?)

Reviews should be bulleted with narrative. The DAC will share review expertise amongst each other. Strong points first then point of concern. Often present in question form. Don't dilute the actual critical feedback.

The review process will be collaborative. The University plan provides that each dean or unit leader will have final discretion as to the content of their Strategic Action Plan, subject to the authority of the Senior Vice president and Provost. Our expectation is that informal review, consultation, and discussion will occur throughout the planning process