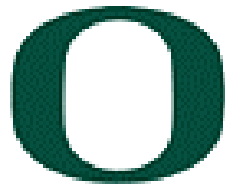


Diversity Strategic Action Plans Progress Report Summary

Office of Senior Vice President and Provost
Office of Institutional Equity and Diversity



UNIVERSITY OF OREGON

Background

- UO Senate and President adopted UO Diversity Plan in May 2006
- Unit-specific Diversity Strategic Action Plans (SAPs) developed and adopted AY06-07 (with support from OIED and DAC)
- SAP implementation began AY07-08
- Required unit progress reports submitted April 2008
- Reviewed by provost, vice provost OIED, and OIED AVPs assigned to each unit
- UO Diversity Plan requires yearly summary report from provost and vice provost to Senate and campus community to begin May 2008

SAP Organizing Elements

- Each SAP was required to include:
 - Data and details about specific strengths and challenges – environmental scan
 - Description of specific targeted actions to be taken given challenges
 - Identification of measurable markers of progress

Six Content Areas

- Each SAP was required to address each of the six pillars of the Diversity Plan
 - Developing a Culturally Responsive Community
 - Improving Campus Climate
 - Building Critical Mass
 - Expanding and Filling the Pipeline
 - Developing and Strengthening Community Linkages
 - Developing and Reinforcing Diversity Infrastructure

SAP Reporting Units

- 16 units:
 - Office of the President
 - Office of the Senior Vice President and Provost
 - Office of the Vice President for Finance and Administration
 - Office of the Vice President for Research and Graduate Studies
 - Office of the Vice President for University Advancement
 - Office of the Vice President for Student Affairs
 - College of Arts and Sciences
 - Lundquist College of Business
 - College of Education
 - School of Architecture and Allied Arts
 - School of Journalism and Communication
 - School of Law
 - School of Music and Dance
 - Associated Student Union
 - Department of Intercollegiate Athletics
 - UO Libraries

SAP Progress Reporting Guidelines

- Units were asked to include the following information in their brief 5-page progress report:
 - Summary of Activities
 - Progress and Results
 - Impact.
 - Future Plans
- Regular updates in Leadership Council and PSES
- OIED AVPs designated as diversity resource to each unit

Summary and Examples

Major Strengths

- All units have been responsive in various ways.
- Widespread ownership of diversity efforts across units
- Many units have engaged active diversity committees and leadership
- Sincere efforts to demonstrate both progress and challenges
- Innovation is high across campus
- Increased willingness to engage in critical discussions about diversity within units
- Consistent with the definition of diversity in the UO Diversity Plan, units are directing efforts to enhance the climate for diversity beyond a narrow focus on race/ethnicity and gender.
- Recognition that efforts are dynamic and will change as progress is made

Challenges and Future Directions

- Isolation of effort and need for more collaboration
- Losing momentum when diversity issues are not “hot”
- Need to continue moving beyond “planning” to “doing”
- Need more focus on evaluation of diversity efforts
 - Moving beyond proxy variables (e.g., numbers of workshops held, number of faculty of color hires within a unit) to include the more complex outcomes that will allow units to accurately assess whether and in what ways their efforts are making a difference.

Summary of Unit Activities

- Developing a Culturally Responsive Community
 - Very active area of effort
 - Created/sustained diversity committees to guide SAPs
 - Developed, administered, disseminated diversity surveys
 - Widespread professional development opportunities
 - Diversity scholarship and course offerings expanded
 - Incentivising innovation
 - Added guidelines for diversity questions on student evaluations
 - Few units still largely in planning stage

Summary of Unit Activities

- Developing a Culturally Responsive Community
 - Examples:
 - Innovations in Diversity and Academic Excellence
 - CAS African Studies and Queer Studies minors
 - COE refocused Teacher Ed. With focus on social justice and ESOL
 - Academic Affairs diversity professional development series
 - ASUO work on Ethnic Studies departmentalization

Summary of Unit Activities

- Improving Campus Climate
 - Some units actively engaged in this area, others still in planning mode
 - Surveys, exit interviewing, town hall forums were common activities
 - Increased efforts to involve students in diversity committees and advisory capacities within units
 - Enhanced communications about diversity supports and offerings

Summary of Unit Activities

- Improving Campus Climate
 - Examples
 - Student Affairs “Count Me In” campaign
 - School of Law had multiple town halls with dean
 - Advancement and UO Libraries developed diversity webpages
 - School of Music and Dance developed Culture and Climate Survey in exit interview
 - President’s Office led effort and program to grant honorary degrees for interned Japanese American students

Summary of Unit Activities

- Building a Critical Mass
 - Widespread effort in this area within academic and administrative units
 - Student recruitment/outreach occurring at both institutional and unit levels
 - Focused recruitment programs
 - Financial aid and fellowship activity
 - Diversifying the workforce
 - Training and support to search committees to recruit diverse pools of applicants
 - Efforts to reach broader audiences with job postings
 - Cluster hires

Summary of Unit Activities

- Building a Critical Mass
 - Institutional impacts 06-07 to 07-08:
 - Growth in UO student admits
 - 32% overall growth
 - 52% Latino
 - 37% African American
 - 23% Asian
 - 22% American Indian
 - 31% white
 - Workforce development
 - Representation of people of color in UO workforce grew from 11.89% to 12.51%
 - Increases for all protected race/ethnic groups
 - Among tenure-related job groups, increases in 7 of 9 groups and no decreases

Summary of Unit Activities

- Building a Critical Mass
 - Examples
 - PathwayOregon launched
 - Many CAS departments continued or began initiatives to support recruitment of graduate students from underrepresented groups (e.g., Chemistry, Biology, Philosophy, Geography)
 - Implementation of refined Underrepresented Minority Recruitment Program
 - CAS cluster hire in African and African American Studies

Summary of Unit Activities

- Expanding and Filling the Pipeline
 - Significant Maintenance/expansion of existing efforts
 - Creation new initiatives in some units
 - More frequently focused early in the pipeline (middle school or earlier)
 - Need for more cross-unit collaboration
 - Need for more integration with K-12 partners
 - Need for long-term evaluation

Summary of Unit Activities

- Expanding and Filling the Pipeline
 - Examples
 - SOJC multimedia journalism project with Jefferson High School
 - CAS Summer Academy to Inspire Learning program partnership with Springfield Middle School
 - OIED Oregon Young Scholars Program for 8th- to 12th – grade students

Summary of Unit Activities

- Developing and Strengthening Community Linkages
 - Many units enhanced community outreach activities
 - Some units in planning stage launching new outreach efforts
 - Increased need for cross-unit collaboration to unite efforts and to lend credibility in forging new community partnerships

Summary of Unit Activities

- Developing and Strengthening Community Linkages
 - Examples
 - President's Native American Advisory Board
 - COE Community Diversity Advisory Board
 - Alumni Association year-long planning to develop vision for engaging diverse alumni
 - UO participation in National Association of Diversity Officers in Higher Education
 - Widespread scholarly symposia/conferences that draw communities to campus

Summary of Unit Activities

- Developing and Reinforcing Diversity Infrastructure
 - A number of units established new diversity committees or renewed existing committees
 - Some units hired diversity-related administrative positions
 - Diversity committees disconnected across units and sometimes disconnected within units

Summary of Unit Activities

- Developing and Reinforcing Diversity Infrastructure
 - Renewed charge for UO Diversity Advisory Committee
 - COE hired diversity coordinator
 - Campus Operation hired part-time diversity coordinator
 - ASUO established Student Diversity Action Coalition
 - Athletics is forming new Diversity Action Plan team
 - AAA, SOJC, Student Affairs, Advancement, LCB, and Libraries all have continuing and active diversity committees

Next Steps

- OIED staff to meet with units to provide additional information about progress report reviews
- OIED to host discussions about progress reports during summer and fall 2008

For More Information

- Copies of the full 2007-2008 SAP Progress Report Summary and unit SAPs may be obtained electronically at <http://vpdiversity.uoregon.edu>
- Questions about unit SAP Progress Reports should be directed to individual units (see OIED website for contact lists)

End