

ADFI

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of diverse students				
Current Status: ongoing				
School/Department Goals or Implementation Strategies	Performance Indicators for this Goal	Tasks	Persons Responsible	Timeline for completion (within plan period)
1.1 Increase student employment as a contributing factor leading to student retention.	Increase in number of student employees.	1.1A Tap the resources of HRA and the IUPUI Career Center to hire student hourly employees as well as temporary students via JagTemps	1.1A Unit administrators and hiring managers.	1.1A June 30, 2008
	Training sessions and individual coaching opportunities are increased.	1.1B Coach & train supervisors of students to ensure the student work experience is meaningful and productive.	1.1B Unit administrators	1.1B June 30, 2008
	Student employees represent our diverse student population.	1.1C When filling student employment positions, if possible, give special consideration to applicants of under represented populations.	1.1C Hiring managers	1.1C June 30, 2008
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1.2 Educate and train staff to use appropriate service and communication skills with students.	Training programs on service and communication skills are offered to staff serving students.	1.2A Ensure education and training is provided to unit staff members on an as-needed basis	1.2A Unit administrators	1.2A June 30, 2008
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Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campuswide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status: [ongoing](#)

School/Department Goals or Implementation Strategies	Performance Indicators	Tasks	Persons Responsible	Timeline for completion (within plan period)
2.1 Recruit and retain a diverse staff.	More diverse posting sites are documented and promoted for campus unit use.	2.1A Advertise job postings to reach a diverse pool of candidates	2.1A Chair of search process	2.1A June 30, 2008
	Individuals involved in staff selection receive training/resources about best practices for diverse hiring.	2.1B Ensure hiring units are well informed about unbiased selection techniques	2.1B Chair of search process	2.1B June 30, 2008
	Web site has been updated to support diversity	2.1C Leverage technology, including the unit Web site to support diverse recruitment	2.1C Unit administrator	2.1C June 30, 2008

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2.2 Reinforce inclusion and equity as strongly held values.	Individual consultation and training is provided as needed. Performance appraisal documents include a cultural competence factor.	2.2A Consult with HRA to assess diversity needs	2.2A Unit heads	2.2A June 30, 2008
		2.2B Explore interventions or group training on tolerance, communication, civility and other related topics.	2.2B Unit heads	2.2B June 30, 2008
		2.2C Integrate diversity/cultural competence into the performance management process	2.2C Unit heads	2.2C June 30, 2008
2.2 (continued)	The climate for diversity is improved based upon staff surveys and their feedback.	2.2D Generate new and workable ideas for strengthening the work environment so that all feel welcome and accepted	2.2D Unit heads and staff	2.2D June 30, 2008
		2.2E Explore retention issues of current employees and address general themes	2.2F Unit administrators	2.2F June 30, 2008

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Diversity Goal 3: Make diversity a strategic priority touching all aspects of the campus mission

Current Status: Ongoing

School/Department Goals or Implementation Strategies	Performance Indicators	Tasks	Persons Responsible	Timeline for completion (within plan period)
3.1 Staff members increase cultural competency	All staff members have participated in at least one diversity related program event.	3.1A Integrate diversity competency into our work areas.	3.1A Unit administration	3.1A June 30, 2008

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Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI

Current Status: Ongoing

School/Department Goals or Implementation Strategies	Performance Indicators	Tasks	Persons Responsible	Timeline for completion (within plan period)
4.1 Incorporate strategic diversity goals into the annual planning process and assess progress annually.	All sections of our unit have undergone analysis to ensure diversity issues are fully addressed in areas of recruitment & retention	4.1A Conduct strategic planning process including each section of our department	4.1A Unit head	4.1A January 2008

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	As part of the annual review process, diversity efforts are evaluated	4.1B Each section of our department assesses progress toward diversity goals and reports those within the Department annual performance evaluation process	4.1B Unit head	4.1B August 2008
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