



Diversity News

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Tennessee Board of Regents Office of Access and Diversity
1415 Murfreesboro Rd, Nashville, TN 37217

** Important Notice Regarding Change In Timelines Related to Campus Diversity Plans**

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Please note the following changes have been made to the TBR Strategic Plan:

Access to Learning Goal -

Objective A5 - Attract and retain greater numbers of students, faculty, and administrators from underrepresented groups:

- *Action Step A5 - Institute substantive recruitment and retention efforts.*
 - *Benchmark A5. "a." has been amended as follows:*

*a. By 2007 **June 30, 2008** all institutions will have formalized a diversity plan including benchmarks, measurable outcomes, and assessment methods for increasing the number of students and employees from underrepresented groups.*

The following are the action steps and respective timelines for achievement of this benchmark:

December 14, 2007 - Campuses will provide campus diversity plan progress reports to TBR that include specific information related to the campus process for developing diversity plan, persons involved, actions taken to date, and other relevant information.

Early Spring 2008 - TBR will sponsor a second diversity workshop for campus representatives

April 18, 2008 - Draft of campus plan due to TBR central office with measurable outcomes, strategies, benchmarks, and assessment methods.

June 30, 2008 - Final plans due to TBR central office.

- *Action Step 7 - the timeline for campuses to report on identifying high schools with low participation rates will be extended to June 30, 2008 for those campuses who wish to include this as an initiative in the campus diversity plan. Please note that Action Step 5 was revised to reflect that campuses will use data they have collected to identify high schools for this initiative.*



Guidelines for the Planning Process

Each campus should be working toward developing a diversity plan that complements the campus mission, strategic plan, and other governing principles of the institution.

To the extent possible, the diversity plan should be a complement of and consistent with existing campus plans. For instance, institutions may wish to utilize the same planning cycle as the campus strategic plan. The plan should be fluid with ambitious, but realistic goals and objectives and should be designed to achieve real and measurable change.

Following are four possible “phases” for lack of a better word that campuses might consider using as you begin developing a planning process. Some of these steps may already be underway or completed and there are certainly many more than are listed in this document. As with anything, each campus needs to determine what will work best for them. These are merely suggestions.

1. Organization

- Appoint a committee of individuals representing different campus departments, divisions, and other areas to discuss and address issues related to how diversity enhances the educational process, how diversity ties in with the institution’s mission and strategic plan, etc.

2. Assessment

Assign responsibilities for the following:

- Conduct an institutional self-study regarding past and current diversity programs.
- Conduct a comprehensive review of the current campus resources and structures devoted to diversity initiatives.
- Review enrollment demographics to determine what student groups might be underrepresented.
- Review employment demographics to determine what employee groups might be underrepresented.
- Conduct formal or informal campus climate studies to determine whether diversity training, cultural awareness, or other activities are needed or desired.
- Review institution policies and practices to determine whether they aid or detract from diversity efforts.

3. Review and Discussion

- Provide opportunities for campus diversity committee members and others involved in diversity programs to attend training workshops, conferences, or other professional development opportunities that might assist them with fulfilling their responsibilities as diversity committee members.
- Set a timetable for responsible persons to present information gathered from discussions and reports to the campus diversity committee for review.
- Have the committee draft recommendations for a draft campus diversity plan that takes into account the information gathered, campus mission, campus strategic plan, etc.
 - Consult with campus affirmative action/human resources office regarding how the federal affirmative action plan might coordinate with employment initiatives.
 - Have campus or TBR general counsel review any race or gender specific initiatives.
 - Review (along with campus or TBR counsel) state funded scholarships to determine compliance with legal requirements.

“The ultimate aim of a comprehensive diversity initiative is to attain organizational consistency throughout all subcultures of the institution.”

Evan and Chun

Guidelines for Developing a Campus Diversity Plan

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- Assign drafting responsibilities for diversity plan document. The plan document should ideally include:
 - background on how plan was developed
 - diversity statement
 - goals
 - objectives
 - concrete strategies
 - benchmarks
 - requirements and incentives
 - expectations and specific assignments
- Develop a review process to include appropriate campus constituency groups (faculty senate, senior administration, etc.) to review draft plan prior to finalization.

4. Finalization and Implementation

- After receiving feedback from all relevant groups develop final plan.
- Communicate final plan to all constituent groups.
- Begin implementation of programs/initiatives.

Funding for Campus Access and Diversity Initiatives

Vice Chancellor Bob Adams recently sent the following information to campus chief business officers that details how the access and diversity funds will be disbursed.

“Since 1984, \$8 million has been provided to higher education institutions for desegregation programs. The funding has been included in the base budgets of each institution. Upon receipt of the 2007-08 appropriation work program, we have learned that F&A has removed that funding from each institution’s base appropriation and has included it in a lump sum appropriation to the TBR for all access and diversity programs. Additionally, TBR is granted authority to reallocate those funds among institutions as deemed appropriate. For 2007-08, there will be no reallocation of those funds. However, the amount you receive will need to be recorded as a state grant and contract revenue, rather than a part of the appropriation. The distribution of these funds as well as any access and diversity grants awarded will be distributed through your monthly allotments. More specific information will be provided with the October Revised Budget instructions. Bob Adams”

Please share this information with others on your campus as appropriate.

Upcoming Events

1. Deanna Stacey will e-mail each campus diversity contact regarding possible dates and agenda items for the next diversity contacts conference call.
2. The Middle Tennessee State University International Conference on Cultural Diversity will be held October 31- November 1, 2007– contact Dr. Sharon Shaw McEwen: 615-898-5975 or by email at cdinit@mtsu.edu
3. We are tentatively planning the 2nd annual TBR diversity workshop for mid to late February. We will notify you as soon as the date has been finalized.

Resources

The following resources might be helpful in assessing campus climate/needs, and developing diversity plans:

Campus diversity plans/reports:

Universities

University of Colorado System Diversity Report
www.colorado.edu/cu-diversity/blueprint/index.html

Texas A&M Diversity Report
<http://diversity.tamu.edu/plan/index.asp>

Ohio State University Diversity Action Plan
www.osu.edu/diversityplan/index.php

IUPUI Diversity Planning and Improvement
www.iupui.edu/diversity/planning

Community Colleges

Madisonville Community College
www.madisonville.kctcs.edu/diversity/info.html

Maysville
www.maysville.kctcs.edu
type "Diversity Enhancement Plan" in search box
select "Diversity and Professional Development"

Campus planning and assessment tools

Diversity Web.Org
www.diversityweb.org/digest/F99/divplan.html

Irvine Foundation
www.aacu.org/resources/diversity/index.cfm
select "James Irvine Foundation Campus Diversity Initiatives Evaluation"
follow link to "Evaluation Resources"
select "Resource Kit in PDF format"

Evans, Alvin and Edna Breinig Chung. "Building and Sustaining and Institution-Wide Diversity Strategy" *Cupa-hr Journal*, Spring/Summer 2007, Volume 58 Number1.