

Annual Goals for Director of Diversity & Institutional Equity

2010-2011

Title:	Create a Diverse University Community
Description:	1. Support minority assistantships 2. Support faculty and staff travel to Alabama State Diversity Conference at UAB 3. Collaborate with Human Resources on Search Protocol revision 4. Collaborate with ODIE Advisory Committee to review diversity training options 5. Collaborate with the Multicultural Advisory Committee to review Climate Survey 6. Collaborate with the ODIE Advisory Committee and Office of Research to create Faculty Diversity Survey 7. Host minority student reception during Welcome Week 8. Develop ODIE website 9. Meet with Council of Deans to discuss diversity initiatives
Budget:	\$35,000.00
University Goals:	3
Strategic Goals:	222,223
Responsibility:	Director
Participation:	
Results:	1. Supported minority assistantships in: College of Business and Counselor Education 2. Supported faculty and staff travel to Alabama State Diversity Conference at UAB: Lelon Davidson, Pat Sanders, David Shields, Catherine White, and Joan Williams 3. Collaborated with Human Resources on Search Protocol revision 4. Collaborated with ODIE Advisory Committee to review diversity training options 5. Collaborated with the Multicultural Advisory Committee to review Climate Survey 6. Collaborated with the ODIE Advisory Committee and Office of Research to create Faculty Diversity Survey 7. Hosted minority student reception during Welcome Week 8. Developed ODIE website 9. Met with Council of Deans to discuss diversity initiatives
Actions:	3. Currently addressing concerns from Faculty and Staff Senates 5. Identified areas to focus: Diversity Education and Training 7. Approximately 125 faculty, staff and students attended 9. Requested the following (spring 2010): - Prepare Annual Department Diversity Report that includes: Current Department initiatives/accomplishments that enhance diversity -Identification

of Department Diversity needs as related to: -Hiring, recruitment and retention of underrepresented faculty/staff -Recruitment and retention of underrepresented students -Action plan to address identified needs that will be included in Annual University Action Plan and submitted to ODIE by August 1, 2010 --Review and implement Search Protocol --Encourage all faculty and staff to participate in fall Diversity Training

Improvements:

Title:	Minority Faculty, Staff and Students
Description:	Increase the recruitment and retention of minority faculty, staff, and students 1. Continue collaboration with Human Resources to review and approve all new hires 2. Support conference presentations and doctoral scholarships to minority faculty and staff 3. Collaborate with Office of Advancement to establish minority scholarship 4. Collaborate with Josh Woods of University Communications to create minority recruitment brochure 5. Collaborate with BFSA to host Minority Faculty/Staff Meet and Greet 6. Collaborate with BFSA to host Minority Student Christmas Dinner 7. Participate in Southern Region Education Board Doctoral Recruitment 8. Establish the Black Faculty/Staff Association(BFSA)
Budget:	\$37,000.00
University Goals:	3
Strategic Goals:	222,223
Responsibility:	Director
Participation:	
Results:	Increased the recruitment and retention of minority faculty, staff, and students 1. Continued collaboration with Human Resources to review and approve all new hires 2. Supported conference presentations and doctoral scholarships to minority faculty and staff --Departments: College of Nursing-2 minority faculty members in doctoral programs 3. Collaborated with Office of Advancement to establish minority scholarship 4. Collaborated with Josh Woods from University Communications to create minority recruitment brochure 5. Collaborated with BFSA to host Minority Faculty/Staff Meet and Greet 6. Collaborated with BFSA to host Minority Student Christmas Dinner - -Approximately 80 students and 20 minority faculty and staff attended 7. Participated in Southern Region Education Board Doctoral Recruitment 8. Established the Black Faculty/Staff Association(BFSA)

Actions:

Improvements: