

# OID Strategic Plan

## Diversity Framework\*

**Institutional Viability and Vitality**-characterizes an institutions capacity to plan, implement, and evaluate comprehensive diversity work and encompasses the human, intellectual, physical, and fiscal resources needed to support such work.

**Goal I.** OID will be a resource and navigator for the ECU community regarding diversity.

\*4.1 i. OID website ► June 20, 2008 initial set-up, August 2008 Final [com]

4.7 ii. OID calendar ► July 31, 2008 [com]

**Goal II.** OID will advocate for and assist in the creation of ECU university-wide articulated accountability policy and measures.

- 4.1 i. Diversity Scorecard ► pilot Fall 2008 ► implementation [tbd]
- ii. Diversity Training w/ ECU HR & EEO ► Fall 2009, phase 1 [in process]
- iii. Diversity recruitment resource guide ► Fall 2008 [com]

**Access and Success** –relates to an institution’s undergraduate and graduate populations by field and levels, student success, pursuit of advanced degrees , and transfer among fields, especially science, technology, engineering and mathematics (STEM)

**Goal I.** OID will partner and collaborate with both the ECU community and Greenville community on diversity –related pipeline initiatives.

4.1 i. Initiative with ECU Intergenerational Center w/ECU Intergenerational

4.2 Center ► Spring 2009

4.3 ii. OID Coalition for Inclusion w/LWCC ► Fall 2008

4.4 iii. Pan-Hellenic/Multicultural Pipeline Initiative w/LWCC ► Spring 2009

4.7

**Goal II.** OID will assist in the implementation of and collaborate on ECU initiatives that address the identification of graduate pipelines and the retention of graduates of color.

4.1 i. HBCU, HSI, Native American pipeline initiative ► Fall 2010

4.2 ii. ESL advocacy and recruitment for graduate students w/International

4.3 Student Affairs ► Fall 2009

4.4 iii. OID graduate student fellowship/stipend ► Fall 2010

4.7

**Campus climate and intergroup relations**-encompasses the type and quality of social interactions among students, faculty, and staff as well as individual and group perceptions of institutional commitment to diversity.

**Goal I.** OID will Review and assess the ECU campus climate every three years.

- 4.1 i. ECU quantitative survey ► every 3 years *ongoing*
- ii. ECU qualitative survey ► annually

**Goal II.** OID will sponsor/collaborate on university-wide initiatives that encourage interaction across race, beliefs and difference.

- 4.1 i. OID awards, fellowships ► Begin Spring 2010
- 4.3 ii. OID recognition receptions ► Spring 200 [end of Spring
- 4.7 semester/graduation]
- iii. OID Intergroup Dialogues ► Fall 2009 *ongoing*
- iv. OID Treasure Trove ► Pilot Fall 2008, ► Fall 2009 (full implementation)
- v. OID Dinner n' dialogue ► Fall 2008 *ongoing*
- vi. Heritage Months w/ECU partners ► Fall 2008 [com]

**Education and Scholarship** –*involves not only the availability of courses with significant diversity content, but also diversity course-taking patterns, faculty engagement with diversity issues, and student learning outcomes related to diversity.*

**Goal I.** OID will foster an ECU learning environment of inclusive excellence.

- 4.1 i. Faculty Workshop w/FTC ► Fall 2008 [com]
- 4.7 ii. Summer Institute for Faculty w/ FTC ► Summer 2010 (pilot)
- 4.3 iii. OID Diversity Speakers Bureau ► Fall 2008 [ongoing]
- iv. OID Spectrum Speaker Series ► On Hold
- v. Faculty Teaching Center Workshops w/ FTC ► Spring 2009

**Goal II.** OID will consistently collaborate/ participate in committees that develop and implement new /current academic initiatives.

- 4.1 i. New Faculty Orientation ► Fall 2008 (committee rep)
- ii. First Year Experience ► Fall 2009 (committee rep)
- iii. CoAd 1000 ► Fall 2009 (committee rep)

**Goal III.** OID will partner and act as a resource to ECU departments and units to aid in the achievement of the recruitment and retention of diverse faculty.

- 4.1 i. Mentoring and leadership group for faculty of color ► Fall 2010

4.7 ii. Dialogue across the Diaspora in partnership with the Faculty teaching center. ► Fall 2008 *ongoing*

\*UNC Tomorrow

4.1 Our Global Readiness

4.2 Our Citizens and Their Future Access to Higher Education

4.3 Our Children and Their Future: Improving Public Education

4.4. Our Communities and Their Economic Transformation

4.5 Our Health

4.6 Our Environment

4.7 Our Universities' Outreach and Engagement

[com]-completed

\*Making a Real Difference with Diversity, a guide for institutional Change, Clayton-Pederson, Parker, Smith, Moreno and Teraguchi, AAC&U