



The College at  
**BROCKPORT**  
STATE UNIVERSITY OF NEW YORK

# Strategic Plan for Diversity

2011-2016

# Unit: Diversity

Construct: Academic Quality and Engagement

UNIT PRIORITY				
GOAL	STRATEGIES	BASELINE	TIMELINE	ASSESSMENT PLAN
1. Develop and implement activities and programs designed to infuse diversity and inclusion across the curriculum	Provide resources for professional development opportunities that will give faculty the skills to transform the curriculum		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Level of participation in professional development workshops that encourage multicultural curriculum transformation across the College community
	Facilitate efforts among faculty and staff to explore and implement pedagogical innovations related to diversity and inclusion		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Development of modules for diversity and inclusion based on lessons learned from various professional development opportunities (
	Provide incentives for course redesign that focuses on diversity and inclusion		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Number of and quality of course redesign proposals submitted and implemented
	Provide support for Presidential Fellows to develop and implement innovative teaching methodology consistent with program expectations		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Successful implementation of new initiative

Construct: **Co-Curricular Programs & Support**

UNIT PRIORITY				
GOAL	STRATEGY	BASELINE	TIMELINE	ASSESSMENT PLAN
2. Develop programs and services designed to improve the educational outcome for students	Enhance the coordination of international student services to enable students to meet educational objectives and enhance quality of life		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Monitoring and improved retention and graduation rates of all undergraduate students, with focused attention on underrepresented and international students
	Enhance College-wide strategy for retaining underrepresented undergraduate students		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Inventory and assessment of both department and College academic interventions at The College at Brockport  Implementation of programs to enhance undergraduate advisement
	Incorporate diversity module in college-wide initiatives such as living learning community and student leadership program		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Development and implementation of diversity module
	Develop plan to enhance college-wide involvement in the annual diversity conference		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increase in the number of presentation proposals submitted by students, faculty and staff  Increase in the number of faculty who include participation in the conference as an expectation for students

Construct: Learning Environment & Quality of Place

UNIT PRIORITY				
GOAL	STRATEGY	BASELINE	TIMELINE	ASSESSMENT PLAN
3. Develop and implement activities and programs designed to increase and enhance student diversity throughout the College.	Develop a student recruitment plan		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increased number of undergraduate underrepresented new students, first-time and transfers, to at least 13-14 percent of students reporting ethnicity
	Concentrate more focused resources and efforts on students from underrepresented backgrounds		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Percentage increase in allocated resources
	Develop new and innovative programs to increase enrollment, advancement, retention and recruitment of graduate students from underrepresented groups		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increased number of underrepresented graduate students
	Identify and/or increase quantity and quality of outreach programs that target youth of underrepresented groups designed to enhance academic/career preparation and encourage College attendance		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increased co-op and internship opportunities by creating partnerships with local businesses
	Establish outreach programs that focus on community colleges and activities to facilitate the transfer of students from underrepresented groups The College at Brockport		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Number of new or significantly enhanced initiatives at the College and department levels  Increased number and percentage of transfer students who are members of underrepresented groups  Increased collaboration between The College at Brockport and selected community colleges
4. Develop and implement strategies and programs designed to increase and enhance faculty and staff diversity throughout the	Promulgate that the recruitment and retention of members of underrepresented groups to the ranks of faculty and staff are important goals of the College		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Incorporation of diversity expectations into the performance indicators for divisions  Established benchmarks for evaluating achievement of goals

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GOAL	STRATEGY	BASELINE	TIMELINE	ASSESSMENT PLAN
College, with particular focus on underrepresented groups within each department/division.	Enhance underrepresented faculty/staff recruitment efforts		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Employment of best practices from other Colleges and Universities Provide search committee members with information and education about recruiting members of underrepresented groups
5. Develop and implement activities and programs designed to enhance the College climate for students, faculty and staff which are aligned with the College's mission and goals	Develop College-wide incentive programs to support the College's diversity initiatives		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increase participation in number of programs supported at the College level in priority areas of admissions, and recruitment and retention activities, and in initiatives to enhance College climate and cultural exposure if necessary Announcement of diversity related award to recognize students, faculty and staff who make significant contributions to the College's diversity effort
	Assess current level of diversity programming and initiatives		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Complete diversity practices survey
	Develop multi-year plans for sustainable collaborative projects that promote positive and supportive relationships among students from diverse cultural backgrounds		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Establishment of at least one new strategic alliance between the College and cultural community groups Increased training programs that increase cultural awareness
	Design and implement a variety of training programs for all faculty, staff and students to enhance the College's diversity climate		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increased diversity training opportunities for faculty, staff and students
	Develop and/or enhance materials that promote the value and benefits of diversity and that promote the College's efforts to create and sustain a welcoming teaching, learning and working environment for all		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Increased attention to diversity and multicultural images and "messages" in publications and other marketing media developed at all levels of College operations.

Construct: Alumni Connectedness and a Culture of Philanthropy

UNIT PRIORITY				
GOAL	STRATEGIES	BASELINE	TIMELINE	ASSESSMENT PLAN
6. Develop and implement strategies for philanthropy and alumni relations.	Establish a plan to increase scholarship opportunities to attract and retain underrepresented undergraduate and graduate students		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Reviewed and published information on the legality of targeted scholarships Identification of new donors Establishment of targeted endowments
	Develop an operational structure for acquiring diversity resources and building alumni relations		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Establishment of Board of Ambassadors
7. Create the Institute for Diversity and Inclusion	Develop organizational structure and governance plan		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Development of multiyear plan for internal and external support Implementation of program and services under the auspices of the institute
	Identify resources to launch the institute		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	The amount of resources acquired
	Develop plan to include Presidential Fellows and Graduate Diversity Fellows		2011-12 <input type="checkbox"/> 2013-14 <input type="checkbox"/> 2015-16 <input type="checkbox"/>	Level of campus-wide and external involvement