



Austin Peay State University

Strategic Diversity Plan

2008 – 2010

(as revised 6-30-08)

Prepared by:

Austin Peay State University Affirmative Action and Diversity Committee

Mission	Austin Peay State University embraces diversity as a core value and as essential for our effective participation in the global community.
Vision	Austin Peay State University will be known for its commitment to diversity as evidenced by its learning and work environments, its acceptance of differences as positive and enriching and its ability to attract, retain and advance a diverse faculty, staff and student body.
Working Definition	Diversity refers to the fact that our inclusive community is comprised of many individuals, each having unique attributes based on a variety of social, physical, and cultural characteristics such as race, class, ethnicity, gender, age, sexual orientation, ability/disability, religion, political affiliation and/or national origin.
Goals	Austin Peay State University's diversity goals are to:
	1. attract, retain and graduate a diverse student body reflective of APSU's service area;
	2. attract, retain, advance, recognize, and promote a diverse faculty and staff to a level that reflects the appropriate pool of availability for the target population;
	3. encourage interaction among diverse groups to enrich the educational experience and to prepare leaders to live and work in a competitive global community; and
	4. incorporate diversity in substantive and significant ways into teaching, learning, and research.

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Diversity Plan
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GOAL #1	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
Attract and retain a diverse student body reflective of APSU's service area by 2010.	Use diversity scholarships to provide financial aid to those students who meet the TBR-approved definition of diversity to incrementally impact overall student population at APSU.	Admissions Director Director of Student Financial Aid Dean of College of Graduate Studies Diversity Committee	The Office of Admissions, Student Financial Aid office and the Office of Graduate Studies will award all funds provided for Access and Diversity scholarships. The Diversity Committee will review annually the effectiveness of the scholarship awards.	Acceptance (of awards), as well as the retention rate of those students who are granted Access and Diversity Scholarships.
	Increase recruitment of new students from under-represented populations by 5% by 2010.	Admissions Director Dean of College of Graduate Studies <hr/> Dr. Willodean Burton Dr. Samuel Jator	Attend as many additional recruitment events as resources will allow where prospective students from under-represented racial populations are likely to be during the next 2 recruitment seasons. <hr/> Conduct the Science and Mathematics Academy: Pilot Grant Project in Summer 2008.	Increase recruitment of underrepresented populations by 5% by 2010. <hr/> Acceptance of admissions into APSU programs as well as the retention rates of those students who completed the Science and Mathematics Academy.

GOAL #1 (continued)	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
	<p>Increase recruitment of new students from under-represented populations by 5% by 2010.</p> <hr/> <p>Provide means to accommodate at least 2% increase in students participating in the TRIO programs by 2010.</p>	<p>Dr. Jamie Taylor</p> <hr/> <p>TRIO Program Directors:</p> <p>Mr. John Johnson, Educational Opportunity Center</p> <p>Dr. Marsha Lyle-Gonga, High School Upward Bound Program</p> <p>Mr. Daniel Botula, Tri-County Upward Bound Program</p> <p>Ms. Marissa Chandler, TRIO Student Support Services Program</p> <p>Dr. Arthur Neal, Veterans Upward Bound Program</p>	<p>Conduct Governor's School of Computational Physics project in Summer 2008.</p> <hr/> <p>TRIO Program Directors will endeavor to accommodate additional students within existing programs.</p>	<p>Acceptance of admissions into APSU programs as well as the retention rates of those students who completed the Governor's School of Computational Physics programs.</p> <hr/> <p>By 2010, students served annually in these programs will increase by 2%.</p>
GOAL #1 (continued)	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators

	<p>Increase underrepresented student retention rates to the level established by all first-time full-time freshmen by 2010</p>	<p>Enrollment Management Assessment and Retention Analysis Council</p>	<p>Work to develop effective student mentoring and advisement strategies for underrepresented students.</p>	<p>Retention rates for underrepresented students are at the level established by all full-time freshmen by 2010</p>
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GOAL #2	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
Recruit, retain, advance, recognize, and promote a diverse faculty and staff to a level that reflects the appropriate relevant pool of availability for the target population by 2010.	Increase the number of applications of candidates for professional positions by 15% where the applicant self reports as a member of target population by 2010.	Affirmative Action Officer	Use Access and Diversity Grant for Recruitment of Minority populations (expires 31 December 2008) initially to help increase number of applicants from relevant populations.	Between now and 2010, will see 15% increase in number of applications of candidates where the applicant self reports as a member of target populations.
	Educate the current workforce of the need for and value of a diverse faculty and staff in providing world class education and educational support services by 2010.	Affirmative Action Officer	Commencing Fall 2008 APSU will provide on-going training on the interactions of diverse populations.	Improve level of faculty and staff participation in training related to diversity by 15% by 2010.
	Broaden the applicant pools to increase the number and diversity of persons seeking employment at APSU to a level that reflects the appropriate and relevant pool of availability for the target population by 2010.	Affirmative Action Officer	Beginning August 2008, expand promotion of all open faculty and professional positions to include advertisements in Diverse Issues in Higher Education, Latinos in Higher Education and Women Issues in Higher Education.	As resources will allow, publish open faculty and professional positions in Diverse Issues in Higher Education, Latinos in Higher Education and Women Issues in Higher Education by 2010.
	Foster an environment that promotes the retention of diverse faculty and staff by 2010.	Provost-Vice President for Academic and Student Affairs; Academic Deans; Department Chairs; School Directors; Directors of non-academic departments; Vice President for Legal Affairs & Strategic Planning; Vice President for Finance & Administration.	Continue to implement mentorship programs for new faculty.	Contact 100% of new employees and link them with current faculty and staff for professional development and social connection by 2010.

GOAL #2 (continued)	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
	Reaffirm APSU's commitment to and belief in the principles of affirmative action and equity by 2008.	President	Promote the manager of Affirmative Action to Director of Affirmative Action reporting to the president and serving as a member of the President's cabinet.	Effective January 2008, the manager of Affirmative Action was promoted to Director of Affirmative Action, and reports to the president and is a member of the president's cabinet.

GOAL #3	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
Encourage interaction among diverse groups to enrich the educational experience and to prepare leaders to live and work in a competitive global community.	Increase opportunities for diverse groups to interact, both in-class and out-of-class, by creating and continuing diversity efforts focusing on international education.	Associate Vice President for Student Affairs Provost-Vice President for Academic and Student Affairs Academic Deans Director of New Student Programs	The institution will: increase study-abroad participation rates through scholarships and other programs; increase number of exchange / international students on campus; conduct inclusive student events; and promote importance of diversity with faculty.	Between now and 2010, increase in specific NSSE measures over base year, such as: 1.e. Included diverse perspectives (different races, religions, genders, political beliefs, etc.) in class discussions or writing assignments 1.u. Had serious conversations with students of a different race or ethnicity than your own 1.v. Had serious conversations with students who are very different from you in terms of their religious beliefs, political opinions, or personal values
	Measure the extent to which students, faculty and staff are satisfied with their experience at APSU by 2010.	Affirmative Action and Diversity Committee	Conduct regular satisfaction surveys of all campus constituencies by 2010.	Obtain positive perceptions of APSU commitment to diversity and address negatives by all constituencies by 2010.
	Develop a reward and incentive program for all faculty and staff that have made and contributed to the advancement of diversity at APSU by 2010.	Provost-Vice President for Academic and Student Affairs	Establish a committee during 2008-09 academic year to develop a reward and incentive program for the advancement of diversity.	Committee report accepted and action taken on recommendation by 2010.

GOAL #3 (continued)	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
	Explore the feasibility of establishing an Office of Diversity.	President	Appoint a committee to investigate the feasibility of establishing an Office of Diversity. The committee would review the practices of other universities and determine the viability of such an office at APSU.	Committee's report submitted to President for consideration by 2010.

GOAL #4	Objective Associated with Goal	Responsibility	Strategy Associated with Objective	Indicators
Incorporate diversity in substantive and significant ways into teaching, learning and research.	Use at least two university faculty meetings to explore ways in which diversity can be incorporated into teaching, learning, and research by 2010.	Provost-Vice President for Academic and Student Affairs Academic Deans	Recast the Faculty Luncheons on Student Success and Engagement to focus (over a period of two meetings) ways in which faculty members may specifically incorporate concepts related to diversity into teaching, learning, and research.	Conduct two university faculty meetings focused on ways diversity may be incorporated in teaching, learning and research by 2010.
	Increase number of faculty and student research projects with a diversity focus during the period between 2008-2010 by 10%.	Director of Grants and Sponsored Programs Dean of the College of Graduate Studies	Monitor funding opportunities from outside sources that specifically pertain to research initiatives with a diversity focus and update faculty regarding these opportunities as they become available.	Increase number of faculty and student research projects with a diversity focus during the period between 2008-2010 by 10%.

APSU 2007-08 Diversity Committee Members:

- Charles Pinder, Dean of College of Graduate Studies (Committee Chair and Diversity Coordinator)
- Marcy Maurer, Faculty Representative
- Makeba Webb, Admissions Counselor, Office of Admissions
- Sheila Bryant, Director of Affirmative Action (ex officio)
- Glenn Carter, Faculty Representative
- Tamira Cole, Reception Clerk, Office of the Registrar
- Sam Fung, Faculty Representative
- Richard Jackson, Vice President for Legal Affairs and Strategic Planning (ex officio)
- Nicole Knickmeyer, Faculty Representative
- Ken Shipley, Faculty Representative
- Tina Rousselot, Coordinator of International Education
- Michael Becraft, Assistant Vice President for Academic Affairs
- Optimum Robinson, Student Representative
- Sandra Shirley, Student Representative