

PRESIDENT'S DIVERSITY COUNCIL
SPRING 2011 SUMMARY OF COMMITTEE RECOMMENDATIONS

1) Culture and Climate Committee:

UI Diversity Statement

Campus Climate Survey (Last one in 2002)

Internal construction: Institutional Research and Assessment

Internal Survey of Diversity Providers

Bring Stop the Hate bias and hate crime prevention training to campus (begun January 2011)

Form a Campus Climate Incident Response Team (Bias Incidence Prevention and Response Team formed and seated February 2011)

2) Student Recruitment and Retention Committee:

Developed recommendation list of depth and breadth (please see full set)

Recommendation list has practical, implement "now" ideas

Ongoing meetings with Enrollment Management leadership

Multicultural recruiter hired and began April 2011 per recommendation of committee.

Main focus---integrations and embedding of targeted strategies with EM and all UI practices.

Recommending working more closely with Diversity, Equity and Community team

3) Staff Recruitment and Retention Committee:

Compiled baseline statistics

Develop comprehensive best practices Hiring Guide (and provided outline)

Develop enhanced training for search committees and chairs

Define, build and staff an Ambassador Program

Climate/survey assessment

Improve exit interview questionnaire and accessibility of data

Produce recruitment video-selling UI as employer of choice

Develop resources to assist new hires in adapting to and settling into the community (extension of ambassador program)

Diversity education/training for all employees

4) Faculty Recruitment and Retention Committee:

Search committee training

Include faculty led meetings

Hiring/Search practices manual

Reallocating Resources: Targeted Recruitment Fund

Diversity Brochure Folder (community and campus programs, initiatives, etc.)

Community Resources

More diversity on all pages of UI website

Interview stage: A support network to speak with candidates

Diversity as a dimension of annual evaluations

Utilize Stanford model for UI policies and practices

Develop UI Multicultural Caucus

Institutionalized retention practices for faculty of color and women such as mentoring

Salary/Research incentives focused on diversity

Curriculum review for diversity

Diversity professional development as part of evaluation process

Perhaps encourage Argonaut to have diversity series annually

Develop a process for documenting, tracking and reporting incidents of human rights violations

Diversity Excellence Awards

5) Statewide Outreach and Engagement

Recommend centralizing broader focus of outreach and engagement beyond Extension (aware of Outreach and Engagement Council)

More emphasis on tribal issues with a greater focus on urban Native American needs (big growth in Boise area)

Increase work with community colleges for delivering more UI based initiatives

Focus on state more for Service Learning opportunities

6) Multiculturalism in the Curriculum and Co-Curriculum

Developed Respect Clause (recommended for use in classes and other venues)
Civility Clause resulted and ratified by Faculty Senate.

Core curriculum and general education curriculum review: recommended multicultural courses within existing menu of requirements (not an additional class). Will continue to work with faculty committees to achieve this requirement.