Equity and Diversity Update

Presented to the University Senate
October 10, 2007
Linda P. Brady, Senior Vice President and Provost
Recent History of the UO Diversity Plan

• Development of Strategic Action Plans AY06-07
• Resources and technical assistance provided by OIED and DAC
  - 8 technical assistance work sessions
  - Templates/resource guides widely disseminated
  - Individual consultation by DAC and OIED staff to requesting units
• Building constituency ownership
• Clarifying mandates
• Avoiding glass frame documents
• Review, revision, adoption
SAP Organizing Elements

• Each SAP was required to include:
  ¥ Data and details about specific strengths and challenges — environmental scan
  ¥ Description of specific targeted actions to be taken given challenges
  ¥ Identification of measurable markers of progress
Six Content Areas

- Each SAP was required to address each of the six pillars of the Diversity Plan
  - Developing a Culturally Responsive Community
  - Improving Campus Climate
  - Building Critical Mass
  - Expanding and Filling the Pipeline
  - Developing and Strengthening Community Linkages
  - Developing and Reinforcing Diversity Infrastructure
The Review Process

- Each strategic plan was reviewed by 3-4 DAC members who submitted independent written reviews.
- During two-day DAC review retreat over spring break 2007, primary reviewers led full discussion of each plan by entire DAC (full committee review comments summarized in writing).
- Each reviewer used the same review guidelines to provide a complete and consistent review of each plan.
- Plans were also reviewed by Provost and UO General Counsel during process.
The Review Process

• Review Guidelines
  ¥ Consistency with strategic directions outlined in the University Diversity Plan
  ¥ Appropriateness of targeted actions given specified college, school, and unit challenges
  ¥ Appropriateness of measures to track progress on strategic actions
  ¥ Clarity of responsibility for implementation of each proposed action
  ¥ Sufficiency of resource allocations
  ¥ Feasibility of implementation
  ¥ Level of involvement of unit constituencies during the planning process
  ¥ Summary and recommendations
Next Steps

• Implementation support during AY07-08
  - Dissemination efforts
  - Routine topic for Leadership Council and other committees
  - OIED to provide workshop support based on direction of unit leaders
  - Individual consulting with OIED and DAC
  - Collegial consultation among unit leaders

• Progress Reporting
  - Provost to formally report to Senate in spring 2008
  - Process and format for unit progress reporting to be disseminated in fall 2007
Ongoing Challenges

- Resource prioritization and seed funding
- Sustaining engagement on and off campus
- Positioning of diversity relative to academic quality
- Diffusing ownership and responsibility
- All-or-nothing thinking
- Vision over action
Underrepresented Minority Recruitment Program (UMRP) Update

• Program reviewed and provisions clarified during AY06-07 as part of institutional diversity planning
  ¥ Academic Deans
  ¥ UO General Counsel
  ¥ Provost, Academic Affairs, OIED
  ¥ Faculty Advisory Council

• Major issues addressed
  ¥ Consistency of utilization
  ¥ Transparency
  ¥ Accountability
Underrepresented Minority Recruitment Program (UMRP) Update

• Program parameters
  ¥ Designed to assist departments in hiring diverse faculty who have been selected for academic positions
  ¥ Funds reimburse departments
  ¥ Funds provided to cultivate positive academic environment for new hire and the hiring department’s faculty
  ¥ Use of funds must be congruent with common start-up norms in department
  ¥ Not used to making hiring decisions
Underrepresented Minority Recruitment Program (UMRP) Update

- Process
  - Submission by department to academic dean
  - Review, (revision), sign off by dean
  - Review and analysis by AAEO on whether appointment contributes to department diversity
  - Review by OIED, sign off by Vice Provost for Institutional Equity and Diversity
  - Review by Academic Affairs, sign off by Vice Provost for Academic Affairs
  - Review and decision by Provost
  - Implementation through Academic Affairs
  - Final report submitted at end of funding cycle
Underrepresented Minority Recruitment Program (UMRP) Update

- Departments must submit a written plan for the use of UMRP funds
  - Recruitment, start up, development of new faculty
  - Investment in programmatic needs of the department usually, but not restricted to, the interest of the new hire
  - Investment in other aspects of the diversity plan of the department
  - Assurance of equitable startup and development for colleagues in the same professional cohort as the new hire
Underrepresented Minority Recruitment Program (UMRP) Update

• Current snapshot
  - 6 UMRP proposals funded in AY06-07
  - 5 currently pending
  - 4 different colleges/schools

• Investments included
  - Individual research
  - Faculty start-up/development
  - Cohort equity
  - Guest speakers
  - Department diversity programming
  - Hosting supporting conferences