University Diversity Council (UDC)

Group 3 Year End Report 2014-2015

Members of UDC Group 3

1. CC Carter (Director of Cross Cultural and Leadership Center/CCLC)
2. Wenshu Lee (Associate Vice President for Faculty Affairs)
3. Dylan Saake (Director of Labor Relations & Compliance; DHR Coordinator)
4. Paula Selvester (Senate Chair & Faculty)

Group Meetings Held

1. March 27, 2015 (3:00 – 4:30 p.m.)
2. April 24, 2015 (3:00 – 4:30 p.m.)
3. May 01, 2015 (3:00 – 4:30 p.m.)
4. May 7, 2015 (9:30-10:00 a.m.)

Group 3 areas	**KPI's**	**What was accomplished**	Notes
4. Increase Workforce Diversity	**KPI 4.1 –**Track data across hiring points (i.e., applicant pool, long and short list, interview, offer, hire); determine data needed, who has access to it and how to increase/ensure diversity and inclulsivity at each point. **KPI 4.2 –**Develop and implement Exit Survey for faculty, staff and administrators that leave Chico State; determine questions and data collection methods.	**KPI 4.1** E-Recruit for faculty recruitment, ready for the 2015-16 hiring cycle: People Admin estimated cost $5750 **KPI 4.2** Collect exit survey instruments; choose Fresno State exit survey for 2015 exit data collection.	Retention, advancement, etc. Diversity should be defined in more refined ways, i.e., beyond race/ethnicity, gender

	KPI 4.3 –Increase diversity profile for faculty, staff, administration, and students; identify target percentage increase for each group. Staff/faculty targets can come from Affirmative Action Program (AAP) or set higher aspirational targets (See EO 1088 https://www.calstate.edu/eo/EO-1088.html)	**KPI 4.3** See the list below	
6. Campus Climate Considerations	**KPI 6.1** – Administer annual Campus Climate Survey to students, staff, faculty, and administrators; compare participation rates and results among groups **KPI 6.2 –** Measure items such as feelings/perceptions of respect and dignity **KPI 6.3 –** Measure impact of diversity and inclusion training programs (e.g., Global Voices Program, Diversity Academy and Certificate Programs; Conversations on Diversity) using standardized assessment tool; set date to begin data collection and analysis **KPI 6.4 –** Measure perceptions related to diversity and inclusion; set date to identify assessment tool	Compare the current campus climate survey (May 2015) with the original survey created by the Diversity Action Plan members in 2013.	Be more intentional across all divisions and groups in terms of our receiving impactful diversity trainings.

UDC GROUP 3 KPI 4.3

Recruitment

1. Require unconscious bias training for all members of hiring committees at every level beginning in May 2015. Require training for hiring authorities. Deny (delay) searches if these conditions are not met. Aim at cultural transformation through wide opportunities for training during recruitment.

2. Review existing recruitment templates and make changes ready for 2015-2016 searches. For all vacancy announcements, include preferred qualification of "demonstrated commitment to diversity and inclusion" or "experience" vs. just "appreciation of" or "awareness of..."

3. Set diversity percentage goals for pool (EO 1088 & Chico State Affirmative Action Plan). If diverse applicants, semifinalists, and finalists are not present or included, go back to committee and require justification and/or additional efforts/time to secure a more diverse pool.

4. Increase power of deans and other hiring authorities to offer competitive packages, hire more than one candidate if this will advance the diversity priorities of the university, or creatively incentivize the hiring of diverse candidates.

5. Establish diversity guidelines for temporary/emergency recruitment in all areas.

6. Identify the percentage targets on our diversity profile. We might want to decide a higher target that shows Chico State's commitment to real measurable goals.

Retention/Tenure/Promotion

Faculty: Set up RTP template for department standards, including components to reflect and recognize the importance of diversity and inclusion work (at all levels-teaching, professional growth and achievement, service).

Retention/Promotion

Staff – to be developed

MPP – to be developed

Chico State Exit Survey (pilot)

Demographic Information

Gender, Race/Ethnicity, Age Group, Position,

Beginning Date of employment:
Last Date of employment:

Interviewer: _____

Date of Interview: _____

Exit Interviews (Developed by Fresno State)

1. What is your primary reason for leaving?
2. What was most satisfying about your position?
3. What was least satisfying about your position?
4. What would you change about your position?
5. Did anything trigger your decision to leave?
6. Did your duties turn out to be as you expected?
7. Did you receive enough training to do your job effectively?
8. Did you receive adequate support to do your job?
9. Did you receive sufficient feedback about your performance between formal reviews?
10. Were you satisfied with our review process?
11. Did we help you to fulfill your career goals?
12. What would you improve to make our workplace better?
13. Did any university policies or procedures (or any other obstacles) make your job more difficult?
14. What did you like most about Chico State?
15. What did you like least about Chico State?
16. What does your new position offer that Chico State doesn't?
17. Is there anything else you would like to share with me.