<table>
<thead>
<tr>
<th>UDC Priority</th>
<th>KPIs</th>
<th>Expected Date</th>
<th>Notes</th>
</tr>
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| 1. DAP Stewardship | **KPI 1.1**—Identify the number of existing division/unit diversity plans completed.  
**KPI 1.2** —Identify the point person for the work of the Diversity Action Plan.  
**KPI 1.3** —Confirm that diversity plans are placed on agendas of unit committees.  
**KPI 1.4** —Track the number of faculty/staff receiving campus diversity training.  
**KPI 1.5** —Track the number of diversity plan priorities/action items currently in process; track diversity priorities/action items in process that are not included in existing diversity plan. | Spring 2015; ongoing | |
| 2. Hispanic Serving Institution (HSI) Status Considerations | **KPI 2.1** —Establish a steering committee to guide HSI efforts. | Spring 2015 | |
| 3. Should a seventh priority (Diversity) be added to the University Strategic Plan? | **KPI 3.1**— Draft text for a diversity-focused 7th priority; provide draft to senior management and invite discussion/consultation (include student input).  
**KPI 3.2**—Align diversity commitment in new University Strategic Plan with the Academic Plan Renewal. | Spring 2015 | |
| 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 and who has access to it.  
**KPI 4.2** —Develop and implement Exit Survey for new hires that leave Chico State; determine questions and data collection methods.  
**KPI 4.3** —Increase diversity profile for faculty, staff, administration, and students; identify target percentage increase for each group. | Spring 2015; ongoing | Consider recruitment, retention, and advancement.  
Diversity broadly defined  
Collaborate with Academic Plan |
<table>
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<tr>
<th>5. Annual Report Scorecard</th>
<th><strong>KPI 5.1</strong> – Develop Scorecard template; produce/publish Scorecard at the end of each academic year</th>
<th>Committee</th>
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<td>Spring 2016</td>
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| 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. | Committee |
|---------------------------------|--------------------------------------------------------------------------------------------------|------------|
|                                 | Spring 2015; ongoing                                                                           | Be more intentional across all divisions and groups in terms of receiving impactful diversity trainings  
Collaborate with Campus Climate Survey and Academic Plan Committees |

| 7. Closing the Achievement Gap | **KPI 7.1** – Reduce by half the under-represented minority (URM) achievement gap in four and six-year graduation rates by 2020.  
**KPI 7.2** – Based on institutional data, identify at least three barriers to success for URMs.  
**KPI 7.3** – Based on institutional data, identify at least three strategies to overcoming barriers for URMs. | Committee |
|--------------------------------|--------------------------------------------------------------------------------------------------|------------|
|                                 | 2020 Fall 2015                                                                                  | Consider non-URM groups (e.g., Hmong, low socio economic students)  
Disaggregate data  
Collaborate with Graduation Initiative and Academic Plan Committees |
UDC Priority/KPI Workgroups

Workgroup 1: DAP Stewardship, Annual Report Scorecard, 7th Priority Strategic Plan
Frank Li\(^1\), Candy Pahua\(^1\), Tray Robinson\(^2\), Eddie Vela\(^1\), Joe Wills\(^1\)

Workgroup 2: HSI Status Considerations, Closing the Achievement Gap
Teresita Curiel\(^3\), Pedro Douglas\(^1\), Michelle Morris\(^2\), Vince Ornelas\(^3\), Chela Patterson\(^1\), Cecilia Santillan-Robles\(^3\), Jordan Walsh\(^1\), Paul Zingg\(^2\)

Workgroup 3: Increase Workforce Diversity, Campus Climate Considerations
CC Carter\(^1\), Wenshu Lee\(^2\), Dylan Saake\(^1\), Paula Selvester\(^1\), Anita Zamora\(^1\)

\(^1\) UDC Member  
\(^2\) UDC ET Member  
\(^3\) Chicano Latino Council Member