

UDC Priority	KPIs	Timeline
1. DAP Stewardship	<p><b>KPI 1.1</b>—Identify the number of existing division/unit diversity plans completed.</p> <p><b>KPI 1.2</b> –Identify the point person for the work of the Diversity Action Plan.</p> <p><b>KPI 1.3</b> –Confirm that diversity plans are placed on agendas of unit committees.</p> <p><b>KPI 1.4</b> –Track the number of faculty/staff receiving campus diversity training.</p> <p><b>KPI 1.5</b> –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.</p> <p><b>KPI 1.6</b>—Review and report out existing plans to division heads.</p> <p><b>KPI 1.7</b>—Track the number of faculty and staff who have completed unconscious bias training with a focus on search committee members.</p>	Fall 2015; ongoing
2. Hispanic Serving Institution (HSI) Status Considerations	<p><b>KPI 2.1</b> –Establish a steering committee to guide HSI efforts.</p> <p><b>KPI 2.2</b>—Hire HSI Coordinator in fall 2015.</p> <p><b>KPI 2.3</b>—Identify and hire HSI grant writer in fall 2015.</p> <p><b>KPI 2.4</b>—Create a timeline for Title V HSI eligibility designation and grant submission in fall 2015.</p> <p><b>KPI 2.5</b>—Launch campus HSI awareness campaign with Conversation on Diversity-HSI 101 on September 23, 2015.</p> <p><b>KPI 2.6</b>—Develop and launch campus HSI website fall 2015-spring 2016.</p>	Fall 2015; ongoing
3. Add Diversity as a 7 <sup>th</sup> Priority to the University Strategic Plan	<p><b>KPI 3.1</b>– Draft text for a diversity-focused 7<sup>th</sup> priority; provide draft to senior management and invite discussion/consultation (include student input).</p> <p><b>KPI 3.2</b>—Align diversity commitment in new University Strategic Plan with the Academic Plan Renewal.</p>	Fall 2015; ongoing
4. Increase Workforce Diversity	<p><b>KPI 4.1</b> –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.</p> <p><b>KPI 4.2</b> –The Ombuds Office will implement Exit Survey data collection and reporting for faculty, staff and administrators that leave Chico State; The report of themes will be submitted to the President and shared with the UDC so that themes can be actively incorporated into the strategies for workforce diversity to support and inform efforts.</p> <p><b>KPI 4.3.1</b>—Deans will submit a diversity profile for their division that reports goals, strategies, and includes evidence and plans for progress toward recruiting and</p>	Fall 2015; ongoing

	<p>retaining Tenure Track and Temporary Faculty in percentages that match the changing demographics of our student population. The report will be submitted to UDC members for review and inclusion in the annual Diversity Report Scorecard.</p> <p><b>KPI 4.3.2</b>—Vice Presidents will submit a diversity profile for their division that reports goals, strategies, and includes evidence and plans for progress toward recruiting and retaining MPPs in percentages that match the changing demographics of our student population. The report will be submitted to UDC members for review and inclusion in the annual Diversity Report.</p> <p><b>KPI 4.3.3</b>—Vice Presidents will submit a diversity profile for their division that reports goals, strategies, and includes evidence and plans for progress toward recruiting and retaining non-MPP staff in percentages that match the changing demographics of our student population. The report will be submitted to UDC members for review and inclusion in the Annual Diversity Report.</p> <p><b>KPI 4.3.4</b>—UDC will develop a calendar of due dates for public dissemination of diversity profile reports.</p> <p><b>KPI 4.4</b> –All search committee members and hiring authorities will complete unconscious bias training. All will hold a valid unconscious bias training certificate during the time of recruitment.</p> <p><b>KPI 4.5</b> –Campus culture will reflect symbols, messages, programs and policies that are inclusive and reflect diverse interests, needs, and values.</p>	
<p>5. Annual Diversity Report</p>	<p><b>KPI 5.1</b> – Develop a template; produce &amp; publish Annual Report at the end of each academic year.</p>	<p>Spring 2016</p>
<p>6. Campus Climate Considerations</p>	<p><b>KPI 6.1</b> – Administer annual Campus Climate Survey to students, staff, faculty, and administrators; compare participation rates and results among groups.</p> <p><b>KPI 6.2</b> – Measure items such as feelings/perceptions of respect and dignity.</p> <p><b>KPI 6.3</b> – Measure impact of diversity and inclusion training programs (e.g., Global Voices, Diversity Academy and Certificate Programs; Conversations on Diversity) using standardized assessment tool; set date to begin data collection and analysis.</p> <p><b>KPI 6.4</b> – Measure perceptions related to diversity and inclusion; set date to identify assessment tool.</p> <p><b>KPI 6.5</b>—Complete a campus culture audit by spring 2016.</p>	<p>Spring 2015; ongoing</p>

<p>7. Closing the Achievement Gap</p>	<p><b>KPI 7.1</b> – Reduce by half the under-represented minority (URM) achievement gap in four and six-year graduation rates by 2020.  <b>KPI 7.2</b> – Based on institutional data, identify at least three barriers to success for URMs.  <b>KPI 7.3</b> – Based on institutional data, identify at least three strategies to overcoming barriers for URMs.  <b>KPI 7.4</b>—Develop and disseminate a communication plan related to barriers and strategies identified in KPIs 7.2 and 7.3 to key stakeholders by spring 2016.</p>	<p>2020  Fall 2015; ongoing</p>
<p>8. Funding for UDC Priorities &amp; KPIs</p>	<p><b>KPI 8.1</b>—Secure HSI grant.  <b>KPI 8.2</b>—Secure AANAPISI grant.  <b>KPI 8.3</b>—Establish annual UDC budget.  <b>KPI 8.4</b>—Collaborate with University Advancement to identify funding opportunities.</p>	<p>Fall 2015; ongoing</p>
<p>9. UDC Communication Plan</p>	<p><b>KPI 9.1</b>—Present UDC updates to cabinet, senior management, Academic Senate, Staff Council, and Associated Students.  <b>KPI 9.2</b>—Continue traditional communication tools, e.g., direct email, campus announcements, news releases, and implement alternative approaches, e.g., personal experience blogs, social norming campaign, “voices” project.</p>	<p>Ongoing</p>

2015-2016 UDC Priority/KPI Workgroups

Workgroup 1: DAP Stewardship, Annual Report Scorecard, 7<sup>th</sup> Priority Strategic Plan, Funding, Communication Plan  
 James Luyirika-Sewagudde<sup>1</sup>, Candy Pahua<sup>1</sup>, Tray Robinson<sup>2</sup>, Eddie Vela<sup>1</sup>, Joe Wills<sup>1</sup>

Workgroup 2: HSI Status Considerations, Closing the Achievement Gap, Funding, Communication Plan  
 Teresita Curiel<sup>1, 3</sup>, Pedro Douglas<sup>1</sup>, Deanna Jarquin<sup>1</sup>, Michelle Morris<sup>2, 3</sup>, Vince Ornelas<sup>3</sup>, Chela Patterson<sup>1, 3</sup>, Cecilia Santillan-Robles<sup>3</sup>, Paul Zingg<sup>2</sup>

Workgroup 3: Increase Workforce Diversity, Campus Climate Considerations, Funding, Communication Plan  
 CC Carter<sup>1</sup>, Wenshu Lee<sup>2</sup>, Melanie O’Connor<sup>1</sup>, Dylan Saake<sup>1</sup>, Paula Selvester<sup>1</sup>, Aaron Thao<sup>1</sup>

<sup>1</sup> UDC Member

<sup>2</sup> UDC ET Member

<sup>3</sup> Chicano Latino Council Member