

UDC Priority	KPIs	Timeline
1. DAP Stewardship	<p>KPI 1.1— Develop Diversity, Equity, and Inclusive Excellence Committees within each division.</p> <p>KPI 1.2 – Track the number of faculty/staff/students completing campus diversity training.</p>	Fall 2016; ongoing
2. Hispanic Serving Institution (HSI) Status Considerations	<p>KPI 2.1 – Institutionalize the HSI lead position.</p> <p>KPI 2.2— In collaboration with Faculty Development, facilitate an HSI Faculty Learning Community.</p> <p>KPI 2.3— Submit a U.S. Department of Education Hispanic-Serving Institutions Program grant proposal in spring 2017.</p> <p>KPI 2.4— Enhance and institutionalize Summer Orientation Spanish-language Parent program.</p>	Fall 2016; ongoing
3. Add Diversity Priority to the University Strategic Plan	Accomplished	Spring 2016
4. Increase Workforce Diversity	<p>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.</p> <p>KPI 4.2 –The Ombuds Office will implement Exit Survey data collection and reporting for faculty, staff and administrators that leave Chico State. Themes will be submitted to the President and shared with the UDC to support and inform strategies for increasing workforce diversity.</p> <p>KPI 4.3—Deans will submit a diversity profile for their department/unit that reports goals, strategies, and evidence of progress toward recruiting and retaining tenure-track and adjunct 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.</p> <p>KPI 4.4—Vice Presidents will submit a diversity profile for their division that reports goals, strategies, and evidence of progress toward recruiting and retaining MPPs and 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>	Fall 2016; ongoing

	<p>KPI 4.5 –All search committee members and hiring authorities will complete the Avoiding Bias in Hiring training. All will hold a valid training certificate during the time of recruitment. Full implementation for faculty searches recommended by fall 2017.</p> <p>KPI 4.6 –Retention strategies will be identified (e.g., RTP document evaluation, professional development opportunities, improving campus climate and culture to reflect messages, programs and policies that promote inclusive excellence).</p>	
5. Annual Diversity Report	KPI 5.1 – Produce and publish Annual Diversity Report at the end of each academic year.	Spring 2017
6. Campus Climate Considerations	<p>KPI 6.1 – Administer annual Campus Climate Survey to students, staff, faculty, and administrators; measure perceptions related to diversity, equity, inclusion, respect, and dignity; compare participation rates and results among groups.</p> <p>KPI 6.2 – Measure impact of diversity and inclusion programs (e.g., Global Voices, Diversity Academy and Certificate Programs, Conversations on Diversity) using standardized assessment tool; set date to begin collection and analysis.</p> <p>KPI 6.3 – Complete campus culture audit by Spring 2017.</p>	Fall 2016; ongoing
7. Closing the Achievement Gap	<p>KPI 7.1 – Eliminate the under-represented minority (URM) achievement gap in graduation rates by 2025.</p> <p>KPI 7.2 – Identify, access, organize and analyze achievement gap and other equity-minded data.</p> <p>KPI 7.3 – Outline differences and similarities among UDC Workgroup 2, Chicano Latino Council Advisory Board, Graduation Initiative Team, and emerging HSI Taskforce scope of work.</p>	2025 Fall 2016; ongoing Spring 2017
8. Funding for UDC Priorities & KPIs	<p>KPI 8.1—Institutionalize annual UDC budget.</p> <p>KPI 8.2—Collaborate with University Advancement to identify funding opportunities.</p>	Spring 2017
9. UDC Communication Plan	<p>KPI 9.1—Present UDC updates to cabinet, senior management, Academic Senate, Staff Council, and Associated Students.</p> <p>KPI 9.2—Continue traditional communication tools (e.g., email, campus announcements, press releases) and implement alternative approaches (e.g., personal experience blogs, social norming campaign, digital storytelling).</p>	Ongoing

<p>10. Multicultural and Gender Studies</p>	<p>KPI 10.1—Hire MCGS Director KPI 10.2—Evaluate CSU Task Force on the Advancement of Ethnic Studies Report recommendations for campus implementation. KPI 10.3—Support the development of a MCGS Strategic Plan.</p>	<p>Fall 2016 Spring 2017</p>
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2016-2017 UDC Priority/KPI Workgroups

Workgroup 1: DAP Stewardship, University Strategic Plan Priority, Diversity Annual Report, Communication Plan

Alexis Butcher¹, James Luyirika-Sewagudde Jr.¹, Kate Post¹, Tray Robinson², Eddie Vela¹, Joe Wills¹

Workgroup 2: HSI Status Considerations, Closing the Achievement Gap, Funding

Teresita Curiel¹, Pedro Douglas¹, Dylan Gray¹, Michelle Morris², Chela Patterson¹

Workgroup 3: Increase Workforce Diversity, Campus Climate Considerations, Funding, Communication Plan

Betsy Boyd¹, CC Carter¹, Gayle Hutchinson², Melanie O’Connor¹, Evanne O’Donnell¹, Michael Pratt¹, Jared Prevost¹, Dylan Saake¹, Paula Selvester¹

Workgroup 4: Multicultural and Gender Studies (MCGS)

Betsy Boyd¹, Sara Cooper¹, Gayle Hutchinson², Matthew Miller¹, Michelle Morris², Tray Robinson², Eddie Vela¹

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