

UDC Priority	KPIs	Timeline
<p>1. Increase Workforce Diversity</p>	<p><b>KPI 1.1</b>—Recommend that deans and VPs submit a diversity profile for their department/unit/division that reports goals, strategies, and evidence of progress toward recruiting and retaining diverse faculty and staff for inclusion in the Annual Diversity Report.</p> <p><b>KPI 1.2</b>—Recommend that all staff search committee members and hiring authorities complete the Avoiding Bias in Hiring training prior to recruitment.</p> <p><b>KPI 1.3</b>—Collaborate with Human Resources to investigate best practices in diversity and equity-minded staff evaluation.</p> <p><b>KPI 1.4</b>—Collaborate with the Office of Academic Personnel (OAPL), Faculty Development, and the Academic Affairs Diversity Committee to increase the recruitment, retention, and promotion of diverse faculty (e.g., track demographic data throughout the search process, evaluate department retention, tenure and promotion (RTP) standards for recognition of inclusive pedagogy, scholarship and service, identify equity minded Faculty Learning Communities (FLC) and professional development opportunities among affinity groups.</p> <p><b>KPI 1.5</b>—Develop a <i>Grow Our Own</i> equity minded leadership development program for faculty and staff at career start, mid-career, and senior levels.</p>	<p>Spring 2019; ongoing</p>
<p>2. Annual Diversity Report</p>	<p><b>KPI 2.1</b> – Produce and publish an Annual Diversity Report at the end of each academic year.</p>	<p>June 2019</p>
<p>3. Campus Climate Considerations</p>	<p><b>KPI 3.1</b> – Administer an annual Campus Climate Survey to students, staff, faculty, and administrators measuring perceptions related to diversity, equity, inclusion, respect, and dignity, and efforts promoting student success among traditionally underrepresented groups (i.e., African American, Latinx, Native American).</p> <p><b>KPI 3.2</b> – Measure impact of current diversity and inclusion programs (e.g., Global Voices, Diversity Academy and Certificate Programs, Conversations on Diversity) using standardized assessment tool; set timeline to develop and implement.</p> <p><b>KPI 3.3</b> – Complete cultural audit of campus physical spaces.</p> <p><b>KPI 3.4</b>—Investigate best practices to improve Chico State grades on Harper and Simmons’ <i>Black Students at Public Colleges and Universities-A 50-State Report Card</i></p>	<p>Spring 2019; ongoing</p>

	<p>(i.e., Representation Equity – C; Gender Equity – B; Completion Equity – F; Black Student-To-Black Faculty Ratio – D).</p> <p><b>KPI 3.5</b>—Submit Chico State data for inclusion in the <i>Campus Pride LGBTQ Friendly Schools Ranking Index</i>.</p> <p><b>KPI 3.6</b>—Collaborate with the Counseling Center, Student Health Center and Faculty Development to increase mental and physical health services for students, staff and faculty (e.g., develop a “traveling” MFT or MSW schedule of drop-in conversation groups in student spaces on campus, develop a Faculty Learning Community on self-care).</p> <p><b>KPI 3.7</b>—Collaborate with community partners to enhance the student, staff, and faculty experience in downtown Chico.</p>	
4. Funding for UDC Priorities & KPIs	<p><b>KPI 4.1</b>—Institutionalize annual Chief Diversity Officer budget.</p> <p><b>KPI 4.2</b>—Collaborate with University Advancement and Research and Sponsored Programs (RESP) to identify funding opportunities for programs/initiatives (e.g., national speakers, diversity trainings, cultural events).</p>	Spring 2019; ongoing
5. UDC Communication Plan	<p><b>KPI 5.1</b>—Present UDC updates to cabinet, senior management, Academic Senate, Staff Council, and Associated Students.</p> <p><b>KPI 5.2</b>—Collaborate with University Communications to develop and implement a comprehensive diversity and inclusion marketing plan that incorporates and evaluates current communication methods/tools as well as alternative approaches (e.g., personal experience blogs, social norming campaign, digital storytelling).</p>	Spring 2019; ongoing
6. Social Justice, Diversity & Inclusion across the Curriculum	<p><b>KPI 6.1</b>—Compile and maintain updated list of Chico State diversity and inclusion/social justice curriculum and faculty involved.</p> <p><b>KPI 6.2</b>—Recommend collaboration with General Education Curriculum Advisory Board (GE CAB) in writing new assessable Diversity student learning outcomes.</p> <p><b>KPI 6.3</b>—Analyze relationships among graduation rate achievement gaps, student perceptions of campus climate, and exposure to diversity and inclusion/social justice curriculum (different from inclusive pedagogical strategies).</p> <p><b>KPI 6.4</b>—Analyze relationship between faculty participation in social justice curriculum and job satisfaction.</p>	Spring 2019; ongoing

	<p><b>KPI 6.5</b>—Recommend requiring cultural competency training for students and all university personnel.</p> <p><b>KPI 6.6</b>—Collaborate with Faculty Development to provide FLCs related to implementing inclusive pedagogy across the curriculum; support curriculum redesign to incorporate diversity, inclusion and social justice across disciplines.</p> <p><b>KPI 6.7</b>—Recommend revision of Student Evaluations of Teaching (SET) to include assessment of inclusive pedagogy.</p>	
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