

UDC Priority	KPIs	Timeline
<p>1. Increase Workforce Diversity</p>	<p>KPI 1.1—Recommend that deans and vice presidents reflect on demographic data for their college/unit/division provided by Human Resources (HR), and report goals, strategies, and evidence of progress toward recruiting and retaining diverse faculty and staff annually in March for inclusion in the University Diversity Report.</p> <p>KPI 1.2—Recommend that all staff search committee members, hiring authorities (i.e., directors, managers, deans), cabinet and EMEDC members complete the Avoiding Bias in Hiring training prior to recruitment.</p> <p>KPI 1.3—Collaborate with HR, Business and Finance Diversity Committee and Student Affairs Diversity Committee to develop and recommend best practices in hiring diverse staff and equity-minded evaluation.</p> <p>KPI 1.4—Collaborate with the Office of Academic Personnel (OAPL), the Office of Faculty Development, and the Academic Affairs Diversity Committee to increase the recruitment, retention, and promotion of diverse faculty:</p> <ul style="list-style-type: none"> a. Recommend that departments update their RTP standards to reflect equity-minded best practices posted on the OAPL website and the 2019-2024 University Strategic Plan Priorities and Enduring Commitments; b. Develop and provide search committees with an improved vacancy announcement template; c. Collaborate with University Communications to advertise positions through social media; d. Analyze recruitment diversity data throughout the tenure-track search process for up to 10 previous recruitment cycles; e. Evaluate the Avoiding Bias in Hiring training and revise to include best practices as outlined in the Faculty Hiring Manual; and f. Submit A Focus on Faculty Retention proposal to the CSU Office of the Chancellor. <p>KPI 1.5—Identify and share equity-minded staff and faculty professional development opportunities.</p>	<p>Spring 2020; ongoing</p>

<p>2. Campus Climate Considerations</p>	<p>KPI 2.1 – Assess, recommend and administer campus climate survey(s) to students, staff, faculty, and administrators as it relates to equity, diversity, and inclusion.</p> <p>KPI 2.2 – Inventory equity, diversity and inclusion programs that focus on faculty and staff to inform, educate and encourage attendance.</p> <p>KPI 2.3 – Research processes on our campus that inform and define parameters to support the inclusion of diversity related representation in the form of art, sculptures and the naming of spaces.</p> <p>KPI 2.4—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> (i.e., Representation Equity – C; Gender Equity – B; Completion Equity – F; Black Student-To-Black Faculty Ratio – D).</p> <p>KPI 2.5—Submit Chico State data for inclusion in the Campus Pride LGBTQ Friendly Schools Ranking Index.</p> <p>KPI 2.6—Research processes and best practices that support the mental and physical health of our diverse populations.</p>	<p>Spring 2020; ongoing</p>
<p>3. Social Justice, Diversity & Inclusion across the Curriculum</p>	<p>KPI 3.1—Compile and maintain updated list of Chico State diversity and inclusion/social justice curriculum and faculty involved.</p> <p>KPI 3.2—Support General Education Curriculum Advisory Board (GE CAB) around the Chico State Equity, Diversity, and Inclusion Strategic Priority, including building a rubric to measure equity, diversity, and inclusion in proposed new GE Pathway Minors.</p> <p>KPI 3.3—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>KPI 3.4—Analyze relationship between faculty participation in social justice curriculum and job satisfaction.</p> <p>KPI 3.5—Recommend requiring cultural competency training for students and all university personnel.</p> <p>KPI 3.6—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>Spring 2020; ongoing</p>

	KPI 3.7 —Recommend revision of Student Evaluations of Teaching (SET) to include assessment of inclusive pedagogy.	
4. Equity, Diversity & Inclusion Communication Plan	<p>KPI 4.1— Develop and launch a comprehensive equity, diversity, and inclusion website for campus that will serve as a hub to introduce external audiences to the diversity efforts at Chico State and guide internal audiences to helpful resources.</p> <p>KPI 4.2— Continue and expand faculty/staff education campaigns (e.g. “Did You Know” emails) to share hidden figures as well as the work of the UDC/campus.</p> <p>KPI 4.3—Present UDC updates to cabinet, senior management, Academic Senate, Staff Council, and Associated Students.</p>	Spring 2020; ongoing
5. Funding for UDC Priorities & KPIs	<p>KPI 5.1—Develop a cost estimate for the programs and priorities of the UDC.</p> <p>KPI 5.2—Collaborate with University partners to identify funding opportunities for programs/initiatives (e.g., national speakers, diversity trainings, cultural events).</p>	Spring 2020; ongoing