

## **FY08 Access and Equity Staff Sub-committee Report**

**University Diversity Goal C:** In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino staff and will continue to build a work environment welcoming of diverse people, ideas, and perspectives.

**Measure A:** Annually Texas State will demonstrate an increase in the number of African-American and Hispanics/Latinos in each of the EEO categories with a special emphasis on senior administrative levels (EEO Category A – Executive, Administrative, and Managerial).

**Measure B:** Annually Texas State will demonstrate an improvement in the increase of the utilization of HUB products and services in its performance against the Texas Building and Procurement Commission HUB goals.

Over the past 4 years there has been continuous improvement in the area of diversity at Texas State through the leadership of the vice presidents within their respective divisions. Specifically, there has been improvement regarding the reporting efforts made by the Vice President for Information Technology, improvement in setting and meeting specific goals by the Provost and Vice President for Student Affairs, and a good faith effort demonstrated by the Vice President for Finance and Support Services in utilization of HUB vendors and the development of new diversity initiatives. Based on the information presented for FY07 and FY08, it has been difficult to access the progress of Athletics as well as the interest and level of commitment to diversity by University Advancement.

Because the reporting process itself has lacked a standardized format, the results have often been inconsistent and the information presented difficult to evaluate. We have not been able to consistently analyze the information presented by the vice presidents without a standard format and longitudinal data. Without the longitudinal data we cannot assess progress from year to year. Therefore, in lieu of attempting to assess the FY08 divisional progress towards Texas State Diversity Goal C, the Staff Sub-committee is proposing a new standardized format for all future reports. The template being proposed will enable all divisions to provide a simplistic, consistent and straightforward report of their diversity goals and progress. It will also enhance the efficiency of the Equity Committee's review process when presented by the Vice Presidents. The proposed format is as follows:

### **PART I: UNIVERSITY GOAL AND MEASURES**

**University Diversity Goal C:** In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino staff and will continue to build a work environment welcoming of diverse people, ideas, and perspectives.

**Measure A:** Annual workforce analysis reflects an increase in the number of African-American and Hispanics/Latinos in each of the EEO categories with a special emphasis on senior administrative levels. **Human Resources will provide the numbers for the divisions.** Each VP will need to include a table for the division showing changes within each EEO category year-by-year.

**Measure B:** Annual analysis identifies strategies that continue to build a work environment welcoming of diverse people, ideas and perspectives.

**Measure C:** Annual workforce analysis reflects an increase in the recruitment and retention rates for African-American and Hispanic/Latino staff in each of the EEO categories with special emphasis on senior administrative levels (EEO category A-Executive, Administrative and Managerial).

**Measure D:** Increase of the utilization of HUB products and services annually as measured by the Texas Procurement Commission goal (**provided by Finance and Support Services to include dollars spent and number of vendors by division**).

**PART II: PREVIOUS FY PROGRESS AND ACTIVITY**

Goal C includes 4 subsections: 1) Recruiting 2) Retention 3) Building a Welcoming Work Environment, and 4) HUB Activity. Provide an overall Progress Statement for each part and list division strategies in support of each part. For each strategy, identify what actions were taken, what worked, what did not work, and any relevant mitigating circumstances. Be specific and provide statistics when appropriate.

**1. PREVIOUS FY STRATEGIES IN SUPPORT OF RECRUITING:**

Progress Statement

Strategies

**2. PREVIOUS FY STRATEGIES IN SUPPORT OF RETENTION:**

Progress Statement

Strategies

**3. PREVIOUS FY STRATEGIES IN SUPPORT OF BUILDING A WELCOMING WORK ENVIRONMENT:**

Progress Statement

Strategies

**4. PREVIOUS FY STRATEGIES IN SUPPORT OF HUB ACTIVITY:**

Progress Statement

Strategies

**PART III: NEXT FY STRATEGIES:** List the division strategies in support of each part of Goal C for the next fiscal year.

**1. NEXT FY STRATEGIES IN SUPPORT OF RECRUITING**

Strategies

## 2. NEXT FY STRATEGIES IN SUPPORT OF RETENTION

Strategies

## 3. NEXT FY STRATEGIES IN SUPPORT OF BUILDING A WELCOMING WORK ENVIRONMENT

Strategies

## 4. NEXT FY STRATEGIES IN SUPPORT OF HUB ACTIVITY

Strategies

Below are the newly revised EEO categories used by the state which should be used for FY09 reports and thereafter. Use this information to provide data for Part II subsections 1 and 2.

- A - Officials/Administrators
- C - Administrative Support
- M - Service Maintenance
- P - Professionals
- Q - Para-Professionals
- R - Protective Services
- S - Skilled/Craft
- T - Technician

Additionally, the sub-committee recommends that the university expand its definition of diversity as defined in the current diversity plan. Since the establishment of the plan in 2004, the university has implemented strategies to increase the number of African American and Hispanic faculty and staff employed at the university through efforts such as the Target of Opportunity program for faculty recruitment. It is essential that the university continue these efforts; however the sub-committee also suggests that it is time for the university to assess additional dimensions of faculty and staff diversity including for example, sexual orientation and disability. The committee recognizes that before any additional efforts are implemented a secure and confidential system of self reporting must be established.