September 2005
To: President’s Cabinet
From: Equity and Access Committee
Re: Assessment Report 2005

The Equity and Access Committee of Texas State University – San Marcos is pleased to present our diversity plan assessment report for the academic year 2004 – 2005. This report represents the combined efforts of all divisions reflecting the data and views as we look back on the first year of the strategic plan. We especially acknowledge the support and involvement of each of the Vice-Presidents in realizing the accomplishments from the academic year and in preparing this report.

This report contains the detailed view of each goal contained in the Diversity Strategic Plan, 2004-2009. Each section outlines the measures used, data obtained, strategies implemented, accomplishments towards the goal, challenges encountered and specific recommendations from the committee. In addition, the report contains a review from the functional offices in the university with a primary focus on diversity issues.

We are also pleased to acknowledge the progress made this past year towards reaching our diversity goals. We recognize all the efforts undertaken to get us this far, and have prepared this report as a guide for university efforts this academic year. By identifying the accomplishments and the challenges encountered the first year, the committee strongly recommends making the adjustments outlined in this report. We ask the President’s Cabinet to review this report and implement the recommendations listed for each goal.

Respectfully submitted,

Equity and Access Committee

Dr. Gilda Garcia, Chair

Highlights of Recommendations
Highest Priorities carried over from 2004-2005 academic year:

- Implement improvements in professional development and mentoring strategies for minority faculty and staff
- Initiate a more structured and visible campus-wide conversation(s) related to our Diversity Plan culminating in a Diversity Statement and greater clarity around Affirmative Action issues
- Conduct appropriate follow-up studies to the HERI faculty study, including the possibility of supporting third-party exit interviews of minority faculty and staff
- Carry out the Pre-doctoral Summer Fellowship in Teaching and Research – a program designed to bring faculty from underrepresented groups to Texas State University-San Marcos to teach and/or collaborate with Texas State faculty on research

Highest Priorities from assessment reports recommended by the Equity and Access Committee:

- Develop need-based merit and scholarship program that would support recruiting
- Develop standard for multicultural perspective in curriculum
- Systematically review initiatives being carried out to support the student goal and review the yield rates of the activities and make adjustments as indicated
- In faculty searches, departments should make concerted attempt to diversify applicant pools
- Consider, identify and implement salary inducements for faculty and staff across the university (Faculty/Curriculum and Staff Goal)
- The Hispanic Policy Network and the Coalition of Black Faculty and Staff should be supported and their value recognized, including their role in helping to recruit and retain faculty