

## INTRODUCTION TO THE DIVERSITY PLAN

Texas State University-San Marcos presents this Diversity Strategic Plan to every member of our community. The diversity plan sets out a bold blueprint for diversity that defines our desired results, identifies specific measures to assess our progress towards these goals and outlines the necessary action steps we will follow during this planning cycle. The Equity and Access Committee and the chief diversity officer/director of Equity and Access targeted their efforts toward improving the measurement methods for diversity efforts and to improving the annual monitoring of progress toward achieving diversity goals. These efforts were necessary in preparation for a more comprehensive review of the Diversity Plan. The current Diversity Plan incorporates three important underlying principles:

- Diversity goals are best achieved by combining a strong commitment and universal integration of diversity principles in all our decision-making;
- All members of the university community share the responsibility to work toward reaching our stated diversity goals;
- Well-defined measures and increased accountability play key roles in realizing progress towards our diversity goals.

We applaud the dynamic collaboration and leadership efforts that contributed to the development of this plan. We believe following this plan will help continue our journey toward achieving an inclusive environment for students, faculty and staff – an environment that supports all people’s ability to do their best learning and their best work.

### **The Case for Diversity**

Texas State University – San Marcos will be viewed as:

#### *A. A preferred choice for college students in Texas:*

The class of ’17 perspective:

1. The graduates of ’17 have the requisite body of knowledge to support their success in an increasingly diverse world.
2. The graduates of ’17 learned from a diverse set of professors with curriculum that included a broad spectrum of viewpoints and paradigms.
3. The graduates of ’17 were members of an inclusive community of faculty, staff and students, which reflect the rich diversity of the state of Texas.

#### *B. A first-rate steward of Texas prosperity:*

1. Texas State serves the changing demographics of Texas.
2. Texas State contributes to the state’s economic prosperity by providing a high-quality educational opportunity to Texas high school and community college graduates.
3. Texas State educational programs ensure the retention, success and graduation of a diverse student body without compromising the rigor of the academic curriculum.

4. Texas State enhances Texas communities by supporting Texas minority vendors through our HUB program.
- C. *The employer of choice: attracting, developing and retaining a diverse workforce in a climate of inclusiveness:*

The workforce of '17 perspective:

1. Texas State faculty and staff employees were hired through a process that ensures inclusivity and all receive support for their ongoing development.
2. Texas State recruits and builds high-quality, diverse pools of applicants for all positions.
3. The work climate at Texas State values a diversity of perspectives, backgrounds, and skills.
4. Texas State employees reflect the composition and availability of the Texas civilian workforce.
5. Texas State is committed to a high quality of work-life for all employees and is focused on increasing faculty and staff retention.

### **Working Principles**

*The Texas State community is committed to:*

- A. Integrating a diversity perspective in all aspects of the University; thus ensuring an educational and work environment free from discrimination. This is accomplished by:
  - Requiring a diversity component be integrated into university programs and plans with accountability measures to assess progress towards diversity goals.
  - Supporting university strategies that include opportunities for collaboration across divisions, departments, and colleges.
  - Funding new and existing programs that will attract and retain more diversity in our community by targeting more than one functional group: students, faculty, staff, and administration.
  - Holding leaders and managers accountable for creating inclusive environments.
- B. Incorporating a diversity perspective in all teaching and learning to offer students the opportunity to explore the richness and values of commonalities and differences across societies, cultures, and nations.
- C. Creating a campus culture of acceptance and inclusion that supports a welcoming environment for all students, faculty, and staff.
- D. Leveraging the benefits of a diverse community in the creation of high-quality learning and working environments.
- E. Engaging all members of the Texas State community in the progress to meet and exceed diversity goals.
- F. Providing equal opportunity for its students, faculty, and staff.

### **DIVERSITY GOALS AND MEASURES**

*Note: An overarching goal of this plan is to increase the number of faculty/staff/students*

*from all underrepresented groups in order to promote an inclusive community reflecting the rich diversity of the state. During this planning period emphasis will be given to increasing Black/African-American, Hispanic/Latino, Asian/Pacific Islander, and American Indian/Alaskan Native representation.*

**Goal 4: Enrich our learning and working environment by attracting and supporting a more diverse faculty, staff, and student body.**

- 4.1 Attract and retain a diverse faculty and staff.
  - 4.1a. Annually, Texas State will demonstrate an increase in the rate of racial and ethnic diversity of faculty hires as compared to overall faculty hires.
  - 4.1b. Annually, Texas State will demonstrate an increase in the racial and ethnic diversity retention rate as compared to the overall retention rate of tenure track faculty.
  - 4.1c. Annually, Texas State will demonstrate an increase in the rate of racial and ethnic diversity of staff hires as compared to overall staff hires.
  - 4.1d. Annually, Texas State will demonstrate an increase in the retention rate of racial and ethnic diversity of staff in each of the EEO categories as compared to the overall staff population in those categories with special emphasis on senior administrative levels, including academic chairs.
- 4.2 Remain a Hispanic Service Institution through increased focus on student success and related research.
  - 4.2a. Annually, Texas State will maintain HSI status.
  - 4.2b. Annually, Texas State will demonstrate an increase in the rate of graduation for Hispanic undergraduate students.
  - 4.2c. Annually, Texas State will compare its graduation rate for Hispanic undergraduates with other public universities in Texas. The desired outcome is to rank in the top ten percent of all public institutions in Texas.
- 4.3 Enhance recruitment, retention, and support programs for all racial, ethnic, and international groups. Annually, Texas State will demonstrate an:
  - 4.3a. Increase the number of applications from racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.
  - 4.3b. Increase the number of accepted racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.

- 4.3c. Increase the number of enrolled racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.
- 4.3d. Increase the number of graduated racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.
- 4.3e. Increase the number of retained racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.
- 4.3f. Annually, Texas State will compare its undergraduate graduation rates, by race and ethnic group, with other public universities in Texas. The desired outcome is to rank in the top ten percent of all public institutions in Texas.
- 4.3g. Annually, Texas State will compare its undergraduate retention rates, by race and ethnic group, with other public universities in Texas. The desired outcome is to rank in the top ten percent of all public institutions in Texas.
- 4.3h. Annually, two courses in each college will be newly developed or modified to reflect a multicultural content, multicultural perspectives, or multicultural content and perspectives or international content or perspectives.
- 4.4 Expand efforts to promote diversity and inclusion among all faculty, staff, and students.
  - 4.4a. Promote affinity groups to represent the diversity of the university community.
  - 4.4b. Annually, report Target of Opportunity Program participation.
  - 4.4c. Annually, report Predoctoral Summer Fellowship participation.
  - 4.4d. Annually, Texas State will review the Affirmative Action/Recruitment Plan to ensure equal employment opportunity.
- 4.5 Seek historically underutilized business suppliers.
  - 4.5a. Annually Texas State will demonstrate improved utilization of HUB products and services, as in its performance against the Texas Building and Procurement Commission HUB goals.

**Department: Equity and Access**  
**Plan 2012-2017**

**I. Introduction**

State your administrative department/unit/division mission statement.

Advance the goals of the university in creating and sustaining a work and academic environment that is diverse, fair, inclusive and respectful.

Outline briefly your “vision” for the 2012-2017 planning cycle.

Move beyond compliance; but first ensure compliance with federal, state, and Texas State University System statutes, rules and regulations through collaboration with internal and external stakeholders.

Using University goals and initiatives as a guide, list and briefly describe your top five priorities for the 2012-2017 planning cycle and indicate the university initiative/goal to which the unit’s initiative is linked.

1. Diversity Assessment: Monitor and report the university's continued efforts at achieving a diverse staff, faculty and student body.
2. Affirmative Action/Recruitment Planning: Review and report on the results of the university's actions to ensure equal employment opportunity,
3. Title IX Compliance: Establish program to monitor compliance.
4. Training: Use technology to efficiently deliver training. Develop training that supports Goal 4, i.e., diversity, cultural competency.
5. Dispute Resolution: Implement proactive programs to address workplace and academic concerns early on.

Based on unit goals, list the number of new (not replacement) staff lines you plan to request in the 2012-2013 fiscal year and in the remaining 2-5 years.

2 new FTEs are needed to carry out this plan:  
1--Assistant/Associate Director, Equity and Access (PG 28)  
1--Administrative Assistant II (PG-13)

Based on unit initiatives outlined in your plan, estimate the total amount of new funding that your unit will realistically need in the 2012-2013 fiscal year and in the remaining 2-5 years.

Assistant/Associate Director, Equity & Access (PG 28) @ \$7000/mo x 12 = \$84000/yr x 5 yrs = \$420,000  
Administrative Assistant II (PG 13) @ \$3300/mo x 12 = \$39600/yr x 5 yrs = \$198,000  
TOTAL (FIVE YEARS) = \$618,000

State the facilities (e.g. offices, work space) that will be required for anticipated growth and new initiatives.

Additional staff can be accommodated in current office suite by converting the conference room into a private office.

## II. Process

Describe, in a brief paragraph, the process used to develop your plan, including the nature and extent of staff involvement.

The plan results from several ongoing activities:

1. Staff identifying new office requirements and new office structure to accomplish new tasks
2. The Equity and Access Committee through the diversity goal assessments identified recommendations, which serve as the bases for the draft initiatives.
3. Input from other key stakeholders was considered in developing the final initiatives.

### III. Program Maintenance

Maintenance Need	Reason for Need	Cost	Result of Funding
Programmatic Diversity Initiatives	Fund diversity proposals for university	\$103,400 annually	Promotes activities by campus groups for the university community that enhance diversity. Also sends a clear message of leadership commitment to diversity.
Campus-wide Excellence in Diversity Awards	Fund annual Excellence in Diversity Awards	\$8,000 annually	Recognizes the individual efforts by faculty and staff in supporting diversity and the university. Also, sends a clear message of leadership commitment to diversity.

### IV. Planning Categories

Dept.	Initiative	1 yr	2-5 years	New Resources Required	Cost	Source of Resources	Assessment Criteria	University Initiative
<b>University Goal 1: Promote academic quality by building and supporting a distinguished faculty.</b>								
	1.1a Assure that the distinguished faculty being recruited and retained is representative of the diversity present in the hiring fields.							
<b>Goal 2: Provide opportunities for a public university education and contribute to economic and cultural development.</b>								
	2.1a Support campus activities and events representing cultural diversity.							

<b>Goal 3: Provide a premier student-centered, educational experience that fosters retention and success.</b>							
	3.1a Support programs and initiatives designed to promote retention and success of traditionally underrepresented students.						
<b>Goal 4: Enrich our learning and working environment by attracting and supporting a more diverse faculty, staff, and student body.</b>							
	4.1a. Annually, Texas State will demonstrate an increase in the rate of racial and ethnic diversity of faculty hires as compared to overall faculty hires.						4.1
	4.1b. Annually, Texas State will demonstrate an increase in the racial and ethnic diversity retention rate as compared to the overall retention rate of tenure track faculty.						4.1
	4.1c. Annually, Texas State will demonstrate an increase in the rate of racial and ethnic diversity of staff hires as compared to overall staff hires.						4.1
	4.1d. Annually, Texas State will demonstrate an						4.1

	<p>increase in the retention rate of racial and ethnic diversity of staff in each of the EEO categories as compared to the overall staff population in those categories with special emphasis on senior administrative levels, including academic chairs.</p>							
	<p>4.2a. Annually, Texas State will maintain HSI status.</p>							4.2
	<p>4.2b. Annually, Texas State will demonstrate an increase in the rate of graduation for Hispanic undergraduate students.</p>							4.2
	<p>4.2c. Annually, Texas State will compare its graduation rate for Hispanic undergraduates with other public universities in Texas. The desired outcome is to rank in the top ten percent of all public institutions in Texas.</p>							4.2
	<p>4.3a. Increase the number of applications from racially and ethnically diverse students for the</p>							4.3

<p>following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.</p>							
<p>4.3b. Increase the number of accepted racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.</p>							4.3
<p>4.3c. Increase the number of enrolled racially and ethnically diverse students for the following categories: freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.</p>							4.3
<p>4.3d. Increase the number of graduated racially and ethnically diverse students for the following categories:</p>							4.3

freshmen, transfers, masters and doctoral students as compared to the overall student cohort population in those categories.							
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	The desired outcome is to rank in the top ten percent of all public institutions in Texas.							
	4.3h. Annually, two courses in each college will be newly developed or modified to reflect a multicultural content, multicultural perspectives, or multicultural content and perspectives.							4.3
	4.4a. Promote affinity groups to represent the diversity of the university community.							4.4
	4.4b. Annually, report Target of Opportunity Program participation.							4.4
	4.4c. Annually, report Predoctoral Summer Fellowship participation.							4.4
	4.4d. Annually, Texas State will review the Affirmative Action/Recruitment Plan to ensure equal employment opportunity.							4.4
	4.5. Annually Texas State will demonstrate improved utilization of							4.5

	<p>HUB products and services, as in its performance against the Texas Building and Procurement Commission HUB goals.</p>							
<p><b>Goal 5: Develop and manage human, financial, physical and technological resources effectively, efficiently, and ethically to support the university's mission.</b></p>								