

Appendix IV: Diversity Plan

INTRODUCTION

Texas State University-San Marcos offers this Diversity Strategic Plan for 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. This version of the Diversity Plan represents an interim revision of the 2004-2009 Diversity Plan incorporating updates reported through the 2006-2007 Diversity Progress Report. During 2004-2007, the Equity and Access Committee and the 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 ’12 perspective:

1. The graduates of ’12 have the requisite body of knowledge to support their success in an increasingly diverse world.
2. The graduates of ’12 learned from a diverse set of professors with curriculum that included a broad spectrum of viewpoints and paradigms.
3. The graduates of ’12 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 this 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.
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 '12 perspective:

- a. Texas State faculty and staff employees were hired through an inclusive process and all receive support for their continued development.
- b. Texas State recruits and builds high-quality, diverse pools of applicants for all positions.
- c. The work climate at Texas State values a diversity of perspectives, backgrounds, and skills.
- d. Texas State employees reflect the composition and availability of the Texas civilian workforce.
- e. Texas State is committed to a high quality of work-life for all employees and is focused on increasing the faculty and staff retention.

Working Principles

The Texas State community is committed to:

- A. Integrating a diversity perspective in all aspects of the University. 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 an inclusive environment
- 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 inclusion that supports a welcoming environment for all students, faculty, and staff.

- D. Leveraging the benefits of a diverse community to create a high-quality learning and work environment.
- E. Engaging all Texas State community members in the progress to meet and exceed diversity goals.
- F. Providing equal opportunity for its students, faculty, and staff in an educational and work environment free from discrimination.

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 and Hispanic/Latino representation.

In support of an increasingly diverse student body, Texas State University-San Marcos uses a diversity management system based on a shared responsibility model that supports progress towards meeting our diversity goals. Annually, Texas State participates in a reporting process that provides analysis on our progress.

- A. Texas State will increase the recruitment and retention rates of Black/African-American and Hispanic/Latino students with a special emphasis on achieving HSI designation (*At least 25% Hispanic full-time equivalent (FTE) undergraduate enrollment*).
 - Measure: Annually, Texas State will demonstrate an increase in the matriculation yield of first-time freshmen to 48% and transfer applicants to 75% with an emphasis on Black/African-American and Hispanic/Latino students.
 - Measure: Annually, Texas state will demonstrate an increase in the retention rate for new Black/African-American and Hispanic/Latino freshmen to 78% and new Black/African-American and Hispanic/Latino transfer students to 80%.
 - Measure: Annually, Texas State will make substantial progress towards achieving HSI status, and Texas State will seek to be a Hispanic Serving Institution by 2012.
- B. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of Black/African-American and Hispanic/Latino faculty and the curriculum will reflect multicultural content and perspectives.
 - Measure: Annually, Texas State will demonstrate an increase in Black/African-American and Hispanic/Latino faculty hires considering the availability of appropriately trained Black/African-American and Hispanic/Latinos within the discipline.

Measure: Annually, Texas State will demonstrate an increase in the retention rate in the Black/African-American and Hispanic/Latino tenure-track faculty.

Measure: Annually, two courses in each college will be developed or modified to reflect a multicultural perspective.

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

Measure: Annually, Texas State will demonstrate an increase in the number of Black/African-Americans and Hispanics/Latinos in each of the EEO categories with a special emphasis on senior administrative levels.

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