

Chapter 8D: Diversity Plan - Staff

Objectives and Goals

Objective: Increase the number of administrative professional and classified employees from all segments of society, especially those from groups that have been historically excluded, to contribute to the creation of an environment that respects and welcomes diversity.

Goal: Identify and implement strategies and best practices for search committees and hiring authorities to maximize the opportunities to hire individuals from underrepresented groups.

Strategies:

- ✘ Improve communications with search committees to recruit a diverse pool of staff candidates,
- ✘ Create and sustain a welcoming, safe, and inclusive environment for all staff (Chapter 7E), and
- ✘ Develop and present a plan to the University administration to appropriately classify staff positions (Chapter 7E).

Metrics:

- ✘ Representation of female and minority among our staff.

Timeline:

- ✘ Implement above strategies during the 2007/2008 academic year.

Accountability:

- ✘ Dean, College of Engineering
- ✘ OEOD Coordinators
- ✘ Department Heads
- ✘ Assistant Dean and Director of the COE Business Office