



UNIVERSITY OF OREGON

Equity and Diversity Update

Presented to the University Senate

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Recent History of the UO Diversity Plan

- Development of Strategic Action Plans AY06-07
- Resources and technical assistance provided by OIED and DAC
 - ¥ 8 technical assistance work sessions
 - ¥ Templates/resource guides widely disseminated
 - ¥ Individual consultation by DAC and OIED staff to requesting units
- Building constituency ownership
- Clarifying mandates
- Avoiding glass frame documents
- Review, revision, adoption



SAP Organizing Elements

- Each SAP was required to include:
 - ¥ Data and details about specific strengths and challenges — environmental scan
 - ¥ Description of specific targeted actions to be taken given challenges
 - ¥ Identification of measurable markers of progress



Six Content Areas

- Each SAP was required to address each of the six pillars of the Diversity Plan
 - ¥ Developing a Culturally Responsive Community
 - ¥ Improving Campus Climate
 - ¥ Building Critical Mass
 - ¥ Expanding and Filling the Pipeline
 - ¥ Developing and Strengthening Community Linkages
 - ¥ Developing and Reinforcing Diversity Infrastructure



The Review Process

- Each strategic plan was reviewed by 3-4 DAC members who submitted independent written reviews
- During two-day DAC review retreat over spring break 2007, primary reviewers led full discussion of each plan by entire DAC (full committee review comments summarized in writing)
- Each reviewer used the same review guidelines to provide a complete and consistent review of each plan
- Plans were also reviewed by Provost and UO General Counsel during process



The Review Process

- Review Guidelines

- ¥ Consistency with strategic directions outlined in the University Diversity Plan
- ¥ Appropriateness of targeted actions given specified college, school, and unit challenges
- ¥ Appropriateness of measures to track progress on strategic actions
- ¥ Clarity of responsibility for implementation of each proposed action
- ¥ Sufficiency of resource allocations
- ¥ Feasibility of implementation
- ¥ Level of involvement of unit constituencies during the planning process
- ¥ Summary and recommendations



Next Steps

- Implementation support during AY07-08
 - ¥ Dissemination efforts
 - ¥ Routine topic for Leadership Council and other committees
 - ¥ OIED to provide workshop support based on direction of unit leaders
 - ¥ Individual consulting with OIED and DAC
 - ¥ Collegial consultation among unit leaders
- Progress Reporting
 - ¥ Provost to formally report to Senate in spring 2008
 - ¥ Process and format for unit progress reporting to be disseminated in fall 2007



Ongoing Challenges

- Resource prioritization and seed funding
- Sustaining engagement on and off campus
- Positioning of diversity relative to academic quality
- Diffusing ownership and responsibility
- All-or-nothing thinking
- Vision over action



Underrepresented Minority Recruitment Program (UMRP) Update

- Program reviewed and provisions clarified during AY06-07 as part of institutional diversity planning
 - ¥ Academic Deans
 - ¥ UO General Counsel
 - ¥ Provost, Academic Affairs, OIED
 - ¥ Faculty Advisory Council
- Major issues addressed
 - ¥ Consistency of utilization
 - ¥ Transparency
 - ¥ Accountability



Underrepresented Minority Recruitment Program (UMRP) Update

- Program parameters
 - ¥ Designed to assist departments in hiring diverse faculty who have been selected for academic positions
 - ¥ Funds reimburse departments
 - ¥ Funds provided to cultivate positive academic environment for new hire and the hiring department s faculty
 - ¥ Use of funds must be congruent with common start-up norms in department
 - ¥ Not used to making hiring decisions



Underrepresented Minority Recruitment Program (UMRP) Update

- Process
 - ¥ Submission by department to academic dean
 - ¥ Review, (revision), sign off by dean
 - ¥ Review and analysis by AAEO on whether appointment contributes to department diversity
 - ¥ Review by OIED, sign off by Vice Provost for Institutional Equity and Diversity
 - ¥ Review by Academic Affairs, sign off by Vice Provost for Academic Affairs
 - ¥ Review and decision by Provost
 - ¥ Implementation through Academic Affairs
 - ¥ Final report submitted at end of funding cycle



Underrepresented Minority Recruitment Program (UMRP) Update

- Departments must submit a written plan for the use of UMRP funds
 - ¥ Recruitment, start up, development of new faculty
 - ¥ Investment in programmatic needs of the department usually, but not restricted to, the interest of the new hire
 - ¥ Investment in other aspects of the diversity plan of the department
 - ¥ Assurance of equitable startup and development for colleagues in the same professional cohort as the new hire



Underrepresented Minority Recruitment Program (UMRP) Update

- Current snapshot
 - ¥ 6 UMRP proposals funded in AY06-07
 - ¥ 5 currently pending
 - ¥ 4 different colleges/schools
 - ¥ Investments included
 - ¥ Individual research
 - ¥ Faculty start-up/development
 - ¥ Cohort equity
 - ¥ Guest speakers
 - ¥ Department diversity programming
 - ¥ Hosting supporting conferences

