I. Strategic Direction:
Strategic Initiative: Comprehensive Diversity Plan 4.5.1

Complete the following information for each benchmark item.

Benchmark: 4.5.1

Co-Chairs: Dr. Constance Belton Green/ Dr. Eunice Matthews-Armstead

Key Groups: Advisory Committee on Diversity Race and Justice

Current Status: In Progress

Priority: Spring 2008: Completion of Campus Climate Survey
(1) Fall 2008 priority: Development of plan

Timeline: Fall 2008- Spring 2009: Completion of Comprehensive Diversity Plan/
University Inclusion in Plan Development through conversations and focus groups

Data Required: Campus Climate Data, Employment Data (Hiring/ Promotion and
Retention, etc.), Student Data (Admission and Retention, etc.)

Products Expected: Development of Comprehensive Diversity Plan (University wide
initiatives): Goal: Diversity at Eastern is about creating an equitable, hospitable,
inclusive and safe environment that embraces the full spectrum of contributions of
all community members. Products will be based on the following areas: 1) diversity
competency, 2) leadership commitment, 3) persistence, 4) progress index, 5)
participation, and 6) personal well being.

Outcomes: Enrichment of the quality of the experience for all at Eastern, based on
enrichment and alignment of diversity practices/ campus climate/and, environment
at Eastern. Vision: “Diversity at Eastern in all dimensions is valued.”

Indicator: Alignment of university structures/ assessment of university
environment/ enrichment in external relations.

Comparisons: The process for developing a comprehensive diversity plan at
Eastern is similar to that currently being used at other universities.

Resources: Budget will be determined in fall 2008 (to cover 2008-2009).

Accomplishments to Date: 1) Development of Diversity Plan outline; 2) Use of
external consultants from Kent State University and Northeastern University for
overall perspectives on diversity plan outline, and including the development of a
campus climate survey; 3) completion of campus climate survey.
Comments or Additional Information:
Strategic Planning Progress Report
Definitions and Descriptions

Strategic Directions
These are the four directions that are identified in the strategic plan. Identify with number and title.

Strategic Initiatives
The general description of the initiatives. Identify with number and title.

Benchmarks
Specific outcomes to be achieved by a certain date, identified in the strategic plan. Paste text.

Co-Chairs
Identify co-chairs

Key Groups
Identify the university committees, advisory boards, working groups or other entities that are central to achieving the implementation plan.

Current Status
For each benchmark describe the status of goal achievement. Choose “In Process”, “Achieved” or “Not Started” by double-clicking from the drop down menu.

Priority
On a scale of 1-5, with 1 being the highest priority and 5 being lowest priority, rank each benchmark according to your best estimate of its importance to the University and the immediacy with which it should be achieved to further our University mission. Use the drop-down menu by clicking in the text box.

Timeline
Construct a simple timeline that identifies the major strategic objectives necessary to achieve your goals and the projected dates of accomplishment to achieve your benchmark or objective.

Data Required
List specific data required to implement the initiative. Consider need for baseline data and for continuous data collection. Identify what data collection and reporting mechanisms must be institutionalized for the benchmark to be achieved and continued.

Products Expected
Identify all the products that the group intends to produce. Will there be a report, policy analysis, conference, bills for University Senate consideration, announcements, web sites or other outcomes that will demonstrate or facilitate the achievement of the benchmark? Will the result be a plan, curriculum reform, development of new courses, revised policies or procedures, or other?

Outcomes
What short and long-term outcomes are expected? How will you define these?

Indicators
State what indicators will be used to demonstrate success, at what rate and over what time? Choose at least one indicator for each initiative that will be the public indicator of change.

Comparisons
How do we compare with similar organizations?

Resources
What resources will be necessary to achieve these outcomes? Consider necessary funds for personnel, publications/communications, equipment, facilities, data management, information technology or other. Identify, when possible, minimal needs to implement and preferred resources.

Accomplishments to Date
Report partial accomplishments such as change in policies or procedures, interim goal achievement, resources secured to achieve the outcome or other.