



B A L L S T A T E
U N I V E R S I T Y.®

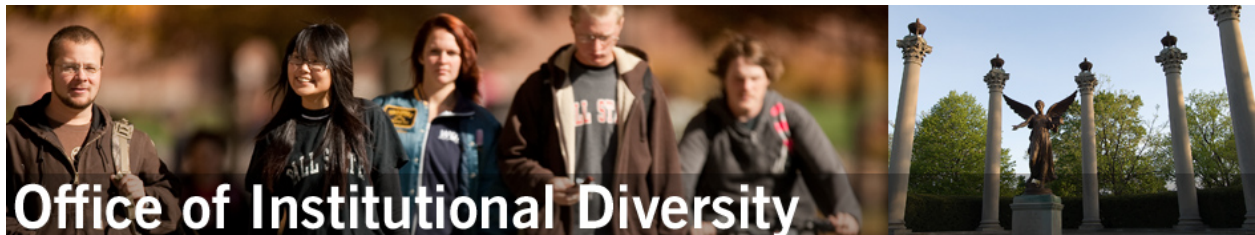
Office of Institutional Diversity

Strategic Plan

2013-2017

VISION:

Be a university that attracts, values, and retains a diverse faculty, staff, and student body.



MISSION:

The Office of Institutional Diversity (OID) at Ball State University is dedicated to the recruitment, retention, and appreciation of diverse faculty and staff who possess a variety of worldviews and multitude of experiences across multiple cultures, generations, and socioeconomic classifications. Our goals are to ensure that diversity is an integral part of the Ball State University identity, to be a recognized resource for the campus community around hiring, and to foster an environment where individuals of diverse backgrounds know they are supported through our advocacy efforts. We seek to educate the campus community by initiating, encouraging, supporting, and continuing challenging conversations related to diversity and multiculturalism in order to enhance awareness of the diverse needs of all faculty and staff. By addressing diversity needs we seek to enhance innovative pedagogy, and the overall performance and effectiveness of the University.

VALUES:

The Office of Institutional Diversity at Ball State University is committed to the following values:

- An inclusive multicultural environment
- Inclusive pedagogy
- Independent and collaborative scholarship related to cultural diversity
- Data driven initiatives and transparent decision-making

GOALS:

The Office of Institutional Diversity at Ball States University will accomplish the following goals:

GOAL 1: Move from diversity being a value added to being an integral part of our identity.

1. Provide leadership to assist the university with diversity efforts related to faculty and staff.
2. Increase the number of course descriptions with diversity content where appropriate.

3. Increase the visual representation of diversity activities both on and off campus.
4. Analyze content of university policies for inclusive language.
5. Become a McNair Institution.
6. Deliver an annual *State of Diversity* address on campus.

GOAL 2: Develop diversity recruiting goals among colleges and departments.

1. Create/revise unit-level diversity plans with faculty, professional personnel, classified staff, and service personnel recruitment targets.
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3. All units will report to OID on implementation of unit recruiting diversity plans.
4. Increase participation in Graduate Pathways Programs.

GOAL 3: Identify and support the diversity needs of faculty and staff.

1. Review annual reports from the University Diversity Committee and add items to strategic plan as needed.
2. Assess where faculty and staff are underrepresented. Differentiate, acknowledge, foster, and support both domestic minorities and international diversity.
3. Increase number of recruitment and retention strategies employed by units.
4. Increase number of inclusive pedagogy strategies employed by units.

GOAL 4: Expand awareness, knowledge and competency development around diversity issues.

1. Increase number of dialogues about the importance of establishing a diverse environment. (E.g. talks throughout the year about various topics (transgender, etc.).)
2. Identify effective programs related to diversity on campus and post on OID website.
3. By 2017 increase by 50% the number of diversity related research.
4. All search committees will participate in diversity recruiting process for tenure track faculty/contract faculty and staff w/Office of University Compliance.
5. Conduct workshops annually– on the retention process for tenure track faculty/contract faculty and staff w/Office of University Compliance.

GOAL 5: Foster and reward diversity collaborations and pedagogy efforts on campus.

1. Provide rewards for diversity related research publications.
2. By 2017 develop and/or increase number of diversity related research partnerships on campus.
3. Increase number of diversity related community partnerships.
4. Increase number of national and international community partnerships.

GOAL 6: Support diversity scholarship dissemination regionally, nationally, and internationally.

1. Increase visibility and recognition of diversity related presentations at conferences.
2. Update the OID website to include diversity related accomplishments of faculty/staff, students, departments, and colleges.

