

Penn State Lehigh Valley Diversity Strategic Plan 2010-2015 Timeline for Implementation

Completion Year	Strategic Initiative	Performance Indicator/s
2010	1.2.B Incorporate increased diversity programming for students	+One diversity program per month +Q4 of Student Satisfaction (belonging) and Focus Groups
	5.2.A Offer study abroad workshop at New Student Orientation, including information about scholarships and funding sources	+Workshop offered +Student evaluations +Amount of funding available for study abroad students
2011	1.1.A Produce and distribute marketing materials including bulletin boards, cards and flyers that promote diversity	+Bulletin boards completed monthly +2 marketing pieces distributed per semester
	1.1.B Create a diversity website and send regular emails that include event info and links to diversity resources	+At least 250 visits to Diversity page per semester +Ongoing monthly emails
	1.3.A Assign staff member as specific liaisons to various minority and diversity populations as represented on campus	+Establishment of initiative
	1.3.B Form a diversity committee that holds monthly meetings to advocate for the diverse community	+Monthly Diversity Committee meetings; minutes to document
	2.1.B Create a diversity response team to respectfully respond to diversity-related issues	+Creation of team +Number of reports +Climate Survey/Student Satisfaction Survey
	2.2.A Represent diversity resources (i.e. designated alliance groups, specific campus contacts, etc.) on the PSLV website	+Creation of web links to resources; at least 8 +At least 250 visits to website

2011 Continued	2.2.B Post and promote staff diversity liaisons to campus community	+Posting of liaisons +Student Satisfaction Survey/Climate Survey
	2.2.C Promote faculty and staff open-door policy and communicate office hours to support a welcoming campus environment	+Target is 100% compliance
	2.3.A Implement diversity “hot topic” talks twice a semester to increase campus communication about diversity	+Two talks per semester +10-15 participant per talks +Student Focus Group and Student Satisfaction Survey data
	3.1.A Actively recruit at community colleges to enroll diverse students and adult students	+Hiring of Recruitment Coordinator +Track enrollment breakdowns each year
	3.1.B Increase program offerings at the Penn State Center @ Overlook Park that provide pathways to a PSU education	+10% increase in programs +Center data to track attendance and links to other programming
	4.1.A Promote wide-ranging and timely advertising of positions	+Use of HR data to track advertising
	4.1.B Select candidates who add intellectual diversity (a range of academic and cultural interests and experiences) and cultural richness to the campus community	+Use of HR data to track hiring of diverse candidates
	5.2.B Offer national alternative spring break trip	+At least 10 student participants +Student evaluation of experience
	7.1.A Continue to develop the Penn State Center @ Overlook Park to offer quality academic programming and services to inner-city residents	+Data from Center Strategic Plan and Progress Matrix
	7.2.B Inclusion of a section in the “Departmental Annual Reports to the Chancellor” that relates directly to diversity initiatives	+Submission of Annual Reports, including diversity data

2012	1.1.C Ensure diversity representation in art gallery, incorporating artwork in conjunction with monthly diversity themes (LGBTQ; Hispanic Heritage)	+Opening of Art Gallery + 2 art exhibits, with diversity emphases, per semester
	2.1.A Create specific space(s) for diversity and diversity-related programming	+Opening of Lounge in Sept 10 +One diversity program held each month +10-15 participants (small) and 75 (large) +Program evaluations
	2.1.C Increase number of campus community members in the LGBT alliance and support network	+50% increase in membership
	2.3.B Increase number of diverse clubs on campus	+30% increase in diverse clubs
	3.1.C Work with local high schools to recruit a student body representative of culturally and socioeconomically diverse backgrounds	+Continuation of CareerLinking Academy; 10% increase in high-school based programming +Enrollment information
	3.3.A Increase Learning Center support services	+One additional service per semester +Increase in number of students using tutoring services
	4.1.C Increase use of diversity applicant pool for recruitment	+Use of HR data to show increase in use of diversity applicant pool
	4.2.A Implement one professional development program per semester	+One program offered per semester +Program evaluations and Climate Survey
	5.1.C Utilize the expertise and capacity of the Penn State Lehigh Valley Writing Project to link PSLV to global educational initiatives	+Global program connections
	5.2.C Offer additional study abroad programs (imbedded programs, shorter stay programs)	+Increase in study abroad options and student participation by 10%
6.1.C Include members of underrepresented groups on committees and senates	+Policy in place that at least one member be female or of underrepresented group	

2012 continued	7.1.B Implement a Multicultural Affairs Board of community members	+Establishment of Board +Evidence of range of diverse members
	7.1.C Increase curricular partnerships with the external Lehigh Valley community	+At least 3 new partnerships with local businesses and/or organizations
	7.2.A Implement broad communication strategies by using multiple methods to ensure the campus population is aware of diversity programming and diversity issues	+Evidence of programming and methods that link Administration and the campus +Climate Survey data
2013	1.2.A Institute diversity-themed professional development sessions for faculty and staff	+One PD session offered per semester +10 faculty/staff participants at each session +Program evaluation
	2.2.D Incorporate diversity as part of program reviews	+Number of completed reviews that incorporate diversity
	3.2.A Increase continuing education options for diverse students	+10% increase in options
	3.2.C Address obstacles to adult education, including offering education about financial aid	+Number of financial aid programs offered +Increase amount of financial aid +Ongoing meetings of Enrollment Management Com.
	3.4.A Increase access to ESL services	+10% increase in ESL services at campus and Overlook Park
	3.4.B Emphasize growth of established faculty mentor program and communicate availability of mentors for students	+Continued establishment of mentor program +10% increase in number of students using mentoring program
	5.1.B Increase opportunities for internships with global emphases	+10% increase in internships with global emphases
	6.1.A Increase women and minority members on the PSLV Advisory Board	+Increase of women and minority representation by 10%

<p>2013 continued</p>	<p>6.1.B Increase diverse members of executive board of the alumni society</p>	<p>+Increase diverse representation by 10%</p>
<p>2014</p>	<p>1.4.A Provide diverse opportunities for study abroad</p>	<p>+10% increase in study abroad opportunities</p>
	<p>1.4.B Promote global trips throughout the semester</p>	<p>+10% increase in global trips</p>
	<p>3.3.C Provide an effective orientation to college for adult students that addresses time management, family issues, etc.</p>	<p>+Offering of adult orientation; program evaluation +Offering of FYE with adult orientation information</p>
	<p>5.1.A Increase course offerings that offer gender, intercultural/ethnic, global and diverse perspectives</p>	<p>+10% increase in course offerings with diverse perspectives +At least 15 students enrolled in courses</p>
	<p>6.2.A Compose search committees with employees who are knowledgeable in diversity objectives</p>	<p>+HR data to showcase process of passing along diversity information to search committees</p>
	<p>6.2.B Require applicants to demonstrate an understanding of diversity as a standard job qualification</p>	<p>+HR data to showcase that diversity elements are include in job descriptions and interview processes</p>
	<p>7.2.C Support the work of the Women’s Commission to promote equity issues on campus</p>	<p>+Climate survey data +1 meeting per semester focusing on equity issues</p>
<p>2015</p>	<p>3.2.B Increase number of graduate programs offered on campus</p>	<p>+Increase by 1 graduate program</p>
	<p>3.3.B Provide more flexible scheduling for classes to accommodate work and/or family schedules</p>	<p>+Tracking of classes with 15 or more students</p>
	<p>3.4.C Provide access to scholarships, award scholarships, and facilitate application process for students with financial hardship</p>	<p>+10% increase in students applying for scholarships +Number of scholarships awarded +Increase in scholarship dollars</p>

2015 continued	4.2.B Implement mentoring program for new faculty and staff that includes mentor training and assessment of mentoring program	+Mentee evaluations +Retention numbers of new faculty and staff
	4.2.C Encourage and support staff and faculty involvement in diversity professional organizations	+Number of faculty/staff involved in organizations; goal is 50%