

STRATEGIES WORKSHEET - Institutional Culture and Workplace Environment

Diversify the student body and faculty and staff to reflect the racial/ethnic diversity of the region

A. Introduction and Background

The morale of faculty and staff is an important aspect in the determination of the long term successful growth of East Central University. ECU has identified factors which contribute in part to campus morale through town hall style forums with university students, personnel and members its community. Addressing both student and faculty concerns and adjusting to the changing needs in the local community to grow the campus-community relationship is important as ECU prepares for the future. ECU has placed emphasis on the theme of shared governance among its constituents as the university prepares to meet the challenges ahead.

This strategy seeks to recruit and retain diverse employees.

1. Diversify the student body and faculty and staff to reflect the racial/ethnic diversity of the region

- a. Why Important: Diversity on a university campus is very important. A diverse culture can encourage student engagement which can in turn help with student retention.
- b. Who will be impacted: By adding diversity to ECU's faculty, staff and administration we could have a profound impact on our students. This could help recruit a more diverse student body. If we create a more diverse student body, the university would be eligible to for more minority grants.
- c. Who's involved: To begin to this process hiring committee need be diverse

B. Contribution to Other Goals

This strategy will significantly contribute to four of the strategic goals, which are:

- Goal 1: Achieve academic excellence through innovating programming and outstanding faculty
- Goal 2: Strong faculty and staff will help recruit and retain students
- Goal 4: Create a culture of effective communication
- Goal 5: Acquire, manage and leverage resources to achieve ECU's mission, vision and goals

Specific Actions, Elements, Steps, and Timelines

[To be left blank for now per consultants]

D. Potential Models and Useful Information

Diversity: <https://www.uis.edu/aeo/wp-content/uploads/sites/10/2014/09/AEO-UIS-BEST-PRACTICES-TO-DIVERSIFY-FACULTY-AND-STAFF.pdf>
<https://www.higheredjobs.com/blog/postDisplay.cfm?post=1123>
<https://www.usnews.com/education/blogs/professors-guide/2009/08/12/why-does-diversity-matter-at-college-anyway>