

# Equity 2030 Hiring, Goal 1

Last updated: 2/9/23

Goal 1: Increase racial/ethnic diversity of faculty and staff to 20% to match the demogrphics of student population.

Target Order	Target for Action	Evidence of Accomplishment/Achievement	Required Resources: Time, Financial, etc.	Person(s) Responsible	Estimated Timeframe & Completion	Notes
						Suggestion: Expand networks and pipelines through intentional use of guest lectures, fellows, events, etc.
Target 1	Include a minimum DEI qualification in all IFO faculty searches	HR adoption of new required minimum qualifications and embedded in IFO search materials and position descriptions	<ul style="list-style-type: none"><li>· DEI hiring workgroup strategic planning and implementation time</li><li>· Lit review on institutional best practice</li></ul>	<ul style="list-style-type: none"><li>· VP Henry Morris</li><li>· AVP Timothy Berry</li><li>· HR Director Jill Frederockson- Kratzke</li><li>· Director/Title IX Linda Alvarez</li><li>· AD Title IX Laura Diaz</li><li>· HR MaKayla Valentin</li></ul>	Completed and documented spring 2021	
Target 2	Change the Diversity statement prompt to more DEI centered language and an accompanying rubric for IFO search committees to use for review	<ul style="list-style-type: none"><li>· HR adoption of new DEI prompt in IFO application materials</li><li>· Shared Rubric for search committee distribution</li></ul>	DEI hiring workgroup strategic planning and implementation time	<ul style="list-style-type: none"><li>· HR</li><li>· AVP Timothy Berry</li></ul>	Completed and documented spring 2021	
Target 3	Equity Liaison on search committees	Equity liaison on every search committee	CETL Training, investment in other DEI training	<ul style="list-style-type: none"><li>· CoD</li><li>· Office of the Provost</li><li>· Faculty</li><li>· Staff</li><li>· CETL</li></ul>	2025	
Target 4	<p>Track Percentage of staff and faculty of color in hiring</p> <p>There are 908 total staff and 84 staff of color. There are 706 total faculty and 127 faculty of color</p>	<p>Total projected percentage of student of color population in 2030 is 20%</p> <p>Current Staff of color = 9.3%. Gap = 10.7%</p> <p>Current Faculty of color = 17.9% Gap = 2.1%</p> <p>Staff and Facutly of color will be at least 20% and match the compositional make up of students</p>	Institutional Analytics	<ul style="list-style-type: none"><li>· CoD</li><li>· Office of the Provost</li><li>· Faculty</li><li>· Staff</li><li>· CETL</li></ul>	<p>Yearly Benchmarks Toward Equity 2030 Hiring</p> <p>Staff hires: 1.5% or 14 staff of color increase each year</p> <p>Faculty hires: .3% or 4 fac of color Increase each year.</p>	

# Equity 2030 Academic Equity Gap, Goal 2

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## Goal 2: Eliminate DFW rate disparity in large gen ed/prerequisite courses

Target Order	Target for Action and Strategies	Evidence of Accomplishment/Achievement	Required Resources: Time, Financial, etc.	Person(s) Responsible	Estimated Timeframe & Completion	Notes
	Art of Equity Framework (PAR Plan methodology)	Overall DFW rates in courses will be below 15% and equity gap between white students and students of color will be 0	Support and investment from the Office of the Provost, CoD, CETL PD	<div><div></div>· AVP Timothy Berry</div> <div><div></div>· ART of Equity</div> <div><div></div>· Faculty</div> <div><div></div>· CETL</div> <div><div></div>· CoD</div>	Yearly DFW rates reduction goals for courses: <div><div></div>· 2025 overall - 20% Gap - 8%</div> <div><div></div>· 2027 overall - 18% Gap - 4%</div> <div><div></div>· 2029 overall - 16% Gap - 2%</div> <div><div></div>· 2030 Overall - below 15% Gap 0</div>	
Target 1	Course Redesign (flipped instruction, un-grading, etc)	Overall DFW rates in course below 15% and no gap between white students and students of color	Utilization of FIG for PD	<div><div></div>· CETL</div> <div><div></div>· ART of Equity</div> <div><div></div>· Faculty</div>		
Target 2	Supplemental instruction (MavPass) and other student supports	Overall DFW rates in course below 15% and no gap between white students and students of color	Investment to expand student support options such as MAVPass peer tutors, etc.	<div><div></div>· CETL</div> <div><div></div>· ART of Equity</div> <div><div></div>· Faculty</div> <div><div></div>Library and Learning</div>		
Target 3	CETL PD on PAR and Best practice instructional strategies	Overall DFW rates in course below 15% and no gap between white students and students of color	Utilization of FIG for PD	<div><div></div>· CETL</div> <div><div></div>· ART of Equity</div> <div><div></div>· Faculty</div>		