

# Institutional Change Progress Reporting Form (Due October 11, 2010)

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**Focus Area:** *Campus-Wide Diversity Planning and Office Devoted to Implementation (Cabinet Recommendation 1.4.1.a: See <http://change/docs/cicFinalReport2Feb2010.pdf>)*

**Responsible Person:** Bob Snyder

**Report Submitted by:** Bob Snyder

**Date Submitted:** 10-11-10

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Please provide a summary for each of the four report areas below.

Please provide links to, or files of major work that has been finished such as new policies, supplemental reports, or data used (such as surveys) in the accomplishment of your plans.

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**Summary of Progress Completed Since Last Report:** The Plan to expand the Office of Diversity and Inclusion continues to be discussed. I am currently vetting it with the Senate Executive Committee. ODI is vetting the proposal as well. The Proposal is attached.

Campus-wide planning needs to focus on attracting and retaining URM faculty, staff and administrators; attracting and retaining URM students; and closing the achievement gap. Academic Personnel Services (APS), ODI and the Graduation Rate Improvement Group are all working on these issues.

**List of Key Milestones Achieved:** None since the last report.

**Comments on challenges, lessons learned, and/or resource needs:** The primary challenge for the ODI proposal is funding and whether or not that funding will require reallocation. There are also concerns about the structure of the office, staffing responsibilities and discretionary monies.

**Forecast of Subsequent Plans for the Upcoming Months:** The important milestone for the ODI proposal is the 2011-2012 base-budget proposal due to the UBC in early spring.