

Kennesaw State University
Proposed Goal 6 and Action Steps to the KSU Strategic Plan

Goal 6:

To promote an inclusive campus environment through the adoption of policies, procedures, and curricula that are guided by the principles of diversity, equity, transparency, and shared governance.

Action Step #1: Develop a comprehensive diversity and equity plan and a campus resource clearinghouse that incorporate innovative approaches and leverage opportunities to address issues, enhance understanding, and improve relationships and climate among the members of our increasingly diverse campus community.

Action Step #2: Establish a formal diversity leadership team that is composed of students, staff, faculty, and administrators who will continue the campus dialogue on diversity, equity and inclusion.

Action Step #3: Develop and implement educational workshops and professional development opportunities that enhance the intercultural competencies and skills of students, staff, faculty, and administrators.

Action Step #4: Identify, disseminate, and/or develop:

- additional internal and external partnerships and funding to support diversity activities;
- create scholarship opportunities; and
- further KSU diversity goals and initiatives.

Action Step #5: Engage faculty and staff in:

- creating and implementing curriculum diversity requirements at multiple levels (i.e., first year experience, general education, the major, and graduate programs); and
- support the incorporation of diversity-related topics into educational disciplines and programming.

Action Step #6: Update and implement policies and procedures to reflect best practices; and demonstrate the University's commitment to diversity and equity in the recruitment, retention, and advancement of students, staff, faculty, and administrators.

Action Step #7: Include recognition of diversity accomplishments in the tenure, promotion, and annual performance reviews of staff, faculty, and administrators.

Action Step #8: Continue assessments and refine data collection methods to monitor progress on diversity and equity goals, plans, and action steps.

Notes:

On Tuesday, August 18, 2009, the Cabinet accepted Goal 6 with the recommendation to forward the document to the President's Budget Advisory Committee.