UNIVERSITY OF SOUTH ALABAMA

STRATEGIC PLAN FOR

DIVERSITY AND INCLUSION

MAY 2017

Table of Contents

DEFINITIONS

DEFINITIONS

In drafting this Plan, the Diversity and Inclusion Committee worked under a charge from the Knight settlement to draft a Strategic and Diversity Inclusion Plan that continues to increase racial and ethnic diversity in all areas of the University, with a particular emphasis on African Americans.

The Committee recognizes that certain terms and phrases can be sensitive and may have unwelcome and/or non inclusive connotations. For that reason, after the~
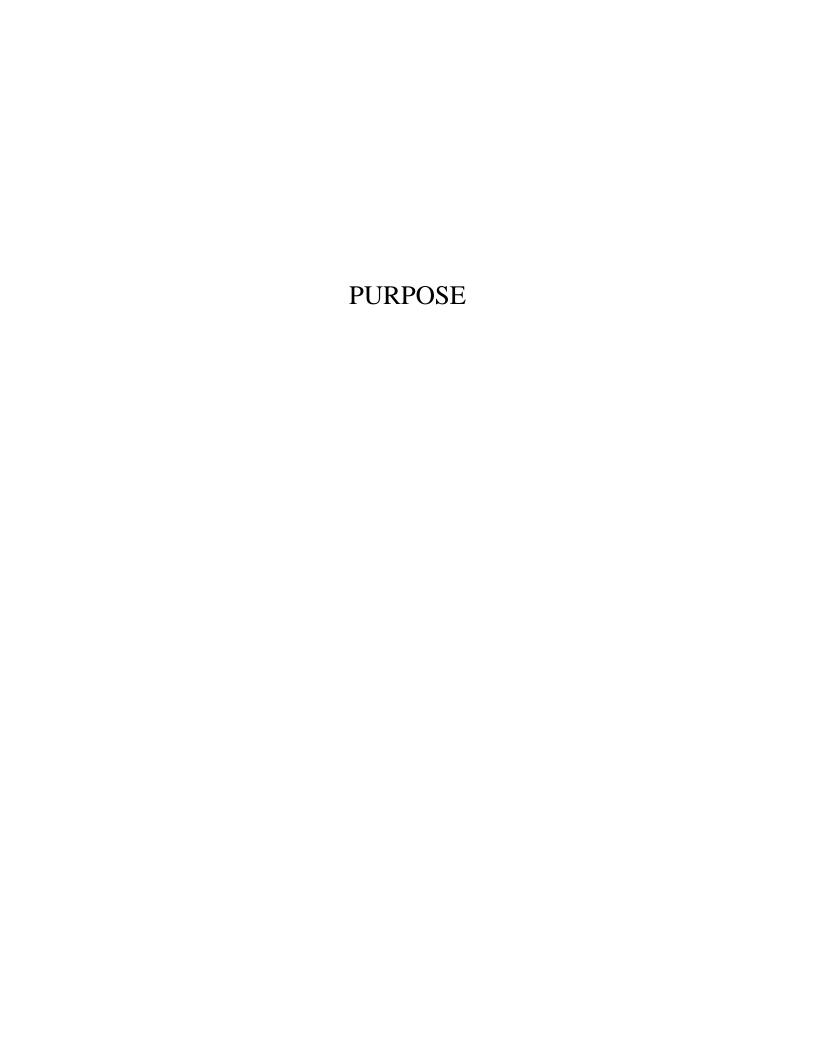
CHARGE TO
STRATEGIC DIVERSITY AND INCLUSION COMMITTEE

The charge of this committee will be to:

Identify and develop creative strategies and initiatives to increase the number of students, faculty, and administrators from African-American and other underrepresented groups

Monitor USA's progress toward the goals of the Strategic and Diversity Inclusion Plan

Make the University of South Alabama an even more attractive and inclusive community for people of all races, ethnicities, faiths and cultures

PURPOSE

The purpose of this Strategic Diversity and Inclusion Plan is to define and clearly identify, within a legally sustainable structure, goals and measurable outcomes for diversity and inclusion at the University of South Alabama. The University recognizes and values the contributions made by African-American and other underrepresented populations and desires to make the University an even more attractive and inclusive place for people of all races, ethnicities, faiths and cultures to study and work in a supportive, diverse community.

Mission Statement

The University of South Alabama, with a global reach and special focus on the Gulf Coast, strives to make a difference in the lives of those it serves through promoting discovery, health, and learning.

Vision Statement

The University of South Alabama will be a leading comprehensive public university internationally recognized for educational, research, and health care excellence as well as for its positive intellectual, cultural, and economic impact on those it serves.

Core Values

The University of South Alabama affirms the following core values as essential to the accomplishment of its mission:

> Diversity and a Global Perspective
> Excellence
> Freedom in the Pursuit of Knowledge
> Integrity
> Transparency and Participation in Decision-Making

STRATEGIC PLAN

GOAL ONE

USA PRIORITY #1: STUDENT SUCCESS AND ACCESS

Demonstrate a commitment to increasing representation of
1

GOAL TWO

USA PRIORITY #2: ENHANCEMENT OF RESEARCH AND GRADUATE EDUCATION

Educate all students for an increasingly global society in Alabama, the United States and the world and continue to foster respect for the multicultural communities at the University of South Alabama.

ACTION STEPS FOR GOAL TWO

1. Study the potential impact of increasing University Library holdings, including electronic resources, related to African American and other underrepresented populations.

2. Sponsor and encourage research, publication and professional development in African American and underrepresented population studies.

3. Explore the potential impact feasibility of expanding the African American studies program to include a major.

4. Explore the potential impact of creating a multidisciplin` - -

2. Graduate Student Diversity

The University will develop and, to the extent practicable, implement other, legally viable programs to assist underprepared students (which is not synonymous with African-American and other underrepresented populations) to succeed in graduate programs.

Continue to look for innovative and exciting programs to legally grow both enrollment and retention of African American and other underrepresented student populations.

To the extent feasible, support and nurture the programs currently in place to recruit and retain African American and other underrepresented student populations.

Review, analyze and, to the extent practicable, expand mentoring programs available to students.

The University will review and determine the viability of a "Community Leadership Committee" to be composed of community leaders from across the University's geographical Â

MONITORING FOR EFFECTIVENESS AND ACCOUNTABILITY

<u>Monitoring of Strategic Diversity Plan for Effectiveness and Accountability</u>

The University of South Alabama recognizes the importance of a systematic, thorough and routine review of its efforts towards increasing African American and other underrepresented populations diversity at the University of South Alabama. To this end, the Strategic Diversity Plan will be subjected to the following measures of accountability and review (and any others deemed appropriate):

1.   The President will designate an employee of the University with the responsibility of overseeing the implementation and continuing obligations of this Strategic Diversity Plan. That individual will designate persons and/or departments with specific responsibilities pursuant to the plan.

2.   As part of his/her annual performance review for at least the next five years, all University personnel charged with specific responsibilities pursuant to this plan shall be accountable for his/her responsibilities under the plan, including, to the extent applicable, a review of: (1) progress toward goals; (2) campus environment; and (3) recruitment and retention efforts for African-American and other underrepresented populations. Goals set will not be in the form of set asides or quotas, may vary depending upon job market, job openings, and student applicant pool, and will serve as only a management tool for assessing the effectiveness of ongoing diversity programs.

3.   The University will post on its website by February 1st of each year, beginning in 2008, a report regarding the

implementation of the Strategic Diversity Plan that will include the following:

Â ò1g t ð 5`Ð p ° @ p