

The Role of Academic Planning in Institutionalizing a Value of Diversity- MOSES

The incorporation of diversity into academic planning is an essential factor for effectively addressing faculty diversity, and campus wide diversity efforts as well. Effective campus efforts should feature diversity as integral to academic planning in the following areas:

- Strategic Planning
- Hiring of senior administrators
- faculty hiring,
- research agendas,
- and curricular programs.

Strategic Planning

Administrators and faculty should consider the inclusion of diversity issues in the campus strategic plan,

- Mission and vision statement
- academic program decisions,
- program reviews,
- assessment of academic merit.
- consideration of a department's record for promoting faculty diversity should be considered in planning for FTE allocations.
- Attention to the graduate pipeline and strategies to advance diversity in graduate study and postdoctoral appointments also should be a part of academic planning.
- Efforts to address barriers in the academic pipeline are especially important in fields such as physical sciences, math and engineering where there is the greatest underrepresentation of domestic minority groups and women.

Research and Curricular Initiatives

- Establishing new centers
- Invigorating existing centers
- Establishing interdisciplinary research groups
- Creating a research group to track campus diversity issues
- Support new curricula
- Look at teaching and learning issues around diversity
- Curricular topics that speak to needs and interests of underserved populations in California.

Faculty Recruitment

- Promoting faculty diversity should be considered in planning for FTE allocations
- Achieving a more diverse faculty requires a wide range of academic personnel practices that promote equal opportunity and inclusiveness.
- Examples of such practices include monitoring applicant pools,

- These practices should become a part of the planning that EVCs do with the Deans, and then that Dean's do with the Department Chairs
- Chairs should establish planning meetings where they discuss the allocation of faculty positions over a five year period.