

THE XAVIER UNIVERSITY DASHBOARD

The Xavier University Strategic Plan	The Xavier University Strategic Diversity Plan	The Xavier University Strategic Diversity Plan Metrics
<p><b>RECRUIT, RETAIN, AND DEVELOP STUDENTS TO ACHIEVE OUR OUTCOMES</b></p>	<p><b>ACCESS &amp; SUCCESS</b></p>	
<ul style="list-style-type: none"> <li>• Increase ethnic, geographic, and international diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Support the Enrollment of a Diverse Student Body</li> </ul>	<p>Maintain (or exceed) the percentage of first-time, traditional degree-seeking undergraduates of color.</p> <p>Maintain (or exceed) the percentage of first-time, traditional degree-seeking undergraduate males.</p>
<ul style="list-style-type: none"> <li>• Consolidate and enhance support services to improve academic preparedness, success, and graduation</li> </ul>	<ul style="list-style-type: none"> <li>• Support the Retention and Success of a Diverse Student Body</li> </ul>	<p>Equalize first-year retention rates of African-American, Asian, Latino, and White students with the cohort rate.</p> <p>Reduce racial variability in undergraduate representation in top GPA decile.</p> <p>Equalize the 4-year graduation rates of African-American, Asian, Latino, and White students with the cohort rate.</p>

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<p><b>FOSTER INTEGRATED LEARNING AND ACADEMIC PROGRAMS OF DISTINCTION</b></p>	<p><b>EDUCATION &amp; SCHOLARSHIP</b></p>	
<ul style="list-style-type: none"> <li>• Incorporate diversity and inclusion across the curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Support the Incorporation of Diversity and Inclusion Across the Curriculum</li> </ul>	<p>Increase the percentage of students enrolled in courses that fulfill the Gender &amp; Diversity Studies course requirement.</p>
<p><b>DEVELOP THE PEOPLE OF XAVIER</b></p>	<p><b>CAMPUS CLIMATE AND INTERGROUP RELATIONS</b></p>	
<ul style="list-style-type: none"> <li>• Regularly assess the campus climate with respect to diversity and establish appropriate plans to respond to the issues</li> </ul>	<ul style="list-style-type: none"> <li>• Foster a Campus Climate that is Welcoming to All</li> </ul>	<p>Measure improvement in the campus climate for diversity through mean “climate for diversity” composite score for all employees in the <i>Xavier University Survey of Employee Attitudes and Experiences</i>.</p> <p>Measure improvement in the quality of students’ relationships with other students through mean score of all student responses to the National Survey of Student Engagement.</p>

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	<ul style="list-style-type: none"> <li>Foster Intercultural Respect, Communication, and Collaboration</li> </ul>	<p>Measure improvements in the administration's efforts to foster intercultural respect, communication, and collaboration through mean employee ratings in relation to "Overall the administration clearly communicates a strong commitment to diversity" in the <i>Xavier University Survey of Employee Attitudes and Experiences</i>.</p> <p>Measure improvement in the mean rating of students' perceptions of the University's emphasis on "encouraging contact among students from different economic, social, and racial or ethnic backgrounds." in the National Survey of Student Engagement.</p>
<p><b>DEVELOP THE PEOPLE OF XAVIER</b></p>	<p><b>INSTITUTIONAL TRANSFORMATION</b></p>	
<ul style="list-style-type: none"> <li>Hire, retain and develop faculty, staff, and administrators who are diverse and committed to supporting and furthering diversity on campus</li> </ul>	<ul style="list-style-type: none"> <li>Enhance the Recruitment and Retention of Diverse Faculty, Staff, and Administrators</li> </ul>	<p>Increase representation of women and people of color among administrators, faculty, and staff.</p>

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<p><b>CREATE A COMMUNITY ENGAGED LEARNING NETWORK</b></p>	<p><b>INSTITUTIONAL TRANSFORMATION</b></p>	
<ul style="list-style-type: none"> <li>Collaborate with surrounding communities to help make the neighborhoods adjacent to Xavier more desirable places to live and work</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate Institutional Leadership for Community Equity and Empowerment</li> </ul>	<p>Meet Minority and Women’s Business Enterprise procurement goals (to be devised).</p>
<ul style="list-style-type: none"> <li>Foster professional programs, retreats, and initiatives around diversity and inclusiveness for all employees</li> </ul>	<ul style="list-style-type: none"> <li>Develop the Capacity of Our People for Diversity Leadership</li> </ul>	<p>Increase level of employee participation in diversity education programs.</p>
	<ul style="list-style-type: none"> <li>Institutionalize a Culture of Diversity Planning and Assessment</li> </ul>	<p>Improve mean score of employee perceptions of relationship between diversity planning and institutional excellence in the <i>Xavier University Survey of Employee Attitudes and Experiences</i>.</p> <p>Make diversity infrastructure improvements as necessary.</p> <p>Annually assess and report progress of institutional diversity strategies.</p>