

GOAL #4 STATEMENT: Recruit and retain faculty, staff and students from diverse backgrounds						
Key Strategy or Initiative	Specific Actions	Responsible department/person	Implementation milestones	Resource Requirements	What results? How will we assess and hold ourselves accountable for making progress?	Progress Update April-May 2011
1. Continue efforts to recruit and retain faculty and staff of color	<ul style="list-style-type: none"> Continue with the diversity venues for advertising Continue working with various department heads 	Diversity/Affirmative Action & Human Resources	<ul style="list-style-type: none"> New hiring procedures stressing Diversity oversight for searches 	<ul style="list-style-type: none"> Additional monetary resources for faculty tenure track positions staff positions Continued senior level support demonstrated in the hiring process for diversity. 	<ul style="list-style-type: none"> Increase the recruitment and retention of faculty/staff of color numbers Area Vice Presidents should be checking with the diversity officer to ensure that there are diverse pools of applicants before search committees are allowed to interview. 	<ul style="list-style-type: none"> Work in progress – update in September To meet NCATE Diversity Standard, Education has been successful in expanding diversity with additional faculty hires including one (1) African American and two (2) Latino faculty in the Early Childhood program; two (2) African American faculty in Ed Admin; one (1) African American in Special Ed.
2. Continue to raise diversity hiring awareness for senior administrators	<ul style="list-style-type: none"> During annual review with the president the success of hiring and retaining persons of color for your division/department should be considered 	Diversity/Affirmative Action & Human Resources	<ul style="list-style-type: none"> Senior Officers stress the importance of diverse pools for searches 	<ul style="list-style-type: none"> Additional monetary resources for faculty tenure track positions staff positions Continued senior level support demonstrated in the hiring process for diversity 	<ul style="list-style-type: none"> Increase the recruitment and retention of faculty/staff of color 	<ul style="list-style-type: none"> Work in Progress – update in September
3. Community Resource Directory	<ul style="list-style-type: none"> Update/expand and go live with the on-line community resource directory 	Carlton Pickron/ IDAC Committee	<ul style="list-style-type: none"> When we go live with substantive information for new 	<ul style="list-style-type: none"> No additional financial resources to FY11 budget needed. 	<ul style="list-style-type: none"> Have it up and running on the web-site and portal to 	<ul style="list-style-type: none"> Developed on web and in hard copy

			and potential employees		increase and retain the number of faculty/staff of color.	
4. SANKOFA Diverse Faculty and Staff Directory	<ul style="list-style-type: none"> ▪ Actively encouraging all members of SANKOFA to submit their bio and photo for inclusion in the directory ▪ Add directory to University's web-site and limited hard copy ▪ Started Foundation Scholarship for International Travel ▪ Award International Ed Scholarship 	Carlton Pickron & SANKOFA Organization of Diverse Faculty and Staff, Christina Swaidan, Chair	<ul style="list-style-type: none"> ▪ When 50% of identified persons of color have submitted their bio 	<ul style="list-style-type: none"> ▪ No additional financial resources to FY11 budget needed. 	<ul style="list-style-type: none"> ▪ Up and running on the web-site and portal to increase the recruitment and retention of faculty/staff of color 	<ul style="list-style-type: none"> ▪ Directory is live ▪ Developed a Foundation Scholarship for International Ed. ▪ Awarded Scholarships
5. Increase international student population studying at Westfield State University	<ul style="list-style-type: none"> ▪ Reciprocal-tuition agreements signed. ▪ Marketing materials presented through foreign partners ▪ Enrollment benchmarks set 	B. Hayes; C. Siegler	<ul style="list-style-type: none"> ▪ 20% increase of international student count on campus 	<ul style="list-style-type: none"> ▪ No additional financial resources to FY11 budget needed. 	<ul style="list-style-type: none"> ▪ Increase the international student population 	<ul style="list-style-type: none"> ▪ International Students Enrolled at WSU ▪ Goal was to increase the international student count on campus by 20%, a 16-student increase; actual increase was by 67 students in AY11, or 81.7% (Fall AY10=38, Fall AY11=72; Spring AY10=44, Spring AY11= 77)