

<b>GOAL #7 STATEMENT: Create a welcoming and inclusive environment</b>						
<b>Key Strategy or Initiative</b>	<b>Specific Actions</b>	<b>Responsible department/person</b>	<b>Implementation milestones</b>	<b>Resource Requirements</b>	<b>What results? How will we assess and hold ourselves accountable for making progress?</b>	<b>Progress Update April-May 2011</b>
ALL campus involvement in research and assessment for NEASC self-study	<ul style="list-style-type: none"> <li>▪ Populate task forces covering each standard with students and faculty/staff inclusive of all bargaining units</li> <li>▪ Input forums and surveys disseminated inclusively</li> <li>▪ Feedback opportunities designated</li> </ul>	NEASC Steering Committee	<ul style="list-style-type: none"> <li>▪ Committees populated Sept 2010</li> <li>▪ Strategy of input and feedback communicated through steering committee from each task force</li> </ul>	<ul style="list-style-type: none"> <li>▪ No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Task force reports spring 2011</li> <li>▪ Community feedback indicates open opportunity for involvement from each constituency</li> </ul>	<ul style="list-style-type: none"> <li>▪ Steering committee and 8-task force structure executed, including leadership representation from every campus division and including student representation.</li> </ul>
ALL campus involvement in research and assessment for Foundations of Excellence self-study [Strategy associated with Goal #5]	<ul style="list-style-type: none"> <li>▪ Populate working groups covering each dimension with students and faculty/staff inclusive of all bargaining units</li> <li>▪ Input forums and surveys disseminated inclusively</li> <li>▪ Feedback opportunities designated</li> </ul>	FoE Steering Committee	<ul style="list-style-type: none"> <li>▪ Committees populated Sept 2010</li> <li>▪ Strategy of input and feedback communicated through steering committee from each working group</li> </ul>	<ul style="list-style-type: none"> <li>▪ No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Completed retention plan as a result of inclusive initiative</li> <li>▪ Community feedback indicates open opportunity for involvement from each constituency</li> </ul>	<ul style="list-style-type: none"> <li>▪ Campus-wide working groups assigned for each FoE dimension, including student representation.</li> <li>▪ Special Committee of Student Affairs and Academic Affairs faculty/staff planning new diversity event during orientation linked to mandatory event during Welcome Week in September.</li> <li>▪ FoE focus on Diversity.</li> </ul>
WSU Community Resource Directory	<ul style="list-style-type: none"> <li>▪ Update/expand and go live with the on-line community resource directory</li> </ul>	Carlton Pickron/ IDAC Committee	<ul style="list-style-type: none"> <li>▪ When we go live with substantive information for new and potential</li> </ul>	<ul style="list-style-type: none"> <li>▪ No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Have it up and running on the web-site and portal to assist with the</li> </ul>	<ul style="list-style-type: none"> <li>▪ Completed - Directory is live on the we site.</li> </ul>

			employees		recruitment and retention of faculty/staff of color	
SANKOFA Diverse Faculty and Staff Directory	<ul style="list-style-type: none"> <li>Actively encouraging all members of SANKOFA to submit their bio and photo for inclusion in the directory</li> <li>Add directory to University's web-site and limited hard copy</li> </ul>	Carlton Pickron & SANKOFA Organization of Diverse Faculty and Staff, Christina Swaidan, Chair	<ul style="list-style-type: none"> <li>When 25% of identified persons of color have submitted their bio and photo</li> </ul>	<ul style="list-style-type: none"> <li>No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>Up and running on the web-site and portal to assist with the recruitment and retention of faculty/staff of color</li> </ul>	<ul style="list-style-type: none"> <li>Completed – Directory is live on the web site.</li> </ul>
Welcome new faculty and staff	<ul style="list-style-type: none"> <li>Reinstate and enhance orientation for new faculty and staff</li> </ul>	Human resources Student Affairs Academic Affairs	<ul style="list-style-type: none"> <li>Monthly orientation sessions instituted for new employees</li> <li>Continue to enhance faculty orientation</li> </ul>	<ul style="list-style-type: none"> <li>No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>Faculty and staff report feeling more prepared to assume roles</li> <li>Increased faculty and staff involvement in campus life</li> </ul>	<ul style="list-style-type: none"> <li>Student Affairs participated in Faculty Orientation.</li> <li>Counseling Center participated in New Faculty Orientation by conducting workshop on how CC can provide assistance on identifying at risk students.</li> <li>Health Services has worked to provide literature the department is open to all inclusive of diversity, disability, gender identity, etc.</li> <li>Career Services hosted Faculty Coffee hour to present available services to faculty.</li> </ul>
SGA Diversification	<ul style="list-style-type: none"> <li>Work to diversify representation on Student Government Association</li> </ul>	Student Affairs	<ul style="list-style-type: none"> <li>Increased marketing launched for SGA elections in April 2011</li> <li>Faculty and staff encourage individual students to run for elected seats</li> </ul>	<ul style="list-style-type: none"> <li>No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>Increased diversity within Student Government Association</li> </ul>	<ul style="list-style-type: none"> <li>Career Services presented to SGA available programs and services to students.</li> <li>Spring 2011 had highest student vote</li> </ul>

						response ever through increased marketing.
Interfaith Inclusion	<ul style="list-style-type: none"> <li>Restructure Interfaith Committee and expand Interfaith Programming</li> </ul>	Interfaith committee Campus Chaplains	<ul style="list-style-type: none"> <li>Adopt new mission statement</li> <li>Hire part time Director</li> <li>Revise chaplains roles on campus and provide annual salary</li> </ul>	<ul style="list-style-type: none"> <li>WSU Foundation funding (\$6,000 for programs)</li> </ul>	<ul style="list-style-type: none"> <li>8 Programs for FY11</li> </ul>	<ul style="list-style-type: none"> <li>12 programs were presented during the academic year, e.g., Hanukkah celebration and Passover Seder.</li> <li>Completed revision of chaplains' campus roles and hired part time Director.</li> </ul>
Continue to develop relationship with the City of Westfield [Associated with Goal #9]	<ul style="list-style-type: none"> <li>Promote event on and off campus for both constituent groups (University and City)</li> </ul>	AUR – Bean/Lemanski	<ul style="list-style-type: none"> <li>Develop continuing relationship with BID office (Bean/Bielski)</li> </ul>	<ul style="list-style-type: none"> <li>No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>Documented increase in attendance at events offered</li> </ul>	<ul style="list-style-type: none"> <li>Bob Plasse and Kathi Bradford worked directly with WBID to host the first "Chillin in the District event" on Family Day 2010.</li> <li>Spring programming on hold until 2012</li> </ul>
Increase positive communication with community	<ul style="list-style-type: none"> <li>Create a focused Public relations campaign that incorporates all areas of campus</li> </ul>	Watson	<ul style="list-style-type: none"> <li>Increase output of events highlighting campus</li> <li>Highlight proactive news stories on website and in local media</li> </ul>	<ul style="list-style-type: none"> <li>No additional financial resources to FY11 budget needed.</li> </ul>	<ul style="list-style-type: none"> <li>Documented increase in press releases and media coverage</li> </ul>	WSU has been selected by Military Advanced Education as a "Top Military-Friendly Colleges and Universities" honoree.
Increase collaboration between AUR and Academic Affairs	<ul style="list-style-type: none"> <li>Develop new connections between AUR and Academic Affairs</li> </ul>	VP AUR VP AA	<ul style="list-style-type: none"> <li>Continue development of Faculty Emeriti program [Note: AUR does not <i>designate</i> Emeriti] (Bradford/Salvidio)</li> <li>Create opportunity for increased faculty involvement at Homecoming and other AUR events</li> </ul>	<ul style="list-style-type: none"> <li>Use AUR developmental liaison program housed in Alumni relations as an umbrella, require 1-2 meetings annually with all departments as listed</li> <li>Create faculty focused event for homecoming 2011 (Bradford/Galanis)</li> </ul>	<ul style="list-style-type: none"> <li>Increase in faculty awareness of AUR outreach and resources; Increase in faculty attendance at all listed events</li> </ul>	<ul style="list-style-type: none"> <li>Held the first recognition event for faculty emeriti on Homecoming 2010. Plans for 2011 include additional focus on faculty attendance.</li> <li>Collaboration with Communication, Social Work and Education.</li> </ul>

			(Galanis/Caspole) ▪ Develop 4 academically focused affinity groups (Bradford/Galanis)	▪ No additional financial resources to FY11 budget needed.		Continued efforts needed.
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