Associate Vice President – Diversity, Equity, and Inclusion

Areas of emphasis:

• Recruitment and retention of faculty, staff, and students from underrepresented U.S. racial / ethnic minority groups

• Evaluate and proactively address the challenges and opportunities of the current campus culture

• Advocate for students of diverse backgrounds, identities, and experiences

• Facilitate a coordinated campus effort toward diversity, equity, and inclusion
Associate Vice President – Diversity, Equity, and Inclusion
Division of Diversity, Equity, and Inclusion

Title and Department Name Change

- Reflect the paradigm shift on campus
- Reflect national trends for similar positions
- Building a more inclusive and coordinated effort across colleges
- Emphasize the needs of faculty and staff
Associate Vice President – Diversity, Equity, and Inclusion Search Committee

Timeline

Fall Semester
- Scoping meetings with faculty, staff, students, and stakeholders
- Review of the job description and position title
- Recruitment – notification to campus and community requesting nominations
- Review of initial candidate pool

Spring Semester
- First round of interviews (February 14 -15)
- On Campus Interviews (March)
Discussion

• 2019-2021 DEI Action Plan Development Process

• January-May 2019 Timeline

• Discussion about supporting DPAC work and DPAC’s role in the DIE Action Plan implementation
Phase 1 (2017-18) – Renewed Commitment to Action (Fall 2017; January 2018)
A. Assess and improve campus climate
B. Increase retention and graduation rates of historically marginalized students
C. Strengthen recruitment and retention of underrepresented minority (URM) faculty
D. Enhance clear communication and accountability

Phase 2 (2018-19) – Plan Creation Following Development Principles
A. Aligned with UI Strategic Plan 2016-2021
B. Strengthened by current and past DEI initiatives: FY19 DEI Digest Project; review of previous UI Diversity Action Reports & Recommendations
C. Informed by Assessment of DEI Campus Climate: 2018 Faculty/Staff Survey; SERU climate for undergrad, grad; Listening Sessions
D. Informed by Higher Ed DEI Research: Institutional readiness models
E. Guided by Inclusive Process: DEI Action Plan Development Group; Interviews
## FY19-21 DEI Action Plan
### Multi-year Development Process

<table>
<thead>
<tr>
<th>What will we do next?</th>
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<tbody>
<tr>
<td>What should we do better?</td>
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<tr>
<td>What are we doing?</td>
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<td>How are we doing?</td>
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</tbody>
</table>

- DEI Climate Surveys & Listening Sessions
- Student Success Metrics
- Compositional Data

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**Division of Student Life and Diversity, Equity, and Inclusion**

**The University of Iowa**
# FY19-21 DEI Action Plan
## Multi-year Development Process

### What will we do next?
- 2019-2021 DEI Action Plan (PF DEI-C)
- Central unit & collegiate strategic plans
- Engagement & Learning - DEI-Success Team
- Professional Student DEI Climate Survey

### What should we do better?
- DEI Action Plan Development Group
- Engagement of Key Constituencies
- Higher Ed Literature

### What are we doing?
- FY19 DEI Digest Project
- Interviews with Central Units

### How are we doing?
- DEI Climate Surveys & Listening Sessions
- Student Success Metrics
- Compositional Data
DEI Action Plan January – May Timeline

January-February
• DEI Action Plan Development Group Engagement
• Internal Vetting with Diversity Councils, Leadership Groups, Central Units

March-May
• *Implementation and Oversight of Plan*
  - Path Forward DEI-C Committee & Sub-Committees
• *Public Communication*
  - *IowaNow* announcement and ongoing DEI-related series in *IowaNow, Daily Iowan,* and Noon News, etc.
• *Internal Capacity Building*
  - “Making the Paradigm Shift from Diversity to Diversity, Equity & Inclusion” Workshops
  - Campus-wide DEI Leadership Team launched
## 2019-2021 DEI Action Plan

### Goals | Strategies | Critical Tasks

<table>
<thead>
<tr>
<th>Goals</th>
<th>Strategies</th>
<th>Critical Tasks</th>
<th>Unit Lead(s); Timeline</th>
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<tbody>
<tr>
<td>Create and sustain an inclusive &amp; equitable campus environment</td>
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<td>Recruit, retain and advance a diverse campus community of faculty, staff, and students</td>
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<td>Integrate diversity, equity and inclusion into the university’s core academic mission of teaching, curriculum development, research and discovery, engagement, and clinical services.</td>
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<td>Enhance campus-wide DEI accountability, effectiveness, and collaboration.</td>
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</table>
How can the work of Staff Council be supported in the DEI Action Plan?

What role might Staff Council play – separately in collaboration with others – in the implementation process?