

| Goal/Objective | Action Step | Action Step Title | Division | Owner | Current Status in Sp 15 | Additional Information |
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| 1.0 Diversifying Our Tenure-Track Faculty | 5.1 | New Procedure for Tenure-Track Faculty Recruitment Searches - Broadening the Applicant Pool | Academic Affairs | AVP for Faculty Affairs | Institutionalized, revised through the 22 action items | Fa 14: Faculty Affairs redesigned their website and recruitment protocol to emphasize strategies for recruiting a diversify applicant pool.: http://www.sjsu.edu/facultyaffairs/campusdiversity/index.html |
| | 5.2 | Travel Fund for Department Chairs to Broaden Applicant Pools at their Main Disciplinary Conference | Academic Affairs | AVP for Faculty Affairs | Institutionalized | Fa 14: Faculty Affairs funded travel by 8 departments for recruitment of open faculty positions. |
| | 5.3 | Faculty in Residence on Diversifying | Academic Affairs | AVP for Faculty Affairs | Institutionalized | Fa 14: Faculty-in-Residence, Dr. Carlos Garcia, worked with faculty search committees to find strategies for diversifying applicant pools. He has participated in 13 training sessions that captured 85 recruitment committee members. (Every search committee sent at least one representative to the trainings.) He has also conducted individual consultations with several committee chairs who needed more extensive assistance. |
| | 5.4 | Travel/Booth Fund for Recruiting at Minority Conferences | Academic Affairs | AVP for Faculty Affairs | Merged with 5.2 | The goals of 5.2 and 5.4 were merged into one effort. The result was that Faculty Affairs provided funding for department chairs to attend conferences other than their main disciplinary conference, where minority candidates might be contacted. All the programs advertise already with their main disciplinary venues already. So Faculty Affairs is trying to push them to attend other conferences such as "Association of Black Sociologists" etc. |
| | 5.5 | University-Wide Ads for Tenure Track Faculty in Diversity Publications | Academic Affairs | AVP for Faculty Affairs | Institutionalized | Fa 14: Faculty affairs facilitated and funded advertising of open faculty positions in nine different high profile diversity sources. |
| 2.0 Creating a Welcoming, Supportive and Inclusive Campus Climate | 5.6 | Comprehensive Action Plan by Human Resources, Administration & Finance, on Campus Climate (Three Components) | Accounting & Finance | Human Resources | Component 3 (New Employee Welcome) Institutionalized, Component 1 (Employee Mentorship Program) and Component 2 (Diversity Dialogs) are currently inactive. | Componet 3: HR developed a one day training for new employees, Spartan 101, where the key objectives are to welcome them into the SJSU community and provide them resources through the Office of Equal Opportunity. This training occurs monthly. In Fa 15, Components 1 and 2 will be presented to the new Chief Diversity Officer to consider reinstating through the Office of Diversity and Inclusive Excellence. |
| | 5.7 | Difficult Dialogues On-Campus Resource | Academic Affairs | | Currently inactive. It was last run in 2012. | In Fa 15, this will be presented to the new Chief Diversity Officer to consider reinstating through the Office of Diversity and Inclusive Excellence. |
| | 5.8 | Presidential Council on Disabilities | President's Office | Accessible Education Center Director | Institutionalized in a similar form | The Accommodations Review Board (ARB) is currently serving in this capacity. They are also working on revising their charge and composition. |

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| | 5.9 | On-line Training on Supporting Students with Disabilities for SJSU Faculty | Accounting & Finance and Student Affairs | Accessible Education Center Director, Center for Faculty Development Director | Institutionalized in a similar form | Resources are on Center for Faculty Development (CFD) and Accessible Education Center (AEC) websites. They also offer one on one training with faculty in a just in time manner. http://www.sjsu.edu/aec/faculty/index.html http://www.sjsu.edu/cfd/teaching-learning/accessibility/index.html |
| | 5.10 | Diversity Hall of Fame Luncheon | President's Office/ Office of Diversity and Inclusive Excellence | President's Commission on Diversity (PCD) | In progress of re-instating | This will be reinstated in Spring 2015. In Fa 15, the new Office of Diversity and Inclusive Excellence will determine campus needs in this area. |
| | 5.11 | Inclusive Excellence/Diversity Campus Awards | President's Office/ Office of Diversity and Inclusive Excellence | President's Commission on Diversity (PCD) | In progress of re-instating | This will be reinstated in Spring 2015 as part of the Diversity Hall of Fame luncheon. In Fa 15, the new Office of Diversity and Inclusive Excellence will determine campus needs in this area. |
| | 5.12 | <i>UNITY Council</i> | President's Office/ Office of Diversity and Inclusive Excellence | President's Commission on Diversity (PCD) | In progress of re-instating | Fa 14: The PCD met with current faculty/staff affinity groups to assess their needs. There was a strong request to not meet as often as described in the DMP (suggested was once per a semester). The Unity Council will meet once in Spring 15. Effective Fa 15 the Unity Council will be under the new Office of Diversity and Inclusive Excellence. |
| | 5.13 | Procedures for Forming New Faculty and Staff Associations | President's Office/ Office of Diversity and Inclusive Excellence | President's Commission on Diversity (PCD) | In progress of re-instating | This will be reinstated under the Office of Diversity and Inclusive Excellence in Fall 2015. |
| | 5.14 | Veteran/Military Student Task Force | Student Affairs | Veteran's Advisory Committee Chair | Institutionalized | There is an active Veteran's Advisory Committee as well as other resources (VITAL, veterans student lounge, and Veterans Student org) http://www.sjsu.edu/studentaffairs/about_us/supporting_the_campus/veterans_advisory_committee/index.html |
| 3.0 Engaging the Campus Around Diversity | 5.15 | Diversity Practitioners (academic course) | Academic Affairs | Dr. Halualani | Coursework component is institutionalized | Course framework is institutionalized in undergraduate and graduate courses in Intercultural Communication (Comm 074 and Comm 274R). Recommendation will be made to the Office of Diversity and Inclusive Excellence to investigate using those students to facilitate workshops for others as described in the DMP. |
| | 5.16 | Thematizing Inquiry-Based Methods with Diversity Examples (curricular change) | Academic Affairs | Director, Center for Faculty Development | Institutionalized in a different form | In a different form, the CFD has component of this in "Creating a Respectful and Caring Teaching and Learning Community" program. The CFD also works one on one with faculty to tailor content to their specific courses. http://www.sjsu.edu/cfd/teaching-learning/creating-caring-etc/index.html http://www.sjsu.edu/cfd/resources/index.html |

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| | 5.17 | Incorporating a Diversity Student Learning Objective/Competency for First-Year Courses | Academic Affairs | Academic Senate | Currently inactive | Currently, the first year experience doesn't exist at SJSU. All curriculum changes are handled by the Senate. There are referalls to Senate for review of diversity in the curriculum. |
| | 5.18 | Intercultural Communication Workshops for Faculty, Staff and Students | Academic Affairs | Director, Center for Faculty Development | Currently inactive | This will be referred to the new Office of Diversity and Inclusive Excellence to consider implementing. |
| | 5.19 | New Student Welcome Receptions for Students of Color by MOSAIC Cross-Cultural Center | Student Affairs | MOSAIC Director | Institutionalized | MOSAIC hosts a new student welcome mixer every fall. http://www.sjsu.edu/mosaic/events/MosaicCalendarFall2014.pdf |
| | 5.20 | Creating and Shaping Inclusive and Culturally Responsive Student Affairs Professionals (by Student Affairs Diversity Cmte SADC) | Student Affairs | Student Affairs | Currently inactive | This will be referred to the new Office of Diversity and Inclusive Excellence to consider implementing university wide. |