

**Strategic Plan For Advancing Diversity: Blueprint for the 21<sup>st</sup> Century and Beyond**  
**Overview of Institutional Diversity Priorities and Strategies**  
**Central Michigan University**  
**Office for Institutional Diversity**  
**August 2008**

**Diversity Priority 1 – CLIMATE**  
**Foster a welcoming and inclusive campus environment.**

Strategy 1.1 - The president and his/her senior staff must take an active role in stressing the importance of diversity and the climate for their respective divisions/units.

Strategy 1.2 – Implement a cultural competency component in all university employee and organizational unit performance evaluation processes.

Strategy 1.3 – Provide educational diversity activities that promote greater understanding of cross-cultural communication and social interactions.

Strategy 1.4 – Partner with Mt. Pleasant community groups, businesses, government, and law enforcement agencies to increase awareness and understanding of diverse populations.

**Diversity Priority 2 – WORKFORCE**  
**Recruit, hire, retain and promote faculty and staff who will enhance diversity**  
**in all areas and levels of the university.**

Strategy 2.1: Increase efforts to recruit and hire employees from underrepresented groups at all levels of the university - including the most senior levels and highly visible positions.

Strategy 2.2: Develop and implement a campus wide affirmative action certification program.

Strategy 2.3: Increase efforts to retain and promote employees from underrepresented groups at all levels of the university - including the most senior levels and highly visible positions.

**Diversity Priority 3 – STUDENT BODY**  
**Recruit and retain students from a diversity of backgrounds.**

Strategy 3.1 – Enhance recruitment strategies for diverse student populations.

Strategy 3.2 – Review and improve ratio of admitted minority students to enrolled minority students.

Strategy 3.3 – Strengthen and promote scholarship opportunities for prospective undergraduate students who have demonstrated a commitment to diversity.

Strategy 3.4 – Increase undergraduate and graduate international student enrollments for both on and off-campus.

Strategy 3.5 – Strengthen existing programs and develop new programs to retain diverse students, especially underrepresented groups.

Strategy 3.6 – Develop and implement program models that have been successful in retaining diverse student populations.

#### **Diversity Priority 4 – CURRICULUM**

##### **Infuse diversity into the curriculum and promote teaching strategies that encourage student involvement and facilitate respect of diverse perspectives.**

Strategy 4.1 - Institute and provide educational seminars to increase cultural competency among the faculty in order to help them develop culturally sensitive educational opportunities for their students.

Strategy 4.2 - Encourage the promotion and development of study programs and courses that enhance student learning about diversity, underrepresented groups, and global issues.

#### **Diversity Priority 5 – ORGANIZATIONAL STRUCTURE**

##### **Support the administrative and organizational structure needed to coordinate and monitor campus climate progress.**

Strategy 5.1 – Establish a process for adequately funding university-wide diversity initiatives and programs, and curriculum efforts, in accordance with CMU's diversity priorities.

Strategy 5.2 – The roles and responsibilities of the Affirmative Action Officer and the Associate Vice President for Institutional Diversity should be clarified so that their activities and efforts can be coordinated and unnecessary overlap avoided.

Strategy 5.3 – Combine the Diversity Campus Climate Committee (DCCC) and the Affirmative Action and Equity Council to form a diversity plan implementation committee.

Strategy 5.4 – Revise the annual diversity report card so that measures which address each diversity priority are embedded in the document and continue to study progress implementing the plan.

Strategy 5.5 – Explore a name change for the Office for Institutional Diversity such that the name reflects the educational and collaborative aims of the unit.