

K-State at Salina

Strategic Plan for Diversity 2007-2009

Date: January 22, 2007

Submitted by: Pedro Leite

K-State at Salina

College of Technology & Aviation

Strategic Plan for Diversity

2007 – 2009

The College of Technology & Aviation strives to continuously provide its students, faculty, and staff with opportunities to develop attitudes and skills necessary to succeed in a diverse and interdependent world. The College actively seeks to (1) expand academic opportunities for students from under-represented groups seeking technology and aviation careers, (2) expand opportunities for international experience to prepare graduates for careers in today's global atmosphere, and (3) enhance the overall level of diversity within the faculty, staff and student body.

Diversity includes appreciation and respect to individual as well as group characteristics defined by such factors as age, gender, race, ethnicity, religion, socio-economic, educational attainment, profession, marital status, parental status, intellectual ability, geography of origin, and personality. Diversity is about embracing, respecting, and celebrating the differences that make each one of us an essential contributor for the betterment of society.

This strategic plan for diversity is divided into five goals as follows:

1. Leadership for Diversity
2. Minority Student Recruitment and Retention
3. Minority Faculty and Staff Recruitment and Retention
4. Curriculum Transformation through the Infusion of Multicultural Content
5. Enhancement of the Climate of Appreciation for Diversity Issues

K-State at Salina

College of Technology & Aviation

Strategic Plan for Diversity

2007 – 2009

Goals/Tasks	Timeframe	Measurement
1. Leadership for Diversity		
A. Create an assistant dean position to coordinate the diversity efforts on campus.	Spring 2007	Position created and filled in June 2006.
B. Conduct a climate survey with all students (especially students from under-represented groups.)	Spring 2008	Develop survey instrument, collect and report data.
C. Conduct a climate survey with faculty and staff.	Spring 2009	Develop survey instrument, collect and report data.
2. Minority Student Recruitment and Retention		
A. Develop recruiting materials geared towards under-represented student groups.	Fall 2007	Brochures and new recruiting information produced.
B. Enhance College's visibility to attract under-represented high school students.	Annual	Participate in career days at high schools.
C. Develop bridge programs with Community Colleges.	Annual	Number of contacts made and agreements signed.
D. Develop partnerships with Historically Black Colleges and Universities, Native American and Hispanic serving institutions.	Annual	Continue work with Tuskegee University. Number of contacts made and agreements signed.
E. Support the activities of the TRIO and Upward Bound programs.	Annual	Events attended and/or sponsored.
F. Support the activities of the Office of International Students.	Annual	Events attended and/or sponsored.
G. Support the Academic Achievement Center in developing a support structure for students from under-represented groups (especially incoming freshmen.)	Spring 2008	Established peer and faculty mentoring program.

K-State at Salina

College of Technology & Aviation
Strategic Plan for Diversity
2007 – 2009

Goals/Tasks	Timeframe	Measurement
<p>3. Minority Faculty and Staff Recruitment and Retention</p> <p>A. Ensure that search committees have made an effort to include a diverse pool of candidates.</p> <p>B. Support the development of a faculty mentoring program.</p> <p>C. Ensure that faculty and staff development programs include topics related to diversity/multiculturalism.</p>	<p>Annual</p> <p>Spring 2009</p> <p>Annual</p>	<p>Number of under-represented applicants.</p> <p>Faculty mentoring manual.</p> <p>Diversity workshops presented at annual College’s kick-off, Professional Day, or development activities.</p>
<p>4. Curriculum Transformation through the Infusion of Multicultural Content</p> <p>A. Develop a database of courses that have a multicultural component.</p> <p>B. Provide faculty with resources and training about incorporation of diversity/multicultural related issues into current and new courses.</p> <p>C. Encourage faculty participation in the Tilford Incentive Grant program to incorporate multicultural competencies into the curriculum.</p>	<p>Spring 2008</p> <p>Annual</p> <p>Fall 2007, 2008, 2009</p>	<p>List of courses and type of diversity activity.</p> <p>Guest speakers and website with current research. Report on peer institutions best practices.</p> <p>Number of proposals submitted and approved.</p>

K-State at Salina

College of Technology & Aviation
Strategic Plan for Diversity
2007 – 2009

Goals/Tasks	Timeframe	Measurement
5. Enhance the Climate of Appreciation for Diversity Issues		
A. Establish a diversity lecture series.	Fall 2007, 2008, 2009	Lectures presented and number of faculty, staff, and students attending.
B. Encourage faculty, staff, and students to participate in College and University-level multicultural activities and events.	Annual	Events and programs attended. Number of participants.
C. Encourage student organizations, especially SGA, to participate in University and College-level sponsored multicultural activities and programs.	Annual	Commitment from clubs' presidents and advisors. Events and programs attended.
D. Develop a website for the Diversity/Multicultural efforts at K-State at Salina.	Spring 2007	Live website.