

# Annual Report 2006 - 2007

## Part 1

### Section A

#### Unit Information

**Unit:**

[Equity and Compliance](#)

**Mission Statement:**

The Mission of the Office is to develop and foster an environment, which celebrates differences and welcomes and serves students, faculty and staff of all cultural and ethnic backgrounds. The Office hopes to foster a campus environment that appreciates racial, ethnic, gender and other differences and works vigorously to eliminate bias, discrimination and harassment.

### Section B

#### Unit Goals within Last Year's (2005-2006) Report

## Strategic Plan Goal

## Unit Goal

**With which 1 or 2 goals from the 8 current strategic plan goals does your 2006-2007 goal best align?**

**Goal for 2006-2007**

goal 4

A talented and dedicated faculty and workforce

Goal # 1-To implement the recommendations of the presidents workgroup appointed to review the role and functions of the Educational Services Office.

**What actions have you taken to achieve this goal?**

Coordinate the goal of creating a part time faculty ombud with a clear description of role and responsibilities. Develop a set of unique job functions for the newly restructured office with specific responsibilities defined for the new director of Equity and Compliance.

**What measures have you taken towards assessment of this goal?**

When the scope and responsibilities are defined and the unit is operational with the new people, the success will be measured in terms of staff response and appropriate feedback from those served.

**Describe the progress you have made toward attaining this goal including the anticipated completion date.**

When the two new employees successfully achieve their specific goals and objectives. The faculty ombud will be responding to faculty needs with a high degree of satisfaction and the director of Compliance will be making progress toward adjusting to a new place of employment.

**Describe how the results of assessments have been used to improve student learning or your department's activities.**

Feed back from those served will be used to improve services.

## **Strategic Plan Goal**

## **Unit Goal**

**With which 1 or 2 goals from the 8 current strategic plan goals does your 2006-2007 goal best align?**

**Goal for 2006-2007**

Goal 4

A talented and dedicated workforce.

Goal 2 -To evaluate the Grant-in Aid program with the appropriate advisory committee and determine if the eligibility should be changed to focus on A&P and USPS only.

**What actions have you taken to achieve this goal?**

Survey other state universities to determine how they have changed the program.

**What measures have you taken towards assessment of this goal?**

By the increase in the number of USPS and A & P employees meetings the requirements for the program.

**Describe the progress you have made toward attaining this goal including the anticipated completion date.**

When the program is approved by campus leadership and more targeted number of employees participate in the program.

**Describe how the results of assessments have been used to improve student learning or your department's activities.**

With an established record of employee goal achievement for those on the program, this information will be used to argue for an increased amount of funding to expand the program.

## **Strategic Plan Goal**

## **Unit Goal**

**With which 1 or 2 goals from the 8 current strategic plan goals does your 2006-2007 goal best align?**

**Goal for 2006-2007**

Goal 4 A talented and dedicated workforce.

Goal 3 -To expand the conflict management program to offer a core of professional development courses and workshops to improve supervisory skills and to minimize conflict in the workforce.

**What actions have you taken to achieve this goal?**

Survey the advisory committee and confer with our educational specialist to determine what core courses are appropriate. This information will be based on the expressed needs of the supervisors.

**What measures have you taken towards assessment of this goal?**

By the number and quality of offerings as determined by those taking the courses; attempts will be made to assess the impact on the quality of supervision.

**Describe the progress you have made toward attaining this goal including the anticipated completion date.**

When courses and workshops are offered and completed by the employees with a reasonable degree of assurance that most learning objectives are met.

**Describe how the results of assessments have been used to improve student learning or your department's activities.**

Results will be reviewed and used in the evaluation process and in the design and planning of the future offerings.

## Strategic Plan Goal

## Unit Goal

**With which 1 or 2 goals from the 8 current strategic plan goals does your 2006-2007 goal best align?**

**Goal for 2006-2007**

Goal 4  
A talented and dedicated workforce.

Goal 4- To facilitate and assess campus compliance with non-discrimination and diversity goals.

**What actions have you taken to achieve this goal?**

By offering workshops and seminars to raise the awareness level of campus to the value of diversity and adherence to non-discrimination policies and guidelines and to improve the monitoring of decisions made to employ additional personnel.

**What measures have you taken towards assessment of this goal?**

The progress the campus makes in achieving the diversity goals in employment and in employee retention, especially for targeted groups. improved compliance with non-discrimination policy will minimize the complaints to this office.

**Describe the progress you have made toward attaining this goal including the anticipated completion date.**

Goal achievement  
the elimination or the minimizing of complaints

**Describe how the results of assessments have been used to improve student learning or your department's activities.**

The results from the review will be used to impact the planning for the future periods or cycles. Feedback from workshop participants will be used to improve the course development and to impact the workplace as appropriate

## Section C Program or Service Specific Assessments

**What program or service specific assessment occurred in the current academic year?**

**How were the results of the assessment used to improve programs or services?**

## Section D

### Unit Contribution or President's Performance Measures

Please review the [President's Performance Measures for 2006-2007](#). Did your unit contribute to any specific performance goals for the President? (If so, please indicate whether the measure set was attained and to what degree.)

## Part 2

### Section A

### Unit Goals for Coming Year (2007-2008)

**Strategic Plan Goal**

**Unit Goal**

**With which 1 or 2 goals from the 8 current strategic plan goals does your 2007-2008 goal best align?**

**Goal for 2007-2008**

**What action(s) will you undertake to achieve the goal?**

**By what means will you assess goal achievement?**

**How will you know if you have successfully attained each goal?**

**How will the results of the above assessments be used to improve student learning or services?**

**Section B**  
**Resources**

**What additional resources have you requested and received a commitment for during 2007-2008 from your area VP or the President that is based on your analysis of assessment data for 2006-2007?**

## **Section C**

### **Assessment Plans**

What assessments are you planning to conduct during 2007-2008?

## **Section D**

### **Coming Year - Strategic Plan Contributions**