

Annual Report 2007 - 2008

Part 1

Section A

Unit Information

Unit:

Equity and Compliance and University Ombuds

Mission Statement:

To foster productive and educational and work environments that nurture and value equity, diversity, respect, human understanding, and access for our constituents by providing awareness, tools and resources to eliminate bias, discrimination and harassment to support the University's vision, mission and strategies.

Section B

Unit Goals within Last Year's (2006-2007) Report

Strategic Plan Goal

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

Unit Goal

Goal for 2007-2008

What actions have you taken to achieve this goal?

Facilitated the creation of a part-time faculty Ombuds with a clear description of the role and responsibilities in collaboration with the UFF representative and the Office of Academic Affairs Administration.

What measures have you taken towards assessment of this goal?

General feedback from users was the primary source of assessment. Measures to be implemented will include responses to a brief survey after services are rendered; extent of resolved issues brought to the University Ombuds.

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

Role and responsibilities were defined; a recruitment strategy was developed and implemented; funds were obtained for the successful candidate; the part-time faculty ombuds was appointed; cases were handled by the person in the position.

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

Teaching and learning was resumed and enhanced as evidenced by feedback obtained by parties to various matters brought to the office.

Section C

Program or Service Specific Assessments

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

Continued to benchmark other universities' policies and websites in preparation for updating and developing the same as it relates to equity and compliance.

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

Several policies and guidelines were changed/updated or began to be drafted: sexual harassment; non-discrimination regulations; president's institutional statement on non-discrimination and equal opportunity; reasonable accommodations. The website was reviewed and preparation was made to fully revamp the Equity and Compliance website.

Section D

Unit Contribution or President's Performance Measures

Please review the [President's Performance Measures for 2007-2008](#). 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.)

The President's performance measures speak to the diversity of the student body, diversity of faculty and staff, and community leadership. This unit supported the successes in each area by increasing the awareness of the University in predominately minority communities in Southwest Florida, the Caribbean community and select cities in Florida and Washington, DC. This office also facilitated added contributions through a community source that came about through community outreach.

Part 2

Section A

Unit Goals for Coming Year (2008-2009)

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 2008-2009

Goal 1: The Student Community
Goal 4: A talented and dedicated workforce

Foster non-discrimination and non-harassment in the workplace and the educational environments with equity, diversity, respect, human understanding and access as important parts of our organizational culture, strategic planning and systems.

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

Cultivate work and educational environments through broad-based involvement (student/faculty/staff) that leverage the talent and strengths of members of the University community; Provide education and understanding of compliance/diversity/inclusion relative to campus business and operations; Conduct ongoing analyses to determine University success in achieving its strategic goals and objectives.

By what means will you assess goal achievement?

Facilitate or coordinate outreach initiatives and collaborative events with organizations and leaders comprised of or serving underrepresented populations; Conduct on-campus workshops and seminars regarding equity/diversity/compliance; support and participate in diversity-related events and programs; develop tools, systems and policies needed (a) to ensure federal and state compliance with respect to equity and non-discrimination, (b) to achieve diversity of students, faculty and staff, (c) and monitor progress through various reports.

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

Key performance indicators will include: evidence of alliances, collaborative efforts and activities serving under-represented populations; evidence of workshops and seminars conducted and participated in; recruitment and retention reports that highlight demography of the FGCU student population and workforce by race/ethnicity and gender; evidence of tools and resources developed or utilized to meet the intended goals; and, extent of basic compliance as it relates to reporting, posting requirements, updated policies and procedures (Federal and State) and related activities.

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

Attracting talented and dedicated faculty and staff representative of the student populations will enhance and sustain overall diversity and, at the same time, improve recruitment, retention and graduation of diverse student groups prepared to successfully work in inclusive cultures of the global society.

Section B Resources

What additional resources have you requested and received a commitment for during 2008-2009 from your area VP or the President that is based on your analysis of assessment data for 2007-2008?

No additional resources have been requested.

Section C Assessment Plans

What assessments are you planning to conduct during 2008-2009?

Completion of benchmarks for the Annual Affirmative Action Plan; Completion of elements of the annual Florida Educational Equity Act Plan; periodic reports for University leadership outlining semi-annual progress.

Section D Coming Year - Strategic Plan Contributions

1.1.2a; 1.1.3; 1.2.1; 1.2.2; 1.3.1; 1.3.5; 2.1.1; 2.2.1; 2.2.2; 2.3.1; 2.4.1; 2.5.1; 3.1.3.b; 4.1; 4.2; 7.6.2; 8.2.1