

University of Missouri-St. Louis Compact for Inclusive Excellence

Comprehensively integrate inclusion efforts into the areas of access and success, campus climate and intergroup relations, education and scholarship, institutional infrastructure, community engagement

Objective (Outcome)	Primary Sub-goal supported	Metric
Access and Success	Access and Success	
<p>Engagement of Alumni from Diverse Populations in Student Recruitment, Retention, Fundraising The Alumni Engagement Office and other campus units (Student Engagement, Enrollment Management, etc.) will engage alumni from targeted diverse populations to assist with the recruitment and mentoring of students from diverse populations. The African American (AA) Alumni chapter can serve as a model to establish International, LGBTQ, Hispanic, Veteran and Asian Alumni chapters. Like the AA Alumni chapter, these chapters will be connected to students and assist with raising scholarship funds for students.</p> <p>Increase Targeted Solicitation of Donations The Office of Development will solicit and attract private grant/donations for scholarships, programs and faculty positions focused on underrepresented/underserved populations.</p> <p>Minimize Financial Obstacles</p>	Access and Success	<p>Over the next 5 years, the campus will work to establish 1 new alumni chapter each year from each of the following populations: Hispanic, Asian, International, Veteran and LGBTQ. Student organizations and alumni officers from these groups will be a natural connection. Based on past giving levels of the AA Alumni chapter, similar fundraising goals will be determined after the establishment of each chapter.</p> <p>An assessment will be done to determine current donation levels received from diverse sources for URM/USP. 10 additional sources will be identified over the next year.</p> <p>Current short term payment agreements average 276 per year.</p>

<p>The Cashiers Office will proactively communicate with students to plan their payments and increase their awareness of charges due. A proactive approach will be taken with student financial balances to increase student retention and graduation as well as to prevent turning student accounts over to collection agencies and creating financial barriers to education. The following strategies will be implemented:</p> <ul style="list-style-type: none"> - Students with a \$200 balance or less will be allowed to re-enroll. - The number of short term and long term payment agreements will be increased. Since 76% of these students are Pell eligible, specific outreach efforts will occur with this group. <p>Create PR/Marketing Diversity Recruitment Brochure - The Offices of Enrollment Management and Marketing and Communications will develop a Diversity Recruitment Brochure to be used in various recruitment and outreach efforts. The brochure would reflect a campus committed to the success of diverse individuals from varied academic and professional disciplines including from historically underrepresented/underserved populations.</p> <p>Student Employment Program Remove economic barrier to higher education for underserved students by creating flexible and part-time</p>		<p>The Cashiers will work to increase this average by 10% the first year and 5% each subsequent year for 4 years. The process will be reevaluated in the 5th year.</p> <p>Long term agreements will follow the same incremental increases as the short term agreements and cumulating evaluation in year 5.</p> <p>The brochure would be developed in time for the 2018-2019 college recruitment season.</p> <p>Currently, the campus employs XXX student employees. Over the next 5 years, the campus will increase</p>
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<p>employment opportunities to assist in offsetting the cost of higher education.</p> <p>Student retention research indicates that on campus student employment reduces the financial burden associated with attending college and increases students' retention and graduation rates.</p>		<p>the number of student employees by XX%. The Facilities plans to increase the number of student employees by 20%. More campus departments plan to employ student employees.</p>
<p>Reestablishing the UMSL Black Graduate Student Association (BGSA) The UMSL BGSA was established in 1995, however, the organization has been inactive for the past several years. There is current interest in reactivating the organization. The primary aim is to foster community and relationships among all Black graduate students across UMSL's schools/departments.</p> <p>The association will focus on providing members with academic and professional resources, and sponsor events that not only cultivate Black social experiences, but ideally enhance students' professional and scholarly identities and their overall well-being.</p> <p>The Offices of Diversity, Equity & Inclusion (ODEI), Student Engagement (OSE), and Graduate School will collaborate in outreach efforts to Black graduate students.</p>	<p>Access and Success</p>	<p>During the Spring 2018 semester, the ODE, OSE, and Graduate School will host meet and greet sessions with Black graduate students to share information – historical, national association data, etc. Black faculty will be invited to engage with students.</p> <p>A core group of students will be cultivated to assume leadership roles and plan for the 2018-19 academic year. OSE staff and faculty advisors will monitor the organization's progress and development. The goal is to establish the organization as active and fully functioning by the 2019-20 academic year.</p>
<p>Utilization of NCFDD</p> <p>Utilize resources from the National Center for Faculty and Development and Diversity (NCFDD) to reach URM faculty. The program clearly supports the retention and success of</p>	<p>Access and Success</p>	<p>The ODEI will collaborate with the Provost Office to host NCFDD webinars. Webinars topics will be chosen based upon</p>

<p>URM assistant professors early in their careers (1st or 2nd year). Time management, writing for publication, work life balance, and supportive networks, are few of the key topics covered by the program. The Office of Diversity, Equity and Inclusion (ODEI) will host 2 NCFDD webinars per semester covering topics that will have a direct impact on the success and retention of URM faculty. Senior level faculty of color will also attend to provide summaries and campus application of information.</p>		<p>identified needs. All junior faculty will be invited, however, special outreach will go to URM junior faculty. General attendance will be taken and an evaluation instrument will be developed to collect feedback at the end of session. A one year evaluation instrument will be sent to participants to assess impact of webinar on success of junior faculty to determine effectiveness.</p>
<p>Promotion of UMSL Participation in the Dr. Elson S. Floyd Administrative Leadership Development Program (ALDP)</p> <p>The Dr. Elson S. Floyd Administrative Leadership Development Program (ALDP) hosted by UM System is respected as a proving ground where emerging and current leaders alike can expand and refine their leadership skills.</p>	<p>Choose an item.</p>	
<p>Create recruitment, outreach and promotional plan.</p> <p>Human Resources will utilize campus workforce data as well as specific data from the campus affirmative action plan which identifies areas within the University's workforce where women and minorities are underrepresented. Those areas</p>	<p>Choose an item.</p>	

<p>would be targeted for aggressive recruitment efforts.</p> <p>The Human Resources Department and the Provost Office will establish relationships with recruitment sources that could yield diverse candidates, i.e. professional minority of women organizations, HBCU's, Hispanic serving Institutions and other organizations.</p>		
<p>Institutional Climate and Intergroup Relations</p> <p>Diversity Dialogues- Brown Bag Lunch.</p> <p>Two sessions per semester. These dialogues would provide comprehensive student retention services to diverse student populations while increasing multicultural awareness within the campus community. Each session would provide a variety of topics to support efforts for fostering a community of understanding and respect amongst cultural and racial differences. Presenters would be both faculty and staff.</p>	<p>Choose an item. <input type="checkbox"/></p>	
<p>Education and Scholarship</p> <p>Implementation of On-line Diversity 101 Training program. The UM Columbia campus has developed an on-line, Diversity 101 Training course for faculty and staff. Diversity 101 is a highly interactive, fully online professional development course that explores the concepts of diversity and inclusion particularly as they pertain to the higher education workplace. This course is designed to engage</p>	<p>Choose an item.</p>	

<p>mixed groups of faculty and staff in a learning process that will enhance our capacity to build a culture where everyone feels they are welcome, they belong, and they can thrive.</p> <p>Faculty Cross-Cultural/Cross-Disciplinary Dialogue Program (CCCDDP) The Office of Diversity, Equity and Inclusion in collaboration with the Provost office is proposing a faculty lead organized series of cross-cultural and cross-disciplinary conversations about Diversity and Inclusion. During the campus forums, students expressed concerns that some faculty avoided conversations about Ferguson, the Mizzou protests and other issues around race and diversity.</p>		
<p>Institutional Infrastructure</p> <p>Suppliers Diversity Participation Program provides a direct way for the institution to generate economic development particularly for minority (MBE), women (WBE), veteran, disabled (DBE), and service disabled veteran (SDVE) owned businesses in Missouri. The goal is to ensure supplier diversity is part of the pool of suppliers in design and construction activities.</p>		