

IUPUI Human Resources Administration

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of diverse students				
Current Status: ongoing				
School/Department Goals or Implementation Strategies	Performance Indicators for this Goal	Tasks	Persons Responsible	Timeline for completion (within plan period)
1.1 Increase student employment as a contributing factor leading to student retention.	Increase in number of student employees.	1.1A Collaborate with the IUPUI Career Center to promote regular ongoing student hourly employment as well as temporary student jobs via JagTemps	1.1A Judy Carley & John Murray	1.1A June 30, 2008
	More campus units are hiring students.	1.1B Ensure high administrative support and work closely with campus units to support student hiring	1.1B Judy Carley & John Murray	1.1B June 30, 2008
	Training sessions and individual coaching opportunities are increased.	1.1C Coach & train supervisors of students to ensure the student work experience is meaningful and productive.	1.1C Judy Carley & John Murray	1.1C June 30, 2008
	Student employees represent our diverse student population.	1.1D Collaborate with diverse student groups to promote student employment.	1.1D Judy Carley & John Murray	1.1D June 30, 2008
Report of Accomplishments				
1.2 Educate and train staff to use appropriate service and communication skills with students.	Training programs on service and communication skills are offered to staff serving students.	1.2A Provide education and training on an as-needed basis	1.2A Dan Griffith, Marilyn Bedford, Teresa Shearer	1.2A June 30, 2008
Report of Accomplishments				

Human Resources Administration
May 1, 2007

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campuswide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status: ongoing

School/Department Goals or Implementation Strategies	Performance Indicators	Tasks	Persons Responsible	Timeline for completion (within plan period)
2.1 Recruit and retain a diverse staff.	More diverse posting sites are documented and promoted for campus unit use.	2.1A Advertise job postings to reach a diverse pool of candidates	2.1A John Murray and Employment Team	2.1A June 30, 2008
	Individuals involved in staff selection receive training/resources about best practices for diverse hiring.	2.1B Ensure hiring units are well informed about unbiased selection techniques	2.1B John Murray and Employment Team	2.1B June 30, 2008
	HRA Web site has been updated to support diversity	2.1C Leverage technology, including the HRA Web site to support diverse recruitment	2.1C Flora Lewis	2.1C June 30, 2008
	HRA has steady or increased presence in multi-cultural job fairs and events.	2.1D Explore participation in a wider variety of cultural events at which recruitment can take place	2.1D John Murray & Employment Team	2.1D June 30, 2008

Report of Accomplishments

2.2 Reinforce inclusion and equity as strongly held values.	Individual consultation and training is provided as needed.	2.2A Consult with campus units to assess diversity needs & respond to inquiries.	2.2A Ellen Poffenberger and all HRA Consultants	2.2A June 30, 2008
	Performance appraisal documents include a cultural competence factor.	2.2B Provide personal interventions or group training on tolerance, communication, civility and other related topics.	2.2B Dan Griffith, Marilyn Bedford & other HRA Consultants	2.2B June 30, 2008
		2.2C Integrate diversity/cultural competence into the performance management process	2.2C Ellen Poffenberger, Dan Griffith	2.2C June 30, 2008
	Additional emphasis on diversity has been added to NEO.	2.2D Include enhanced diversity content into New Employee Orientation (NEO)	2.2D Teresa Shearer	2.2D June 30, 2008
	Climate assessments provided for campus units as needed.	2.2E Conduct campus unit climate assessments	2.2E Theresa Martin and Neelam Chand	2.2E June 30, 2008

2.2 (continued)	The climate for diversity is improved based upon staff surveys.	<p>2.2F Integrate diversity components into training sessions covering a variety of topics</p> <p>2.2G Generate new and workable ideas for strengthening the work environment so that all feel welcome and accepted</p> <p>2.2H Disseminate suggestions to the campus via a variety of communication tools</p> <p>2.2I Explore retention issues of current employees and address general themes</p>	<p>2.2F Dan Griffith, Marilyn Bedford</p> <p>2.2G Dan Griffith, Marilyn Bedford</p> <p>2.2H Dan Griffith, Marilyn Bedford</p> <p>2.2I Dan Griffith, Marilyn Bedford</p>	<p>2.2F June 30, 2008</p> <p>2.2G June 30, 2008</p> <p>2.2H June 30, 2008</p> <p>2.2I June 30, 2008</p>
Report of Accomplishments				

Diversity Goal 3: Make diversity a strategic priority touching all aspects of the campus mission				
Current Status: Ongoing				
School/Department Goals or Implementation Strategies	Performance Indicators	Tasks	Persons Responsible	Timeline for completion (within plan period)
3.1 HRA staff members increase cultural competency	All HRA staff members have participated in at least one diversity related program event.	3.1A Integrate diversity competency into our work areas within HRA	3.1A Ellen Poffenberger, John Murray, Theresa Martin, Dan Griffith	3.1A June 30, 2008
Report of Accomplishments				

Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI				
Current Status: Ongoing				
School/Department Goals or Implementation Strategies	Performance Indicators	Tasks	Persons Responsible	Timeline for completion (within plan period)
4.1 Incorporate strategic diversity goals into HRA's annual planning process and assess progress annually.	All sections of HRA have undergone analysis to ensure diversity issues are fully addressed in areas of recruitment & retention	4.1A Conduct strategic planning process including Employment, Benefits, Employee Relations, Training and Organization Development, Work/Life and Technology	4.1A Ellen Poffenberger, John Murray, Theresa Martin, Dan Griffith	4.1A January 2008
Report of Accomplishments				

	As part of the annual review process, diversity efforts are evaluated	4.1B Each section of HRA assesses progress toward diversity goals and reports those within the HRA Department annual performance evaluation process	4.1B Ellen Poffenberger, John Murray, Theresa Martin, Dan Griffith	4.1B August 2008
Report of Accomplishments				