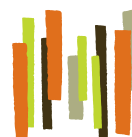


# Strategic Plan 2011–2016

2014-2015 PROGRESS REPORT



# Strategic Plan 2011–2016: 2014-2015 Progress Report

DIVISION OF DIVERSITY AND COMMUNITY ENGAGEMENT • THE UNIVERSITY OF TEXAS AT AUSTIN



*“Our strategic plan is a way to measure our advancements in diversity and community engagement at UT—but more than that, it helps guide us as educators, researchers, and students so that we can truly transform lives. In achieving these goals, the DDCE becomes a model for innovation and change across higher education.”*

DR. GREGORY J. VINCENT

VICE PRESIDENT FOR DIVERSITY AND COMMUNITY ENGAGEMENT

## Mission

The Division of Diversity and Community Engagement advances socially just learning and working environments that foster a culture of excellence through diverse people, ideas, and perspectives. We engage in dynamic community-university partnerships designed to transform our lives.

## Vision

The Division of Diversity and Community Engagement, as a national model, will strengthen the university's academic and engagement mission by fostering a culture of excellence and social justice for the success of students, faculty, staff, alumni, and the community.

## Value Statements

**Diversity:** Demonstrating respect for all individuals and valuing each perspective and experience.

**Community Engagement:** Learning and working collaboratively with community members and organizations to achieve positive change.

**Inclusion:** Breaking down barriers to meaningful participation and fostering a sense of belonging.

**Integrity:** Setting high standards of professional ethics and being consistent in principles, expectations, and actions.

**Leadership:** Guiding and inspiring people and organizations toward excellence.

**Partnerships:** Cultivating mutually beneficial internal and external relationships built upon trust, cooperation, and shared responsibility.

**Social Justice:** Challenging injustice and working toward an equitable society in which all enjoy equal rights and opportunities.

## Year 3 Highlights: BY THE NUMBERS

- **1,040** students, faculty, and staff members participated in trainings provided by the Office for Institutional Equity
- **2** comprehensive research-based toolkits developed by Strategic Initiatives to advance efforts to increase the diversity of faculty across campus
- **188** UT campus events/activities provided for students in pipeline programs
- **255** hours of one-on-one tutoring and advising provided for students in Longhorn Center for Academic Excellence's freshman-to-senior pipeline
- **6** units piloting research and best practices working agendas
- **3** inter/national conferences where bias response team research will be presented
- **5** focus groups facilitated for College of Fine Arts faculty, staff, and students to provide feedback on diversity plan's 3 goals
- **100%** of students in pre-college units who enrolled at UT served by college units within the division (exceeding standard of 25%)
- **300** community partners, including non-profit organizations, school districts, and pipeline initiatives
- **25** signature and special community events hosted by DDCE and attended by 4,000+ community members
- **46** campus and community group meetings hosted at DDCE's Community Engagement Center
- **1,500** visitors utilized resources of Regional Foundation Library, Austin's primary resource for grant-seekers
- **575** bias incident reports managed by the Campus Climate Response Team



inclusive culture engages people ideas  
vibrant dynamic working learning inclusion  
challenging injustice respect access belonging  
transform collective strength diversity

## CAMPUS CULTURE STRATEGIC GOAL

*Advance efforts to create an inclusive, accessible, and welcoming culture on campus.*

### 2013–14 Highlighted Accomplishments

- Established the Campus Culture Council, composed of staff from across the division, to facilitate partnerships and oversee implementation of the goal.
- Provided trainings for approximately 1,040 students, faculty, and staff members, surpassing the Office of Institutional Equity's (OIE) anticipated 25% increase in participation.
- Finalized the College of Fine Arts (COFA) diversity plan goals, objectives, implementation proposals, and metrics focused on recruitment and retention; academic curriculum and creative programming; and climate and culture.
- Presented the college-wide diversity plan to COFA department chairs and directors during the annual college leadership retreat, led by Dean Douglas Dempster, and discussed process for launching the implementation of the first year priorities in fall 2014 through the continued Strategic Initiatives and Fine Arts Diversity Committee (FADC) partnership.
- Developed the *Strategic Initiatives Faculty Inclusive Search and Recruitment Toolkit* and *Strategic Initiatives Faculty Retention Toolkit* to advance efforts to increase the diversity of faculty across campus.
- Identified the Student Social Justice Education Initiative, within the Multicultural Engagement Center, as a pilot cross-community building initiative that would actively and intentionally support the development of students as social justice advocates.

### 2014–15 Highlighted Priorities

- Pilot the Strategic Initiatives Inclusive Classrooms Leadership Certificate Seminar in partnership with the Graduate School to advance the diversity planning academic curriculum goal.
- Support the FADC in launching the implementation of year-one priorities outlined in the College of Fine Arts Diversity Plan.
- Continue to build a university-wide infrastructure, via a partnership between Strategic Initiatives and the Office of the Senior Vice Provost for Faculty Affairs, to support the diversity planning goal of recruiting and retaining diverse faculty.\*
- Create a diversity planning toolkit, based on the pilot process with COFA and modeled after the University of California Berkeley toolkit concept, to advance diversity planning partnerships between Strategic Initiatives and other academic colleges and schools and administrative units across campus.
- Administer a pilot of the social justice education opportunities inventory with departments represented on the Campus Culture Council, to collect data about diversity-related events and educational opportunities.

*\*Denotes multi-year priority activity*



partnership cultivate enrich resources ideas  
unite create connect history learning plan  
potential community synergy success change  
opportunity build future service social

## COMMUNITY ENGAGEMENT STRATEGIC GOAL

*Cultivate mutually beneficial community-university partnerships that further the mission of the university to serve Texas and beyond with an emphasis on historically and currently underserved communities.*

### 2013–14 Highlighted Accomplishments

- Convened the Community Engagement Taskforce to redefine, inventory, and expand community and university partnerships in collaboration with key university administrative units.
- Implemented a print application process for external and internal division-wide partnership requests.
- Developed and distributed publications including *Celebrations and Partnerships*, affirming the university's commitment to underserved communities and *Thematic Faculty Initiative: Diversity and Community Engagement Through Teaching, Research, and Service*, representing work of DDCE affiliated faculty.
- Developed the Community Compass initiative to serve as the “Good Neighbor” subcommittee function within the DDCE Austin Community Advisory Council in order to improve community engagement, communication, and community-university relations broadly between campus and community constituents.
- Reviewed the system for managing external community requests for UT memorabilia and continued managing the UT memorabilia community relations initiative for the Office of the President and vice presidential portfolios.
- Convened a DDCE Austin Community Advisory Council meeting, where DDCE shared division-wide updates and gathered council member feedback and assessment data regarding DDCE's commitment to diversity and community engagement through panel and round table discussions.

### 2014–15 Highlighted Priorities

- Continue developing a campus-wide relationship management system where data about community engagement initiatives from university colleges, schools, and units is collected, featured, and housed.\*
- Develop the protocol for ongoing transfer of information from relationship management system to community engagement portal site.
- Prepare for the further development of the web portal by gaining university-wide support for the updated portal and its supporting mechanisms through discussions with key University Communications staff and campus-wide content providers.\*
- Establish guidelines for a partnership and sponsorship evaluation and stewardship system that is best able to measure the effectiveness or mutual benefit of the partnership and/or sponsorship agreement as well as the roles of individual units in each agreement.
- Continue the reaffirmation of university commitment to repairing fragmented relationships with historically and currently underserved communities through division-wide community events, initiatives, programs, organization leadership, and service commitments, and communications platforms.\*
- Seek recommendations from the DDCE Austin Community Advisory Council on ways to improve community access to university resources and assess perceived barriers to access.\*

\*Denotes multi-year priority activity



pathways culture engages people ideas  
educate college learning working programs  
progress student diversity success belonging  
transform strength community align

## EDUCATION PIPELINE STRATEGIC GOAL

*Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.*

### 2013–14 Highlighted Accomplishments

- 100% of students in pre-college units who enrolled at UT will be served by college units within the division (exceeding standard of 25%).
- Expanded middle school outreach by hosting the day-long “Hook ‘Em on Education” event on UT’s campus for 62 students from two Austin Independent School District (AISD) middle schools, providing exposure for incoming high school students to UT’s campus, students, admissions office, and academic support options through DDCE’s Longhorn Center for School Partnerships (LCSP).
- 44% of eligible DDCE students matriculated into subsequent pre-college units within the division (exceeding standard of 25%).
- Hosted 188 UT campus events/activities for student participants in pipeline programs.
- Examined annual LCSP meeting with UT partners to assess effectiveness with new and current partners.
- Hosted 51 events/activities for school partners through the pipeline programs.

### 2014–15 Highlighted Priorities

- Create an annual pipeline day-long retreat to design the alignment process for all pre-college and college units within DDCE.
- Develop a coordinated recruitment plan through the DDCE Pipeline Council, based on the capacity of the division’s pre-college and college units.
- Create or purchase an automatic admission and tracking system for eligible students to matriculate through pre-college and college units.
- Continue engaging pre-college and college unit staff with student participants and appropriate school partners on a consistent basis through unit/program events and activities.\*
- Continue providing university campus opportunities to encourage first-generation/underrepresented students’ matriculation through higher education.\*
- Continue to build our partnership with the UT Office of Admissions with the goal of increasing the diversity of our incoming students, particularly our underrepresented African American students who are in the top 7% of their graduating class.\*

*\*Denotes multi-year priority activity*



knowledge inclusive culture people ideas  
vibrant dynamic teach create national model  
challenges innovation respect success policy  
best practices collective diversity strength

## RESEARCH & BEST PRACTICES STRATEGIC GOAL

*Serve as a national model for the creation of knowledge about and best practices for diversity and community engagement through innovative scholarship, teaching, policy development, programs, and services.*

### 2013–14 Highlighted Accomplishments

- Expanded work with units piloting working agendas, which are streamlined individualized plans that clearly articulate the research and best practices goals of each unit, from four units to six units now piloting working agendas.
- Provided assistance to units piloting working agendas, including identification of research and/or best practice objectives, methodological approaches and/or assessment instruments, and identification of potential communication/publishing outlets.
- Worked in partnership with the Gender and Sexuality Center (GSC) to develop a Peers for Pride Program research project which served as a pilot to inform future efforts by the Research and Best Practices Committee in researching and evaluating unit programming efforts.
- Accepted to present Peers for Pride research project at nationally respected conferences including the Association for the Study of Higher Education (ASHE) and University Council for Educational Administration (UCEA).
- Worked in partnership with the Campus Climate Response Team to develop a research project about bias response teams at institutions of higher education.
- Accepted to present bias response team research at the following inter/national conferences: Association for the Study of Higher Education (ASHE), National Association of Student Personnel Administrators (NASPA), and American Educational Research Association (AERA).

### 2014–15 Highlighted Priorities

- Compile a list of possible publication outlets for diversity and community engagement research and best practices based on the information that is submitted from DDCE units.
- Identify completed research within each DDCE unit and produce a summary report of the types of research conducted within the division.\*
- Support data collection and analysis conducted within each DDCE unit through a yearly research and publication needs assessment.\*
- Develop a communication plan to publicize the availability of a DDCE Experts List that will include a list of DDCE staff and specific diversity and community engagement topics on which individuals can serve as a resource.\*
- Continue to refine the DDCE research and best practices portal to add functionality to store, track, and publicize DDCE research and best practices in an accessible manner.\*

*\*Denotes multi-year priority activity*



planning ideas strategic goals process  
involve achieve working priorities guide  
oversee align challenge design progress  
target facilitate oversee transform

## Implementation Committee

The Division of Diversity and Community Engagement strategic planning process involved a variety of staff who served on design, steering, planning, and strategy teams. To facilitate the next phase of the strategic plan, Dr. Gregory J. Vincent appointed an Implementation Committee to set priorities, track progress toward achieving the division's four strategic goals, and oversee the implementation of the goals aligned with their specific portfolios and units.

### CO-CHAIRS

Dr. Sherri L. Sanders

*Associate Vice President for Strategic Initiatives*

Dr. Gregory J. Vincent

*Vice President for Diversity and Community Engagement*

### MEMBERS

Ms. Katherine Antwi Green

*Institutional Equity*

Ms. Leslie Blair

*Community and External Relations*

Dr. Aileen Bumphus

*Academic Diversity Initiatives and Student Engagement*

Ms. Kim Carmichael

*University Interscholastic League*

Dr. Robiaun Charles

*Development*

Dr. Suchitra Gururaj

*Academic Diversity Initiatives and Student Engagement*

Mr. Simon Hughes

*Information Technology Services*

Dr. Jennifer Maedgen

*Equity and Access and Chief of Staff*

Dr. Octavio Martinez

*Hogg Foundation for Mental Health*

Mr. Ryan Miller

*Academic Diversity Initiatives and Student Engagement*

Mr. Jason Molin

*Community and External Relations*

Dr. Leonard Moore

*Academic Diversity Initiatives and Student Engagement*

Mr. Patrick Patterson

*Academic Diversity Initiatives and Student Engagement*

Ms. Ixchel Rosal

*Student Diversity Initiatives*

Ms. Erica Sáenz

*Community and External Relations*

Dr. Stella Smith

*Academic Diversity Initiatives and Student Engagement*

Dr. Betty Jeanne Taylor

*Strategic Initiatives*

# STRATEGIC GOALS from the DDCE Strategic Plan 2011–2016

## CAMPUS CULTURE

Advance efforts to create an inclusive, accessible, and welcoming culture on campus.

## COMMUNITY ENGAGEMENT

Cultivate mutually beneficial community-university partnerships that further the mission of the university to serve Texas and beyond with an emphasis on historically and currently underserved communities.

## EDUCATION PIPELINE

Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.

## RESEARCH & BEST PRACTICES

Serve as a national model for the creation of knowledge about and best practices for diversity and community engagement through innovative scholarship, teaching, policy development, programs, and services.

## For More Information

### CONTACT:

#### Dr. Sherri L. Sanders

Associate Vice President for Strategic Initiatives  
Division of Diversity and Community Engagement  
2304 Whitis Avenue, Stop G4600  
Austin, Texas 78712  
(512) 232-2864 • [sherri.sanders@austin.utexas.edu](mailto:sherri.sanders@austin.utexas.edu)

**ONLINE:** Access DDCE Strategic Plan documents at <http://ddce.utexas.edu/2016> and at the links listed below.

**Strategic Plan Overview**

**Strategic Plan Progress Report 2011-12**

**Strategic Plan Progress Report 2012-13**

**Strategic Plan Progress Report 2013-14**

**Strategic Plan Progress Report 2014-15**

DECEMBER 2014

Division of Diversity and Community Engagement  
The University of Texas at Austin  
110 Inner Campus Drive, Stop G1050  
Austin, Texas 78712 • (512) 471-3212



THE UNIVERSITY OF TEXAS AT AUSTIN  
DIVISION OF DIVERSITY AND  
COMMUNITY ENGAGEMENT