

Eastern Illinois University

Plan Report for Operating Principle 3.2 Diversity Issues

Plan Date Range: 2009-10 thru 2014-15

Updated Jan. 2011

Elements		Goals	Steps		
Program Area	Issues in the Self-Study	Measurable Goals	Steps to Achieve Goals	Individuals/Officers Responsible for Implementation	Specific Timetable for Completing the Work
Institutional and Athletics Department Commitment and Organization	More members of the Eastern community could be made fully aware of Athletics' ongoing commitment to building a positive environment for students and employees and its overall successful record related to diversity issues.	Regularly communicate and publicize Athletics' philosophy and mission statements regarding diversity, to members of the board and Eastern community.	<ol style="list-style-type: none"> 1. Include the Athletics Department's philosophy and mission statements regarding diversity, in the Departmental Strategic Plan, Mission Statement, and other appropriate documents which are made readily accessible. 2. Publicize Athletics Department Strategic Plan and Mission Statement online. 3. Carry out annual discussions with the SAAC regarding diversity issues. 	Director of Athletics; Associate Athletics Director for Media Relations; Assistant Athletics Director/SWA; Office of Minority Affairs	On-going with annual updates. Include language regarding diversity in all appropriate documents beginning fall 2010.
Assessment	The integration and utilization of information gathered from current assessment practices could be improved in order to identify any potential emerging concerns and to inform the development of effective programming that would address such issues.	Continue biennial undergraduate student campus climate survey, ensuring that student-athletes' responses are tracked.	The biennial survey will be administered by Civil Rights and Diversity; aggregated responses from student-athletes will be reported to Athletics and the Vice President for Student Affairs.	Office of Civil Rights and Diversity; Director of Athletics; Assistant Athletics Director/SWA	Campus Climate Survey was administered in the fall of 2009. It is projected to be next administered in the Fall of 2011.

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		Continue university exit surveys of employees, including coaches and other Athletics' staff.	Exit surveys will be provided by Civil Rights to departing coaches and athletics staff; aggregated responses will be reported to Athletics and the Vice President for Student Affairs.	Office of Civil Rights and Diversity; Director of Athletics; Assistant Athletics Director/SWA; Vice President for Student Affairs	Employee Exit Surveys are ongoing; summary report distributed to Athletics and Vice President for Student Affairs annually, beginning in August 2010.
		Continue administering student-athlete exit surveys and interviews; after reviewing content, ensure that respondent has the opportunity to address diversity issues.	Student-athlete questionnaires and interviews will continue to be reviewed and administered by Athletics and the Intercollegiate Athletics Board; summaries will also be provided to Civil Rights and Diversity and the Vice President for Student Affairs, at the end of each administration cycle.	Director of Athletics; Assistant Athletics Director/SWA; Intercollegiate Athletics Board; Student Athlete Advisory Committee	Student-athlete questionnaires and interviews ongoing; summary reports distributed at the end of each administration cycle, beginning spring 2010.
		Provide opportunity for student-athletes who are leaving teams after one year of participation, to complete the exit questionnaire.	Athletics will provide questionnaires to departing athletes (for whatever reason), who have completed one year of team participation.	Director of Athletics; Assistant Athletics Director/SWA; Intercollegiate Athletics Board	Beginning at the end of fall 2010 semester; ongoing

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Recruitment	<p>Athletics will document more fully specific efforts that are undertaken to recruit applications from members of underrepresented groups.</p> <p>Building upon a solid record of recruiting and retaining athletes from underrepresented groups. Athletics and other key campus units will work to enhance the coordination of efforts to recruit and retain members of underrepresented groups and improve upon retention programs.</p>	<p>1. Provides a mechanism to more effectively track members of underrepresented groups through the process and provide the necessary data to evaluate recruitment practice.</p>	<p>1. Athletics will draft a recruiting checklist for employment.</p> <p>2. The checklist will be reviewed by Civil Rights, Minority Affairs, the Vice President for Student Affairs and others for feedback.</p> <p>3. Utilize checklist as a tool to evaluate the effectiveness of the recruitment process.</p>	<p>Director of Athletics;</p> <p>Assistant Director of Athletics/SWA;</p> <p>Vice President for Student Affairs</p>	Spring 2010
		<p>Document during the search process the specific recruiting and networking efforts used to fill each position to assure that the Athletic Department is transparent.</p>	<p>Athletics will submit a recruiting narrative when the Request for Interviews (Form C) is forwarded to the Vice President for Student Affairs and the Office of Civil Rights and Diversity.</p>	<p>Assistant Athletics Director/SWA;</p> <p>Vice President for Student Affairs;</p> <p>Office of Civil Rights and Diversity</p>	Ongoing, Spring 2010

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		Aggressively recruit talented student-athletes including those who may be from underrepresented groups.	<ol style="list-style-type: none"> 1. Evaluate current recruiting budgets. 2. Evaluate and compare recruiting budgets with like institutions. 3. Establish a recruitment request during annual meetings with Head Coaches. (Identify the recruiting needs of athletic programs on an annual basis.) 4. Identify and prioritize the sport programs with the greatest need for recruitment resources. 	Director of Athletics; Senior Associate Athletics Director; Assistant Athletics Director/SWA; Head Coaches	Annually evaluate with Head Coaches, the funding recruitment with sport supervisors
		Identify the academic support program that affords a Prospective Student-Athlete the greatest opportunity to succeed academically including Gateway and Boost. By placing a student-athlete in the proper academic support program, the student-athlete will have a greater chance of academic success which leads to retention and graduation.	<ol style="list-style-type: none"> 1. Department of Athletics will provide the Admission Office with a list of prospective student-athletes that have completed an Official Visit and/or signed a Letter of Intent. 2. The Office of Admissions identifies if a prospective student-athlete needs an academic support program such as Gateway or Boost. 	Associate Athletics Director for Panther Athletic Support Services; Director of Academic Services for Athletics; Director of Admissions; Director of Minority Affairs	Beginning Spring of 2010 and ongoing.

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			3. This is communicated to the Athletic Department through the Panther Athletic Support Staff.		
		Multi-year employment trends will be assessed in the context of national availability of coaches and Athletics Administrators reported by the NCAA and in the context of employment of administrators and staff at Eastern.	Trend data will be analyzed and made accessible for public review.	Director of Athletics; Assistant Athletics Director/SWA; Vice President for Student Affairs; Office of Civil Rights and Diversity	This will be an ongoing process initiated in Spring 2010.
Retention	Reinforce the Athletics Department's efforts to retain members of underrepresented groups as part of the Athletics Staff and student-athletes.	Coordinate with the Department of Minority Affairs regarding University efforts to retain members of underrepresented groups.	The Assistant Athletics Director/SWA will meet with the Director of Minority Affairs at least 3 times a year to discuss University retention efforts and programming for students and staff.	Assistant Athletics Director/SWA; Director of Minority Affairs	The Assistant Athletics Director/SWA initiated a meeting with Director of Minority Affairs in Spring 2010.
		Utilize information and available financial resources from the Office of Civil Rights and Diversity to enhance the efforts to retain athletics staff and student-athletes.	The Assistant Athletics Director/SWA will meet with the Director of Civil Rights and Diversity, on an annual basis, to discuss any pertinent issues identified in the employee exit surveys administered by that office.	Assistant Athletics Director/SWA; Director of Civil Rights and Diversity	The Assistant Athletics Director/SWA will schedule a meeting with the Director of Civil Rights and Diversity at the beginning of every Fall Semester to discuss the Exit Surveys. Beginning Fall 2010.

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			<p>The Assistant Athletics Director/SWA will meet with the Director of Civil Rights and Diversity upon completion of the Campus Climate Survey to discuss results significant to the Athletics Department's retention efforts.</p>	<p>Assistant Athletics Director/SWA;</p> <p>Director of Civil Rights and Diversity</p>	<p>Spring of 2012.</p>
			<p>When appropriate, the Athletics Department will inquire about the availability of funds from the University Recruitment and Retention Fund.</p>	<p>Assistant Athletics Director/SWA;</p> <p>Director of Civil Rights and Diversity</p>	<p>Ongoing efforts, funds from this resource pool were last utilized in Spring 2009 to send to the Assistant Athletics Director/SWA to the Title IX Self-Evaluation Class.</p>
Partnerships	<p>Building upon a solid foundation, the Athletics Department will enhance collaborative relationships with units across campus to enhance diversity efforts in programs, activities, and services.</p>	<p>1. Liaise with Minority Affairs, Student Life, Housing, Orientation, and other units more effectively; use expertise and resources to deliver programs, activities, and services in support of diversity.</p> <p>2. Encourage student-athletes to participate in campus diversity programming, services, and activities.</p>	<p>1. Utilize Athletics recent appointment to the Minority Affairs Advisory Council to promote diversity programming.</p> <p>2. Utilize Athletics representation on Student Affairs; arrange administrator meetings to promote and discuss diversity programming.</p>	<p>Director of Athletics;</p> <p>Assistant Athletics Director/SWA;</p> <p>Associate Athletics Director for Panther Athletic Support Services;</p> <p>Director of Academic Services for Athletics;</p> <p>Office of Minority Affairs</p>	<p>Spring 2010 and ongoing.</p>

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Programs and Activities (staff and coaches).	Although no specific concerns were identified, Athletics intends to take proactive measures to ensure it provides opportunities for staff to have discussions regarding diversity issues.	Deliver programs and organize venues for Athletics staff and coaches to discuss any emerging diversity issues and to discuss how to address the needs of underrepresented groups.	<ol style="list-style-type: none"> 1. Assess spring 2009 diversity training for Athletics staff for follow-up programming. 2. Solicit ideas from coaches and staff regarding desired programming on diversity issues. Discuss future programming with Minority Affairs, Civil Rights and Diversity, and Student Affairs administrators. 	<p>Director of Athletics; Assistant Athletics Director/SWA; Director of Minority Affairs; Office of Civil Rights and Diversity</p>	<ol style="list-style-type: none"> 1. Spring 2010. 2. Beginning AY10-11 deliver programming on racial/ethnic issues and other diversity issues on an annual rotating basis to Athletics' staff.
Programs and Activities (student-athletes).	Although no specific concerns were identified, Athletics intends to take proactive measures to ensure it provides opportunities for student-athletes to have discussions regarding diversity issues and to participate in campus programming on these issues.	Provide additional opportunities for student-athletes to discuss diversity issues within Athletics.	<ol style="list-style-type: none"> 1. Athletics will work with the Student Athlete Advisory Committee (SAAC) to identify topics and timing for diversity programming. 2. Athletics staff will work with campus groups and Minority Affairs to promote diversity programming events at SAAC meetings, in the Academic Center, locker rooms, and other high traffic areas. 3. Athletics, working with other units, will deliver programming that proactively addresses any emerging issues identified through assessment. 	<p>Director of Athletics; Associate Athletics Director for Panther Athletic Support Services; Assistant Athletics Director/SWA; Campus Units including Minority Affairs, Civil Rights and Diversity, and others</p>	Beginning in Academic Year 2010-11 deliver programming on racial, ethnic issues and other diversity issues on an annual rotating basis to student-athletes.

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Participation in Governance and Decision Making.	No issues identified with governance and decision making.	Continue representation of underrepresented groups on Intercollegiate Athletics Board in comparison to representation of qualified university employees.	Review composition of appointments to IAB prior to finalizing, considering diversity and other issues.	President; Vice President for Student Affairs; Faculty Athletics Representative; Director of Athletics	Annually review composition of committees prior to appointment.
		Continue representation of underrepresented groups on Student Athlete Advisory Committee in comparison to the make-up of the student-athlete population.	Encourage athletes who are members of underrepresented groups to serve on the Student Athlete Advisory Committee.	Director of Athletics; Associate Athletics Director for Panther Athletic Support Services	Annually review composition of committees prior to appointment.
Annual review of plan for improvement.	Verify the implementation of the Diversity Plan through an annual review.	Annual review of the Diversity Plan.	Establish annual meetings with those departments involved to evaluate the implementation of the plan.	Director of Athletics; Associate Athletics Director for Panther Athletic Support Services; Assistant Athletics Director/SWA; Director of Minority Affairs; Director of Civil Rights and Diversity	Annually, beginning the Summer of 2010.