

PRIORITIZED RECOMMENDED YEARLY DIVERSITY GOALS WITH SPECIFIC ACTIONS TO BE IMPLEMENTED WITHIN EACH GOAL OF THE PLAN

FIVE YEAR DIVERSITY STRATEGIC PLAN

*The table below shows the prioritized yearly goals in the Diversity Strategic Plan, as well as the specific actions that must be implemented within each goal as recommended by the Commission. The Specific Actions are arranged in “**priority**” ranked order.

GOAL 1 - Recruit, Retain and Graduate Greater Numbers of Minority and International Students.	
PHASE 1	
A1	Recruitment marketing plan for attracting significant number of minority students
A2	Create Columbia based salaried Assistant Director.
A3	Establish Diversity Scholarship budget line.
A4	Gateway to Success Scholarship Program
A5	Index current and future diversity scholarships
A6	New Retention Plan
A7	New Tutors
A8	Effective strategies to increase yield of minority applicants.
A9	Placement Exams
A10	Involving faculty in minority student recruitment.
PHASE 2	
A1	Minority recruitment traditional bridge program.
A2	Summer camp program for minority middle and high school students.
A3	Community workshops to familiarize parents of high school students with college prep opportunities
A4	Follow up with minority applicants at all stages of application process.
A5	Recruitment and marketing materials include diversity representation.

GOAL 2 - Recruit and Retain Greater Numbers of Women and Minorities into Faculty, Staff, and Administrative Positions (including Deans, Chairs, and Vice Presidents).	
PHASE 1	
A1	Staff Organization to parallel SGA and Faculty Senate
A2	Recruitment guidelines across the College.
A3	Recruitment plan for minority faculty.
A4	Two (2) new lines for AAST faculty
A5	Each division develops individual diversity plans.
A6	Develop and revise application form for Modification of Duties.
A7	Staff Manual
A8	Performance Reviews
PHASE 2	
A1	Bonus compensation for staff.
A2	Compensation plan
A3	Diversity Recruitment Training for all search committee chairs.
A4	Diversity Recruitment Training for all supervisors.
A5	Diversity Scholars lecture series

A6	Two (2) new lines for AAST faculty.
A7	Senior level plan.
PHASE 3	
A1	Targeted scholarship for juniors/seniors to pursue doctoral studies.
A2	Partner with other state institutions to establish a Childcare Center.
A3	Incentives and reward system for dept. /division that meet minority recruitment.
A4	Grow Your Own scholarship program for CofC grads

GOAL 3 - Create a Supportive Environment that is Diverse, Inclusive, and Welcoming to All.

PHASE 1	
A1	BOT / President/EVPs speak publicly about DSP.
A2	Develop plan for Gender Resource Center
A3	Develop training curriculum to promote inclusive classrooms.
A4	Faculty Training in creating inclusive classrooms.
A5	All-inclusive diversity orientation in College's general orientation of new students.
A6	Training session in new faculty orientation.
A7	Diversity component for new staff employee orientation.
A8	Programs and services to foster diversity among students.
A9	Incentives for faculty to participation in diversity training.
A10	Task Force to study effectiveness of Resource Coordinator process.
A11	Task Force to study effectiveness of College promotional publicity, marketing, etc.
PHASE 2	
A1	Implement formal reports on Gender violence.
A2	Identify gaps in procedures / policies regarding LGBTQQAI.
A3	Expand testing space to meet needs of disabled students. (SNAP testing)
A4	Faculty training for a multicultural classroom.
A5	Assessment Report on Modification of Duties.
A6	Incentive-based community engagement opportunity for faculty.

GOAL 4 - Infuse Diversity into the Curriculum.

PHASE 1	
A1	Diversity component in General Education.
A2	Establish African American Studies major.
A3	Make permanent and enhance Faculty Development Fund
A4	Develop Living & Learning communities.
A5	Strengthen and expand Study Abroad programs.
A6	Support Services for Int'l Students
A7	Include diversity in curriculum, into new Faculty Orientation
PHASE 2	
A1	Strengthen and expand Civic Engagement programs.
A2	ESOL programs for international students.
PHASE 3	
A1	Create faculty positions with Community Engagement component.

GOAL 5 - Collect and Organize Data to Create Data Bases in Order to Systematically and Effectively Assess Progress and Align/Re-align Programs to Achieve Diversity Goals.	
PHASE 1	
A1	Assessment of policies and procedures involving Gender violence.
A2	Assessment of institutional acceptance of LGBTQQAI campus community.
A3	Hire Consultation to conduct study of staff salaries.
A4	Assess and report status of women in senior level positions.
A5	First annual Diversity Score Card.
A6	Assess and make recommendations of disabled needs.
A7	Assess the effectiveness of existing Outreach programs.
A8	System for tracking recruitment and retention of faculty and staff in AALANA groups.
A9	Process for receiving institutional diversity data requests.
A10	Assess and report on minority status in each academic/nonacademic unit.
PHASE 2	
A1	Task Force to assess accessibility issues for transgender/intersex students.
GOAL 6 - Develop a Comprehensive Financial Model for Funding all the Diversity Initiatives Recommended in the Diversity Strategic Plan.	
PHASE 1	
A1	Comprehensive financial model to support institutional diversity efforts.
GOAL 7 - Produce and Disseminate an Annual Report on the Status of Diversity at the College of Charleston	
PHASE 1	
A1	Annual report and continuously review on the status of the Diversity Strategic Plan.