



## DIVERSITY PLAN UPDATED TIMELINES

2013 - 2017

### Fall 2013

**Climate** - The Texas A&M University climate will continue to be assessed at the university level in three year cycles. Units may accept the University climate data as it applies to their respective units. However, when the University data cannot be disaggregated to reflect the specific unit, units are advised to assess their climate at the unit level to ensure their climate is well-understood. Units are further encouraged to coordinate unit-level assessments strategically so there is no overlap with institutional assessment. The most recent climate Assessments conducted as follows:

- Climate for Faculty - Assessed Spring 2013
- Climate for Undergraduate Students - Assessed Spring 2013
- Climate for Graduate Students - Assessed Spring 2012
- Climate for Staff - Assessed Phase 1 Fall 2012; Phase 2 Spring 2013

### September

- **Climate** - All hiring supervisors and chairs of search, award, promotion, tenure, and selection committees will attend a program for education on schemas that affect hiring, inclusion, climate, and advancement. Dates for faculty, staff, and student sessions, respectively, will be made available.
- **Climate** - Conflict Management and Difficult Dialogues training dates will be made available.

### October

- **Accountability** - The VPAPD will disseminate internal institutional data to units.
- **Accountability** - CCD meets (to receive training on criteria and process for evaluating and rating proposals).

### November

- **Climate** - Results of recent climate assessments will be shared at a campus-wide session (faculty, staff, and students).

### December

- **Accountability** - December 16, 2013: Units report required data and analysis of progress. Emphasis should be placed on: 1) reporting progress of your customized action plans, including specific initiatives, processes, and programs targeted for improvement, and 2) responding to areas for improvement and recommendations shared following the 2012 Accountability process.
- **Climate** - Climate for LGBTQ faculty, staff, and students will be assessed.
- **Equity** - All units should complete plans to eliminate systemic inequities. Results should be integrated into Fall 2014 Accountability Report.



## Spring 2014

### January

- **Accountability** - CCD meets to focus on unit evaluations and recommendations on accountability based on data submitted December 2013.

### February

- **Accountability** - Units will begin collecting peer data for benchmarking.
- **Accountability** - DOC meeting will focus on constructing diversity-related outcomes, performance indicators, and measures of success. These elements should be integrated into reports due September 2014.
- **Climate** - Units should ensure their climate is well-understood. Unit level assessments should be conducted as necessary.

### March

- **Accountability** - The VPAPD will report to the President and Provost and recommend allocations for units based on ratings from CCD.

### April

- **Accountability** - CCD meets to focus on updating the Accountability template, as necessary, and to engage in institutional-level strategic planning for diversity.
- **Equity** - Progress on eliminating systemic inequities will be reviewed at DOC meeting.

### May

- **Climate** - Each unit should thoroughly audit existing (and planned) marketing media, including audio, print, and electronic publications, to ensure that: Texas A&M's commitment to diversity is represented, as appropriate; that Texas A&M University's language regarding equal opportunity, affirmative action, and accommodation is used consistently; and that all publications are provided in accessible formats. All new job postings should clearly stress the University's commitment to equity and diversity. The Council on Climate and Diversity will review actions taken to improve media when formulating merit allocations.

## Fall 2014

### September

- **Climate** - All hiring supervisors and chairs of search, award, promotion, tenure, and selection committees will attend a program for education on schemas that affect hiring, inclusion, climate, and advancement. Dates for faculty, staff, and student sessions, respectively, will be made available.
- **Climate** - Conflict Management and Difficult Dialogues training dates will be made available.

### October

- **Accountability** - CCD meets to focus on university climate and will provide recommendations to the President and Provost.



### December

- *Equity* - The VPAPD will report university-wide equity efforts to the President and Provost.

## Spring 2015

### January

- *Accountability* - Units report required data and analysis of progress at campus-wide Accountability Meeting. Peer comparisons, status of the unit's climate, outcomes, performance indicators, and measures of success should be included.

### February

- *Accountability* - CCD meets to focus on unit evaluations and recommendations on accountability based on data submitted in January
- *Accountability* - The VPAPD will recommend allocations for units based on ratings from CCD.

### March

- *Accountability* - The VPAPD will provide institutional-level assessment of progress toward shared diversity goals.
- *Accountability* - The VPAPD, in collaboration with the DOC, will consider plans to integrate and align Diversity Plan imperatives with existing institutional accountability requirements

### April

- *Climate* - All units executing climate assessments will meet to coordinate the integration of common questions into all assessments, where practicable.
- *Equity* - The VPAPD will report progress on eliminating systemic inequity. Results will be shared with the President, Provost, and university community.

## Fall 2015

### September

- *Climate* - All hiring supervisors and chairs of search, award, promotion, tenure, and selection committees will attend a program for education on schemas that affect hiring, inclusion, climate, and advancement. Dates for faculty, staff, and student sessions, respectively, will be made available.
- *Climate* - Conflict Management and Difficult Dialogues training dates will be made available.

### October

- *Accountability* - Diversity metrics will be made available on the VPAPD website to facilitate analysis
- *Accountability* - CCD meets to review comprehensive institutional strategy and progress

### December

- *Accountability* - The VPAPD will publish a State of Diversity report



### Spring 2016

#### January

- **Accountability** - Units report required update on data and analysis of progress.

#### February

- **Accountability** - CCD meets to focus on unit evaluations and recommendations on accountability based on data submitted in January
- **Accountability** - The VPAPD will recommend allocations for units based on ratings from CCD.

#### March

- **Accountability** - DOC meets to review and provide recommendations on Accountability Report template

### Fall 2016

#### September

- **Climate** - All hiring supervisors and chairs of search, award, promotion, tenure, and selection committees will attend a program for education on schemas that affect hiring, inclusion, climate, and advancement. Dates for faculty, staff, and student sessions, respectively, will be made available.
- **Climate** - Conflict Management and Difficult Dialogues training dates will be made available.

#### October

- **Accountability** - Diversity metrics will be made available on the VPAPD website to facilitate analysis

#### November

- **Accountability** - CCD meets to focus on diversity initiatives alignment and assessment

### Spring 2017

#### January

- **Accountability** - Units report required data and analysis of progress at campus-wide Accountability Meeting. Peer comparisons, status of the unit's climate, outcomes, performance indicators, and measures of success should be included.

#### February

- **Accountability** - CCD meets to focus on unit evaluations and recommendations on accountability based on data submitted in January
- **Accountability** - The VPAPD will recommend allocations for units based on ratings from CCD.



**March**

- ***Accountability*** - The VPAPD will provide institutional-level assessment of progress toward shared diversity goals.

**April**

- ***Climate*** - The climate for faculty, staff, and students will be assessed at the university level

**Fall 2017**

**September**

- ***Climate*** - All hiring supervisors and chairs of search, award, promotion, tenure, and selection committees will attend a program for education on schemas that affect hiring, inclusion, climate, and advancement. Dates for faculty, staff, and student sessions, respectively, will be made available.
- ***Climate*** - Conflict Management and Difficult Dialogues training dates will be made available.

**October**

- ***Accountability*** – Diversity metrics will be made available on the VPAPD website to facilitate analysis
- ***Accountability*** - CCD meets to review the Diversity Plan and institutional progress

**December**

- ***Accountability*** - The VPAPD will publish a State of Diversity report

**DIVERSITY PLAN LEADERSHIP**

The Office of the Vice President and Associate Provost for Diversity is responsible for the implementation and coordination of this University Diversity Plan. The Vice President and Associate Provost will continue to work collaboratively with the Council on Climate and Diversity. Recommendations will be forwarded to the President and Provost.