

2014 PROGRESS REPORT SUMMARY

DIVERSITY ACTION PLAN





PORTLAND STATE UNIVERSITY



Letter from the Chief Diversity Officer

Portland State University's Diversity Action Plan was published in February 2012 and set forth a plan of action regarding eight primary diversity goals, the metrics to measure attaining these goals and the resources necessary to accomplish these goals. Each of the eight goal sections is led by a member of the President's Executive Committee who, collectively, form the Diversity Leadership Team. Each section also has an accompanying team made up of individuals from across the university. Portland State University's Diversity Action Council evaluated the progress regarding each of these eight primary diversity goals and the results are summarized in the pages that follow.

The Diversity Action Council evaluated the accomplishments reported between 2012 and 2013. The ratings were 1) Excellent, 2) Satisfactory, 3) Developing, and 4) Needs Improvement. These results have been provided to the Diversity Leadership Team to provide guidance to them in prioritizing this year's diversity goals that will be reflected in an updated Diversity Action Plan. The goal of the progress report is to provide the campus and the community with an update regarding the advancement made on diversity goals and also to identify where additional work is needed.

I want to extend my sincere appreciation for all of the hard work and dedication of Portland State University students, faculty and staff for moving the university forward on the eight primary diversity goals. I also would like to thank everyone who has provided feedback online or in the open public forums regarding the Diversity Action Plan.

Collectively, we will continue to move the university forward with updated goals, which will continue to change as we change.

Sincerely,

Jilma Meneses, JD
Chief Diversity Officer

→ Diversity Action Council Evaluation Key:



Excellent – Measured objective's performance was excellent.



Satisfactory – Measured objective's performance was satisfactory.



Developing – Measured objective's performance was below standard.



Needs Improvement – Measured objective's performance was not met.

Unit Lead Acronym Key

- CAE** – Center for Academic Excellence
- COL** – Center for Online Learning
- EMSA** – Enrollment Management and Student Affairs
- FADM** – Finance and Administration
- GDI** – Global Diversity and Inclusion
- HR** – Human Resources
- OAA** – Office of Academic Affairs
- OAI** – Office of Academic Innovation
- OIA** – Office of International Affairs
- OIRP** – Office of Institutional Research and Planning
- SBA** – School of Business Administration
- UA** – University Advancement
- UCOMM** – University Communications





Unit Lead: OIA

GOAL A:

Produce graduates who can be leaders in a global community

OBJECTIVE:

Increase proportion of PSU students who go abroad

RATING:



Developing

SUMMARY OF ACCOMPLISHMENTS:

- ▶ 2011-12: 530 degree-seeking students participated in international internships, traditional study abroad programs and short-term faculty led. students. Examples are the SBA MBA program (currently 6 opportunities) and BFA (summer Italy program).
- ▶ 2012-13: 548 degree-seeking students participated in international internships, traditional study abroad programs and short-term faculty led. (OIA)
- ▶ We have raised \$100,000 toward study abroad scholarship (UA)
- ▶ Study Abroad Scholarships have been added to the lists of needs in the scholarship campaign case statement.
- ▶ Comments: Initial metric and objective do not necessarily produce more leaders in the global community. In addition, the metric is not strategic and probably unrealistic for an economic perspective. OIA will revisit these over the next year. The Education Abroad office will work with the departments to develop overseas programs that become part of their curriculum and graduation plans of their
- ▶ The SBA requires international field studies in its MBA, Masters in International Management, and MS in Global Supply Chain Management programs, which include trips to China, Vietnam, Japan, Germany, Cambodia, Qatar, and Kuwait. Affordability has limited our ability to take undergraduate students on international field studies.





Unit Lead: OAA, CAE

GOAL B:

→ Ensure that diversity is incorporated into the curriculum

OBJECTIVE:

The Center for Academic Excellence assessment team will work with academic units to advance their programmatic, diversity learning goals.

RATING:



Needs Improvement

SUMMARY OF ACCOMPLISHMENTS:

- ▶ Assessment project not initiated as Assessment Associate position was defunded. CAE did not have the ability or the resources to implement this objective in 2012-13. This department no longer exists and functions have recently been transferred to the Office of Academic Innovation. (As reported by OAA)



Unit Lead: OIRP, HR,
OAA, EMSA, GDI

GOAL C:

→ Create an environment that is welcoming, inclusive and diverse

OBJECTIVE:

Develop and implement a method for assessing campus climate, deliver the instrument campus wide, and then share its results with the Portland State community.

RATING:



Developing

SUMMARY OF ACCOMPLISHMENTS:

- ▶ Top of the Class: PSU added this annual event to celebrate SEIU-represented staff and improve the feeling of inclusion in the University community. (FADM)
- ▶ Onboarding: PSU is putting in place a comprehensive onboarding program for all new employees to ensure each new employee feels welcome and included (FADM)
- ▶ Resource pools of advocates, scholars, researchers, leaders, and practitioners in the area of multiculturalism, diversity, and social justice. (Ongoing-GDI, OAA)
- ▶ Launched U-Belong campaign. (GDI)
- ▶ Hired 27 new faculty of color with GDI support. (GDI)



GOAL D:

→ Create more robust communication channels to bring the world to the campus and the campus to the world



OBJECTIVES:

1. Continue the “U Belong” campaign to include diverse faculty, students and staff stories.

RATING:



Satisfactory

Unit Lead: GDI

2. Expand the “U Belong” campaign to include student stories in other languages targeted at international students.

RATING:



Excellent

Unit Lead: UCOMM, GDI

3. Produce more “U Belong” videos and feature them regularly on PSU’s homepage.

RATING:



Excellent

Unit Lead: UCOMM, GDI

4. Increase the number of courses with diversity themes for the online environment.

RATING:



Needs Improvement

Unit Lead: OAA, COL

SUMMARY OF ACCOMPLISHMENTS:

Creation of a U-Belong primary video inviting prospective students, faculty and staff extending an invitation to come to PSU where they will be welcomed. Video utilized by Admissions, International Admission, HR, Global Diversity & Inclusion, etc.

Fourteen videos of students and faculty are on the U-Belong page on the diversity site, pdx.edu/diversity, who speak about how they feel they personally belong at PSU. Website also translated into six languages: Arabic, Mandarin, Japanese, Russian, Spanish and Vietnamese (GDI & UComm).

Two Spanish-language students/family recruitment videos are on the diversity website with more to come in following languages: Mandarin, Russian, Vietnamese, Japanese, and Arabic. (UComm)

A video was produced regarding accessibility to raise awareness regarding necessity for course content to be accessible for students and with disabilities. Also, UCOMM is working with Admissions and Diversity in producing marketing and collateral materials to recruit Latino, African American and underrepresented students to enroll in PSU next fall 2014. The emphasis is on Latino families and students in Oregon. This is funded by \$50,000 one-time allocation from President Wiewel on student recruitment. (UComm)

COL underwent organizational re-structure which led to closing it June 2013. Functions have recently been transferred to the Office of Academic Innovation (OAI).

Online courses with diversity theme were proposed as part of the Provost’s Challenge. These courses will be offered in Fall 2015. Please see pdx.edu/oai/provosts-challenge for project plans and details. (OAA)



Unit Lead: GDI, HR,
OAA

GOAL E:

→ Endorse a cultural competency training plan campus wide

OBJECTIVE:

Implement a core training program for all staff, faculty and student employees, to teach ethical and legal methods of communication that promote professionalism and respect.

RATING:



Developing

SUMMARY OF ACCOMPLISHMENTS:

- ▶ 80% of university employees have completed the “Creating a Culture of Respect: Preventing Prohibited Discrimination and Unlawful Harassment” online training module by July 1, 2013. 100% of new employees are required to take the course as a part of their onboarding process. (GDI)
- ▶ Larger cultural competency learning tool is contingent upon funding, but efforts are underway with a new committee comprised of faculty students and staff to develop and launch a tool. (GDI)



GOAL F:

Recruit diverse faculty & staff

OBJECTIVES:

1. Increase efforts and innovative strategies to attract and accept faculty and staff applications from historically underrepresented or marginalized communities to a level that reflects the demographics of those communities.

RATING:



Satisfactory

Unit Lead: OAA, GDI

2. Foster a campus community that celebrates differences and is welcoming and inclusive toward faculty and staff from historically underrepresented or marginalized communities.

RATING:



Satisfactory

Unit Lead: GDI, HR, OAA

3. Supplement promotion and tenure standards to include “diversity efforts” as a measure to achieve promotion and tenure status.

RATING:



Developing

Unit Lead: OAA

SUMMARY OF ACCOMPLISHMENTS:

Target recruitment of underrepresented minority faculty. (GDI)

Diversity Incentive Funds for new underrepresented minority faculty hires. (GDI)

Invited national speakers including Cornel West and others to speak about racial and social justice. (GDI)

Increased civic engagement with community partners serving underrepresented or marginalized community. (GDI)

Developed and launched faculty mentoring program. (GDI)

PSU joined the Greater Oregon Education Recruitment Consortium (GO HERC) – which focuses on recruitment and retention of diverse faculty – and will launch the website tool and training resources to campus in the Spring. (FADM)

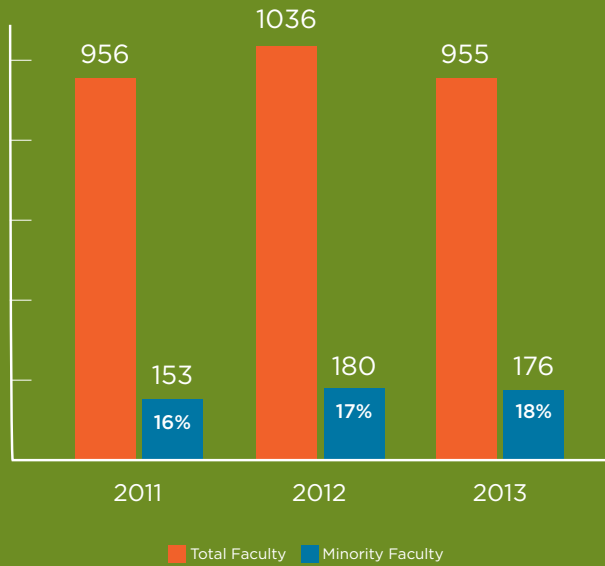
Human Resources has increased participation in job fairs for diverse communities, including the Urban League and Hispanic Metro Chamber job fairs. (HR)

Developed and revised policies that establish concepts and practices known to promote greater inclusion. (GDI & HR)

Incorporated diversity as key competency in all job descriptions. (GDI & HR)



Total Faculty & Minority Faculty



*Not including adjunct faculty

Total Workforce & Minority Workforce





GOAL G:

Recruit and retain a greater number of historically underrepresented, underserved and international students

OBJECTIVES:

1. Identify and increase strategic initiatives that support historically underrepresented student access and success.

RATING:



Excellent

Unit Lead: EMSA, GDI, OIRP

2. Identify and increase strategic initiatives that support the access and success of latino/a students.

RATING:



Excellent

Unit Lead: EMSA, GDI, OIRP

3. Identify and increase strategic initiatives that support international student enrollment.

RATING:



Satisfactory

Unit Lead: EMSA, OAA, OIA, OIRP

4. Identify and increase strategic initiatives that support access for Certified Veteran Students.

RATING:



Excellent

Unit Lead: EMSA, OIRP

SUMMARY OF ACCOMPLISHMENTS:

Partnered with high schools that have high representation of historically under-served populations.

Increase engagement activities with minority community serving organizations.

Increase awards to President's Equal Access Scholarships and Diversity Scholarship Awards

Increase the number of family members participating in the annual bilingual family orientation

Cultural centers held 60 internal events with over 2570 attendees.

President's Diversity Mini-Grants for transfer student workshops.

General Pool Services Program assists first generation, low income, culturally and ethnically diverse students in navigating PSU successfully.

"Bridges", PSU's visit program for students of color (700+ attended)

Support of Latino student groups and La Casa Latina: Full time Program Coordinator and Full time Latino Retention Specialist.

Developed enrollment partnerships with universities in China, Indonesia, Iraq, and Brazil.

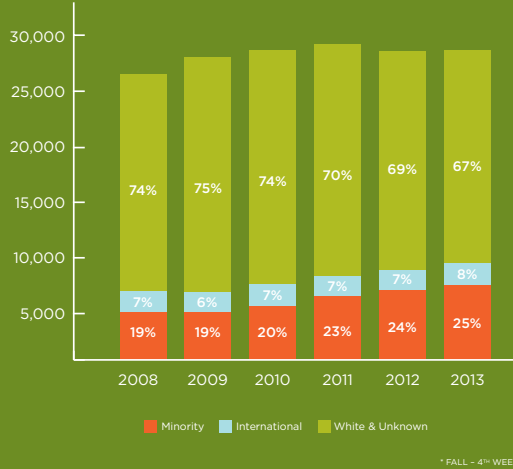
Removed barriers to enrollment. Enhanced and improved new student orientation.

Target recruitment of URM in local and international settings.

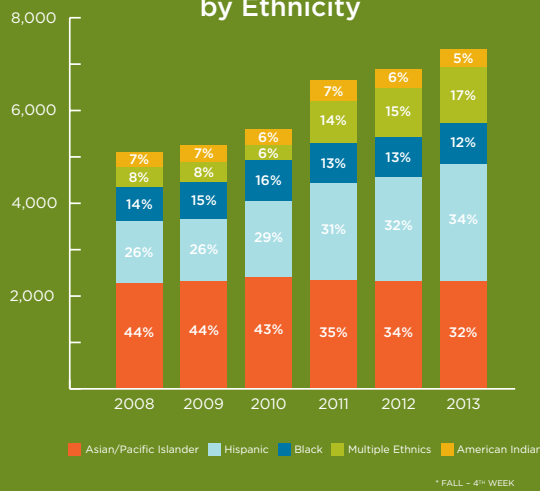
Veterans recruitment events.

Partnered with US Department of Veteran Affairs & Dept. of Defense.

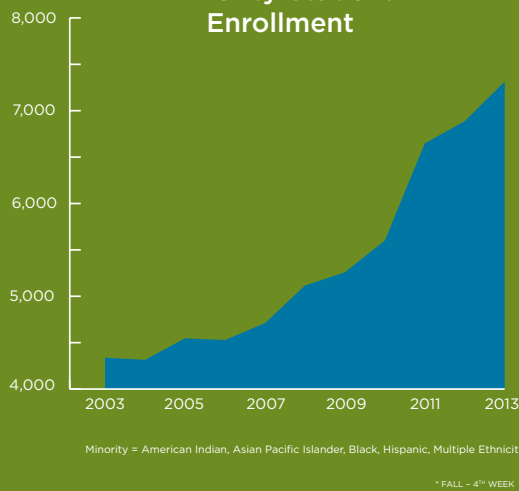
Total Student Enrollment



Minority Student Enrollment by Ethnicity



Minority Student Enrollment





GOAL H:

Develop and support relationships with community, alumni and other partners

OBJECTIVES:

1. Increase emphasis on recruiting and graduating more students of color. The eventual goal should be to have a student body that is representative of the region's demographics.

RATING:



Developing

Unit Lead: EMSA, GDI, SBA

2. Given PSU's commitment to incubating and accelerating the creation of new businesses, every effort should be made to enroll and graduate more immigrant students, particularly those with an interest in business.

RATING:



Needs Improvement

Unit Lead: SBA

3. Work with Advancement to develop a systematic approach to tapping our international alumni base for targeted giving, mentoring and employer facilitation.

RATING:



Satisfactory

Unit Lead: EMSA, OAA, OIA, OIRP

4. Work with the Office of Business Affairs to increase the number of contracts with Minority, Women and Emerging Small Business (MWESB) firms.

RATING:



Satisfactory

Unit Lead: FADM, GDI

SUMMARY OF ACCOMPLISHMENTS:

Student advising and support systems increased.

The Pathways program includes a full time staff devoted to recruiting, advising and placing diverse students. The continued success of the program will depend on our ability to continue Precision Castpart's \$500,000 in support over the last three years. (SBA)

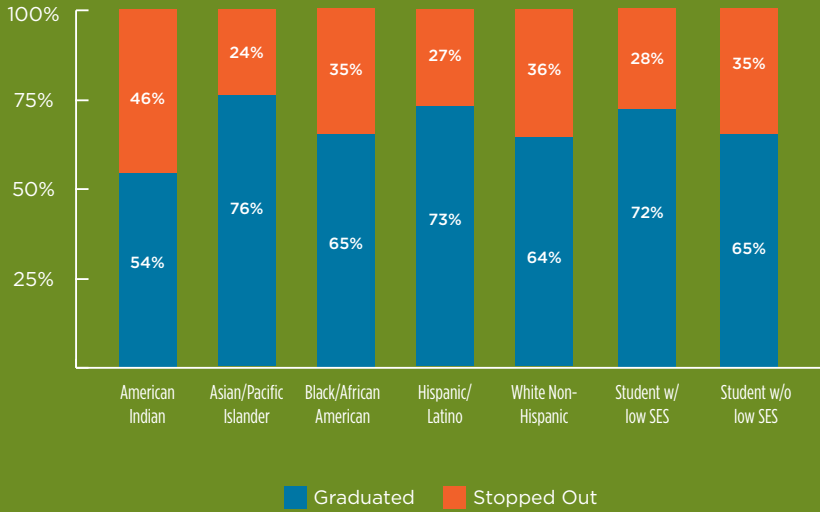
Increased the number of international partner universities for international recruitment. The number of Kuwaiti students is up substantially. (SBA)

The office of Alumni Engagement will be launching a mentorship program in FY 14 following the relaunch of online alumni directory, which is a part of the overall Constituent Connection project. (UA)

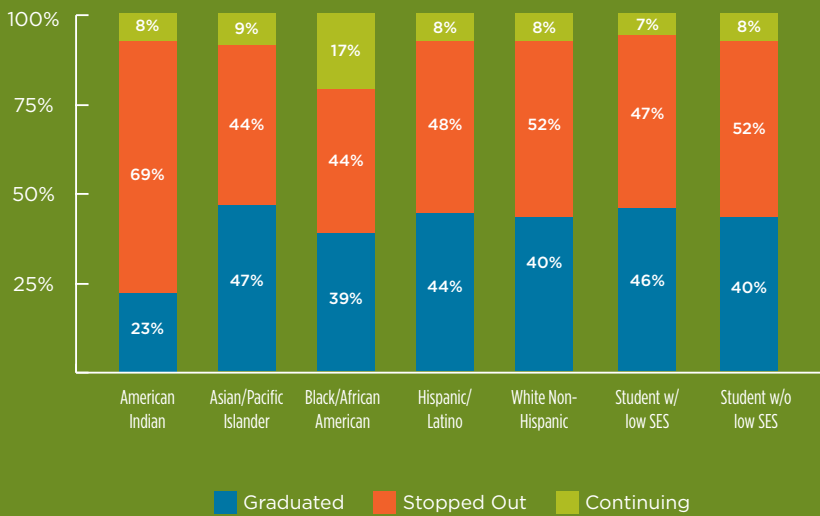
The Office of Alumni Engagement has launched 5 new alumni networks, 2 of which are abroad: Korea and Japan. (UA)

Contracting and Procurement had very strong participation for Minority, Women, and Emerging Small Businesses (MWESB) subcontractors on the Collaborative Life Sciences Building (\$24 million going to these businesses). Contracting and Purchasing just issued an RFP for construction that included a 15% aspirational goal for MWESB participation on subcontracts. (FADM)

2006 First-Time Freshmen Cohort at One Year



2006 First-Time Freshmen Cohort at Six Years



Special thanks to the Diversity Action Council
and Diversity Leadership Team members.

DIVERSITY LEADERSHIP TEAM MEMBERS 2013-2014

Sona Andrews, *Provost & Vice President for Academic Affairs*
Francoise Aylmer, *Vice President for University Advancement*
Jackie Balzer, *Vice President for Enrollment Management and Student Affairs*
Chris Broderick, *Associate Vice President for Communications, Chief of Staff Office*
Scott Dawson, *Dean of School of Business Administration*
Margaret Everett, *Associate Vice Provost and Dean of Graduate Studies*
Chas Lopez, *Executive Director of Diversity & Inclusion, Global Diversity & Inclusion*
Carol Mack, *Vice Provost for Academic Personnel & Leadership Development*
Jilma Meneses, *Chief Diversity Officer*
David Reese, *General Counsel*
Monica Rimai, *Vice President of Finance & Administration*
PK Runkles-Pearson, *Assistant General Counsel*
Shana Sechrist, *Associate Vice President for Human Resources*
Mark Sytsma, *Associate Vice President for Research, Research & Strategic Partnerships*
Ron Witczak, *Executive Director of Office of International Affairs*

DIVERSITY ACTION COUNCIL MEMBERS 2013-2014

Christian Aniciete, *University Communications*
Angela Canton, *Department of Black Studies*
Julie Caron, *Global Diversity and Inclusion*
Rowanna Carpenter, *University Studies*
Doug Crow, *Department of Finance*
Joshua Davis, *Office of International Affairs*
Jen Dugger, *Disability Resource Center*
Jonah Eleweke, *Department of World Languages and Literatures*
Julie Esparza Brown, *Department of Special Education*
Laura Gleim, *Institute for Sustainable Solutions*
Stephanie House, *Department of Applied Linguistics*
Patrice Hudson, *Office of Academic Innovation*
Stephanie Jahnke, *Conflict Resolution Graduate Program*
Kirsten Keith, *Queer Resource Center*
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Yer Thao, *Department of Curriculum and Instruction*
Kevin Thomas, *Urban Studies/Sustainability Leadership Center*
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Rahel Yared, *School of Business Administration*

