



**EAST STROUDSBURG UNIVERSITY  
OF PENNSYLVANIA**

**DIVERSITY STRATEGIC PLAN 2007-2009  
(DRAFT)**

**PHASE I – STRATEGIES  
2007 - 2009**

*East Stroudsburg University  
A Member of the State System of Higher Education*

**EAST STROUDSBURG UNIVERSITY'S  
DIVERSITY STRATEGIC PLANNING COMMITTEE**

<b>Member:</b>	<b>Title:</b>	<b>Representing:</b>
<b>Dr. Victoria L. Sanders</b>	<b>Chair,</b>	<b>Diversity Strategic Plan Committee, Director of Diversity &amp; Equal Opportunity</b>
<b>Dr. Lesliee Antonette</b>	<b>Professor,</b>	<b>English Department, Co-Chair Commission on Racial &amp; Ethnic Diversity (CORED)</b>
<b>Mr. George Butts</b>	<b>President</b>	<b>AFSCME Union</b>
<b>Dr. Mary DeVito Department</b>	<b>Professor</b>	<b>Computer Science</b>
<b>Dr. Marcia L. Gasper</b>	<b>Professor</b>	<b>Nursing Department</b>
<b>Dr. Mark Kilker Human Performance</b>	<b>Dean</b>	<b>Health Sciences &amp;</b>
<b>Mr. Timothy Kresge Management</b>	<b>Employment Manager</b>	<b>Human Resource</b>
<b>Ms. Danelle McClanahan Affairs</b>	<b>Coordinator</b>	<b>Multicultural</b>
<b>Dr. Edith Miller</b>	<b>Director</b>	<b>Disability Services</b>
<b>Dr. Ray Muller Department</b>	<b>Professor</b>	<b>Sociology</b>
<b>Ms. Wanda Ochei</b>	<b>Director, Campus Representative</b>	<b>Judicial Affairs, SCUPA Union</b>
<b>Dr. Stephen Ortiz</b>	<b>Professor, Representative</b>	<b>History, APSCUF Union</b>

<b>Mr. Robert Ruiz</b>	<b>Student</b>	<b>Student Senate</b>
<b>Ms. Helen Seidoff Women</b>	<b>Member</b>	<b>Commission for</b>
<b>Ms. Jennifer Serowick</b>	<b>Associate Director</b>	<b>Office of Admission</b>
<b>Ms. Joann Stryker</b>	<b>Descriptive Statistician</b>	<b>Institutional Research</b>
<b>Dr. Nancy Weaver</b>	<b>Assistant Dean</b>	<b>Residence Life &amp; Housing of Students</b>

## **DIVERSITY STRATEGIC PLAN**

### **University Diversity Statement**

East Stroudsburg University is committed to cultivating an environment where the quality of education is enhanced and enriched by a diverse campus community. We are committed to creating a campus where differences are celebrated through a supportive climate in which students are able to reach their academic potential, and in which faculty and staff develop and flourish personally and professionally. Developing a diverse campus community is a continuing challenge not a fixed goal as we prepare our students to live and work in a multicultural and diverse nation and world.

### **Defining Diversity**

Extensive research indicates that the definition of diversity is constantly evolving. For purposes of this plan, diversity encompasses the presence and participation of individuals who differ and are similar by characteristics such as, but not necessarily limited to race, age, color, ethnicity, gender, national origin, religion, disability status, sexual orientation, and community affiliation. A diverse environment includes individuals from historically underrepresented populations, various socio-economic backgrounds, and with a multitude of ideas, attitudes and beliefs. Those categories make up a collective mixture characterized by differences and similarities that are applied in pursuit of our organizational objectives”.

### **Our Vision**

East Stroudsburg University of Pennsylvania will be the first choice for students seeking a comprehensive university with a small college climate distinguished by innovation and tradition where they will learn to serve, lead and succeed in a global society.

### **Our Mission**

East Stroudsburg University of Pennsylvania will provide:

- challenging and contemporary undergraduate and graduate curricula that engages and equips students to critically appraise and apply knowledge in their lives and chosen fields of study.
- a learning community that promotes diversity and views teaching as the University’s primary focus.
- varied opportunities for student and faculty research, creative endeavors and involvement in public service.
- leadership and serve in the educational, cultural and economic development of the region.

## **Our Values**

We are committed to the principles of intellectual integrity, freedom of expression, the fair and equal treatment of all, good citizenship, environmental stewardship, and accountability for our actions and the resources entrusted to us.

## **Guiding Principles**

Every individual has equal value: diversity efforts will uphold and be premised upon the fundamental belief in the inherent worth and dignity of all human beings.

Different perspectives regarding diversity issues, challenges and solutions are open to rational discourse. Open dialogue about diversity issues should be approached in an honest, responsible and respectful manner which leads to acknowledgment of other perspectives. Through open dialogue, legitimate concerns and perceived challenges can be addressed, and mutually acceptable solutions can be found.

**System Standard: 1. Student Achievement and Success**

**Goal 1.1** *Develop and implement a university-wide recruitment and retention strategy to meet the educational needs of diverse students. Particular emphasis should be given to providing pathways from area community colleges and universities for underrepresented students to East Stroudsburg University.*

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
1.1.1 Conduct retention study on campus (why do students leave, why do they stay).	Associate Provost for Enrollment Management	Annual reports beginning 05/08
1.1.2 Develop a comprehensive student recruitment, marketing plan, and retention program/academic success that focus on students of color and other under-represented groups (e.g., non-traditional students).	Associate Provost for Enrollment Management	Annual reports beginning 05/08

**Goal 1.2** *Increase the amount of financial aid available to underrepresented students.*

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
1.2.1 Increase the amount of academic and co-curricular scholarships and awards.	Vice President for Advancement	Annual reports beginning 05/08
1.2.2 Investigate other institutional models for developing scholarships with community organizations (i.e. CAPERS).	Vice President for Advancement	Annual reports beginning 05/08
1.2.3 Expand the ESU-Prince Hall Scholarship relationship.	President	Annual reports beginning 05/08

***Goal 1.3 Implement policies and practices that enable underrepresented students to graduate in four years.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
1.3.1 Institute a First Year Experience Seminar/Course.	Provost and Vice President for Academic Affairs	Annual reports beginning 01/08
1.3.2 Investigate how to use summer school to promote 4 year graduation rates through incentives (i.e., free housing, guaranteed job on campus/in community).	Provost and Vice President for Academic Affairs	Annual reports beginning 01/08
1.3.3 Conduct exit interviews with students inquiring about their experiences with diversity on campus (graduating and withdrawing students).	Vice President for Student Affairs	Annual reports beginning 05/07

***Goal 1.4 Support innovative, student –centered approaches to teaching with emphasis on the educational and personal needs of diverse learners. Student-centered education includes (but is not limited to) living-learning arrangements, co-curricular activities and other activities to enhance achievement among underrepresented students.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
1.4.1 With the Center for Teaching & Learning, establish workshops and study groups for faculty, staff and students to understand cultural differences and establish diverse teaching strategies.	Director of Diversity and Campus Mediation	Annual reports beginning 05/08
1.4.2 Investigate common time for on-going diversity training opportunities and assess faculty interest and availability.	Provost and Vice President for Academic Affairs	Annual reports beginning 01/08
1.4.3 Coordinate the planning of groups providing diversity training and programming to help insure optimum participation, to eliminate duplication of efforts, and to maximize resource utilization.	Director of Diversity and Campus Mediation	Annual reports beginning 05/08

**Goal 1.5 *Maintain close faculty/student and administrator/student contact including various types of mentoring relationships with underrepresented students.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
1.5.1 Assess how campus climate embraces and encourages diversity.	Provost	Annual reports beginning 05/08
1.5.2 Establish awards for individuals or departments who have demonstrated a commitment to diversity.	Director of Diversity and Campus Mediation	Annual reports beginning 01/08
1.5.3 Coordinate and centralize academic intervention/support services for efficacy, cost effectiveness, and student satisfaction.	Associate Provost for Enrollment Management	Annual reports beginning 05/07

**System Standard 2. University and System Excellence**

**Goal 2.1 *Increase the representation of faculty members from underrepresented populations in all academic departments.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
2.1.1 Aggressively incorporate tactics to recruit and retain diverse faculty members.	President	Annual reports beginning 05/07
2.1.2 Allocate financial and informational resources to assist new faculty in relocation concerns.	Vice President for Finance and Administration	Annual reports beginning 01/08
2.1.3 Strengthen and further develop the Minority and International Faculty Mentoring Program.	Provost and Vice President for Academic Affairs	Annual reports beginning 05/08
2.1.4 Establish opportunities to participate in consortiums designed to increase the campus presence of underrepresented minority ABD and doctoral candidates through collaboration with outside agencies.	President's Council	Annual reports beginning 05/08

**Goal 2.2 *Develop a Multicultural General Education requirement including a First Year Experience.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
2.2.1 Establish Multicultural Awareness as a General Education category. The components of knowledge and skill will be forthcoming in the plans	Provost and Vice President for Academic Affairs	Annual reports beginning 05/08
2.2.2 Provide opportunities for research collaboration among students, faculty and staff on issues related to diversity and multiculturalism.	Vice Provost and Graduate Dean	Annual reports beginning 01/08
2.2.3 Develop a plan for assessing identified learning outcomes of the General Education Program and First Year Experience.	Provost and Vice President for Academic Affairs	Annual reports beginning 05/08

**Goal 2.3 *To increase staff/management diversity through strategically designed hiring and retention strategies.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
2.3.1 Develop advertising language emphasizing the importance of cultural competency to the ESU community.	Director of Diversity and Campus Mediation & Director of Human Resources	Annual reports beginning 01/08
2.3.2 Sponsor staff development activities which emphasize multicultural awareness.	Director of Diversity and Campus Mediation, & Director of Human Resources	Annual reports beginning 05/07
2.3.3 Review university policies and procedures to ensure that policies and procedures have no adverse impact on traditionally underrepresented groups.	President's Council	Annual reports beginning 05/07

**System Standard: 3 & 5 Commonwealth Service and Public Leadership**

**Goal 3.1** *Provide opportunities for progressive and comprehensive diversity experiences.*

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
3.1.1 In Academic Affairs establish a means to coordinate existing offerings related to diversity and multiculturalism in the curriculum.	Provost and Vice President for Academic Affairs	Annual reports beginning 01/08
3.1.2 Support opportunities for faculty staff and students to receive education and training from a variety of constituencies for the purpose of developing a training resource group for the campus and local community.	President's Council	Annual reports beginning 01/08

**Goal 3.2** *Expand partnerships with service area businesses*

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
3.2.1 Develop on the job internships that facilitate movement from Vo-Tech to workforce.	Vice President for Finance and Administration	Annual reports beginning 12/08

**System Standard: 4. Resource Development and Stewardship**

**Goal 4.1** *Establish a procedure to assess the cost/program effectiveness of campus-wide diversity programs and initiatives.*

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
4.1.1 Identify current diversity programs sponsored campus-wide and require program summaries that include learning outcomes, cost, and the extent of campus-wide support.	Director of Diversity and Campus Mediation	Annual reports beginning 05/08
4.1.2 Create a mechanism to evaluate diversity programs and activities for outcomes/success.	Director of Diversity and Campus Mediation	Annual reports beginning 05/08

**Goal 4.2** *Increase the number of diversity grants and awards available to the campus community.*

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
4.2.1 Research grant opportunities; support and shepherd grant writing, and coordinate grant reporting and assessment related to diversity programming and initiatives.	Center for Research and Economic Development	Annual reports beginning 05/08

***Goal 4.3 Employ a Diversity Strategic Data Management System to promote the efficiency and effectiveness of diversity goals, strategies and initiatives.***

<b>Strategies</b>	<b>Responsible Person</b>	<b>Timeline for Progress Report</b>
4.3.1 Explore the availability of Diversity Data Management Systems.	Director of Diversity and Campus Mediation &, Director of Institutional Research	Annual reports beginning 01/08
4.3.2 Enhance the quantity and quality of data related to diversity, particularly data regarding historically underrepresented populations available through the Office of Institutional Research. Investigate using an assessment tool such as the Diversity Scorecard to evaluate the impact diversity initiatives have on organizational performance.	Director of Diversity and Campus Mediation, & Director of Institutional Research	Annual reports beginning 12/08