




AU Plan for Inclusive Excellence—Phase Two

GOAL 1 Learning, Curriculum, and Professional Development				
AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE
<p>Action Step 1: Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it aligns with the university's mission and vision, and reflects the needs of all students, faculty, and staff.</p>				
<p>Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it aligns with the university's mission and vision, and reflects the needs of all students, faculty, and staff.</p>	<p>Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it aligns with the university's mission and vision, and reflects the needs of all students, faculty, and staff.</p>	<p>Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it aligns with the university's mission and vision, and reflects the needs of all students, faculty, and staff.</p>	<p>Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it aligns with the university's mission and vision, and reflects the needs of all students, faculty, and staff.</p>	<p>Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it aligns with the university's mission and vision, and reflects the needs of all students, faculty, and staff.</p>
<p>Action Step 2: Conduct a comprehensive review of the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>				
<p>Conduct a comprehensive review of the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Conduct a comprehensive review of the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Conduct a comprehensive review of the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Conduct a comprehensive review of the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Conduct a comprehensive review of the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>
<p>Action Step 3: Implement the updated Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>				
<p>Implement the updated Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Implement the updated Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Implement the updated Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Implement the updated Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>	<p>Implement the updated Learning, Curriculum, and Professional Development Strategic Plan to ensure it is current and effective.</p>
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AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE
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AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE
				

GOAL 3 Policies, Procedures, and Practices

AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE
Action Step 1: [Faint text]				
[Faint text]	[Faint text]	[Faint text]	[Faint text]	[Faint text]
[Faint text]	[Faint text]	[Faint text]	[Faint text]	[Faint text]
[Faint text]	[Faint text]	[Faint text]	[Faint text]	[Faint text]
[Faint text]	[Faint text]	[Faint text]	[Faint text]	[Faint text]
[Faint text]	[Faint text]	[Faint text]	[Faint text]	[Faint text]

AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE
	<ul style="list-style-type: none"> 1. Review and update the current strategic plan to align with the new vision and mission statements. 2. Conduct a comprehensive needs assessment to identify the most pressing challenges and opportunities for the organization. 3. Develop a detailed implementation plan for the strategic plan, including specific goals, objectives, and key performance indicators (KPIs). 4. Establish a governance structure to oversee the implementation of the strategic plan, including a steering committee and regular reporting mechanisms. 5. Communicate the strategic plan and implementation plan to all stakeholders, including employees, board members, and the community. 		<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director 3. Senior Management 	<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director
	<ul style="list-style-type: none"> 1. Conduct a thorough review of the current organizational structure and identify areas for improvement. 2. Develop a new organizational structure that is more efficient and effective, taking into account the organization's mission and vision. 3. Implement the new organizational structure, including hiring, training, and performance management changes. 4. Monitor the implementation of the new organizational structure and make adjustments as needed. 5. Communicate the changes to all employees and ensure they understand the reasons for the changes and their role in the new structure. 		<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director 3. Senior Management 	<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director
<p>Action Step 4: Review and update the current strategic plan to align with the new vision and mission statements.</p>				
	<ul style="list-style-type: none"> 1. Conduct a thorough review of the current organizational structure and identify areas for improvement. 2. Develop a new organizational structure that is more efficient and effective, taking into account the organization's mission and vision. 3. Implement the new organizational structure, including hiring, training, and performance management changes. 4. Monitor the implementation of the new organizational structure and make adjustments as needed. 5. Communicate the changes to all employees and ensure they understand the reasons for the changes and their role in the new structure. 		<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director 3. Senior Management 	<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director
<p>Action Step 5: Review and update the current strategic plan to align with the new vision and mission statements.</p>				
<ul style="list-style-type: none"> 1. Conduct a thorough review of the current organizational structure and identify areas for improvement. 2. Develop a new organizational structure that is more efficient and effective, taking into account the organization's mission and vision. 3. Implement the new organizational structure, including hiring, training, and performance management changes. 4. Monitor the implementation of the new organizational structure and make adjustments as needed. 5. Communicate the changes to all employees and ensure they understand the reasons for the changes and their role in the new structure. 	<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director 	<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director 	<ul style="list-style-type: none"> 1. Board of Directors 2. Executive Director 	

GOAL 4 Access and Equity

AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE

GOAL 5 Research, Scholarship, and Creative Work

AY 20-21	AY 21-22	AY 22-23	RESPONSIBLE	ACCOUNTABLE
Action Step 1:				
Action Step 2:				
Action Step 3:				

IE Plan Metrics

GOAL 1 Learning, Curriculum, and Professional Development

GOAL 3 Policies, Procedures, and Practices

7
75
(73)
65
(61)
65
(58 , 55)

GOAL 4 Access and Equity

7
7
7

GOAL 5 Research, Scholarship, and Creative Work

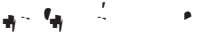

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Cabinet, Deans, Vice Provosts, Assistant Vice Presidents

	FEMALE	MALE	ASIAN, NON-HISPANIC	BLACK OR AFRICAN AMERICAN, NON-HISPANIC	WHITE, NON-HISPANIC
	64%	36%	4%	20%	76%
	6 %	31%	10%	14%	76%

Board of Trustees

Appendix B: Select Campus Climate Survey Results, 2019

1

To what extent do you agree or disagree with the following statements? (% Strongly agree + agree):

	AU	ASIAN	BLACK OR AFRICAN-AMERICAN	HISPANIC/LATINO	INT'L	MULTIRACIAL	WHITE

To what extent do you agree or disagree that the university is committed to (% Strongly agree + agree):

FACULTY	GENDER*		FACULTY STATUS			
	M	W	ADJUNCT	TENURE-TRACK	TENURED	TERM
<p>100% Strongly agree + agree</p>	63%	61%	68%	53%	5 %	62%

* , .

How often or rarely would you say that (% Almost always or most of the time):

How often or rarely would you say that (% Almost always or most of the time):							

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Fall19–Fall20 First Year Undergraduate Student Retention

