

**A Proposal for Consideration by the
Newark Faculty Advisory Council**

**Presented by the Planning and Budget Subcommittee
3/6/95**

To Respond to Lawrence's Call for Ideas and Programs

Whereas the mission of this subcommittee is to examine the planning and budgeting processes of the university, we recommend a change in the process for evaluating diversity goals and their impact.

Objectives of a process change:

1. To build concern for diversity goals into the cultural fabric and organizational nerves of university life;
2. To instill on-going awareness of and concern for progress toward diversity goals from the present into the future;
3. To assure that consistent and adequate attention be devoted to diversity goals across changes in university administrations;
4. To evaluate the impact of various strategies, programs, and policies in achieving university diversity goals;
5. To monitor closely and consistently university progress toward diversity goals on all campuses and in all facets of university life;
6. To provide information to various university audiences, current and potential students, and the public about Rutgers University progress toward diversity goals;
7. To serve as a national role model for other universities about how to build diversity goals into on-going university processes.

PROPOSAL FOR A PRESIDENTIAL REPORT ON DIVERSITY (PROD)

We propose that the President of Rutgers University develop and submit an Annual President's Report on Diversity at Rutgers University for each academic/fiscal year.

Timing: Each report shall cover a 12 month period coinciding with the fiscal year, covering from July 1 to June 30.

Scope: PROD must include separate information on progress toward diversity goals for the following categories. It may include information on other categories, issues, and aspects of university life as they become relevant:

1. Undergraduate vs. graduate education

2. Each campus
3. Each discipline represented at Rutgers
4. Each program/degree
5. Student financial aid, including:
 - a. undergraduate scholarships
 - b. graduate assistantships
 - c. other financial aid
6. Faculty, by discipline, department, academic rank, and campus
7. Staff, by job classification and level of responsibility

Information in PROD should include but not necessarily be limited to:

1. Statements of and justification of diversity goals for relevant units within the university;
2. Data on the current status of diversity goal attainment by relevant unit;
3. Statements of strategies, policies, and programs in place to achieve diversity goals by relevant unit, including financial resources devoted to the attainment of diversity goals;
4. Highlights of any changes in diversity goals from the previous report;
5. Highlights of any additional progress toward or regress from diversity goals since the previous report;
6. Impact indicators to evaluate the relative success of the various strategies, policies, and programs designed fully or partially to enhance diversity goals;
7. An identification of barriers to diversity goal attainment in areas where progress has been disappointing;
8. A plan for overcoming barriers to diversity goal attainment in areas where progress has been disappointing;
9. Identification of success stories of diversity goal attainment within the university that may serve as examples to other units and areas.

Submission: Each PROD shall be presented in writing and in person by the Rutgers University president to:

- a. the Board of Governors
- b. the University Senate
- c. the Faculty Advisory Councils of each campus

Each report should also be made widely available:

- a. to the press, including press on and off campus, and
- b. to the general public.