

DIVERSITY & SOCIAL JUSTICE

Performance Indicators: Approved March 30, 2006

Strategy	Goal	Objective	Performance Indicator	Data Source	SCSU Baseline	Peer Benchmark	SCSU Goal
The University will become intentional and accountable to all its constituents through institutional actions and procedures that promote multicultural and anti-racist practices, competencies and critical thinking.	The University's diversity profile of students, faculty, staff and administration will reflect the demographics of the State of Minnesota.	The University will increase the recruitment of students from historically underrepresented and non-traditional groups.	Student body composition (undergraduate and graduate) by enrollment status, race, gender, geographic origin, residency, age, disability status, sexual orientation	MnSCU data system Other sources TBD			
			Percent of new students who are first-generation college students	MnSCU data system Other sources TBD			
			Yield rates by enrollment status, race, gender, geographic origin, residency, age, disability status, sexual orientation	MnSCU data system Other sources TBD			
			Percent of students who are non-traditional	MnSCU data system			
		The University will increase the retention rates of non-traditional students and students from historically underrepresented groups.	1st to 2nd year retention rates by enrollment status, race, gender, geographic origin, residency, age, disability status, sexual orientation	MnSCU data system Other sources TBD			
		The University will increase the graduation rates of students from underrepresented groups.	Graduation rates by enrollment status, race, gender, geographic origin, residency, age, disability status, sexual orientation	MnSCU data system Other sources TBD			

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		The University will increase the recruitment rates of faculty, staff, and administrators from underrepresented groups.	Percent of new hires who are members of a protected class	Human Resources report			
			Faculty of color as a percent of overall faculty	Human Resources report			
		The University will increase the retention rates of faculty, staff, and administrators from underrepresented groups.	Employee turnover by race, gender, etc.	Human Resources report			
			Faculty promotion rates by gender and ethnicity compared to overall faculty	Academic Affairs report			
			Percent of faculty of color who are tenured compared to overall faculty	Academic Affairs report			
		SCSU students will demonstrate multi-cultural, anti-racist and global competencies and critical thinking.	Departments will establish diversity goals for their major curricula with appropriate methods of assessing student learning.	Percentage of departments with established assessment plans for diversity curricula	University Assessment report		
	NSSE 1e: Included diverse perspectives (different races, religions, genders, political beliefs, etc.) in class discussions or writing assignments			NSSE report			
	The General Education curriculum will include content on racial, multicultural, and global issues with appropriate methods of assessing student learning.		Percentage of General Education curriculum with identified learning goals and assessment methods for racial, multicultural, and global issues	University Assessment report			

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		Students will be exposed to multicultural and global perspectives through non-classroom activities, such as service-learning, volunteering, clubs, organizations, and campus programming.	NSSE 1u: Had serious conversations with students of a different race or ethnicity than your own	NSSE report				
			NSSE 1v: Had serious conversations with students who are very different from you in terms of their religious beliefs, political opinions, or personal values	NSSE report				
			NSSE 11i: Understanding people of other racial and ethnic backgrounds	NSSE report				
		Students will be exposed to global perspectives through participation in some form of international study experience.	% of graduating seniors with an international study experience	Graduating Senior Survey				
			# of students participating in CIS program each year	CIS report				
			# of study abroad opportunities available each year	CIS report				
			NSSE 7e: Foreign language coursework	NSSE report				
			NSSE 7f: Study abroad	NSSE report				
		The University will develop policies, practices and procedures that intentionally move the institution and its employees toward anti-	Employees will be exposed to global perspectives through participation in some form of international study experience.	% of employees with international teaching, research or service experience	College reports			
				% of faculty directing or participating in study abroad programs	CIS report			
				# of visiting scholars or scholar exchanges	CIS report			

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	racism, multicultural, and global competencies and actions.	The University will build capacity and sustainability of campus groups whose missions are to improve racial justice, to promote the cause of full inclusion, and to establish and institutionalize anti-racism and diversity education.	Percentage of identified units with functioning CARE leadership teams	Climate survey			
			Employee participation rates in programming focused on anti-racism and diversity education	CETL report			
			Positive change in campus cultural and climate for employees of color	Climate survey			
			Faculty and staff demonstrate multicultural competencies	Climate survey			
		The University will continuously review its policies and procedures to identify core issues of systemic and structural racism at SCSU.	Number of grievances and 1.B1 complaints	Lead investigator report			
			Employee of color policy and procedure satisfaction rates	Climate survey			