


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 current curriculum to ensure it is inclusive and reflects the university's commitment to diversity, equity, and inclusion. This includes reviewing all courses and programs to identify areas for improvement and implementing changes as needed.</p>				
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<p>Action Step 2: Develop and implement a plan for professional development for faculty and staff to ensure they have the skills and knowledge needed to create an inclusive learning environment. This includes providing training on diversity, equity, and inclusion, as well as offering opportunities for ongoing learning and growth.</p>				
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<p>Action Step 3: Monitor and evaluate the progress of the plan for inclusive excellence and make adjustments as needed. This includes conducting regular assessments of the university's progress and using the data to inform future actions.</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
<p>7</p>				

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]
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[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 ensure it is aligned with the district's vision and mission. 2. Conduct a comprehensive needs assessment to identify the district's strengths, weaknesses, and opportunities. 3. Develop a strategic plan that addresses the identified needs and aligns with the district's vision and mission. 4. Communicate the strategic plan to all stakeholders and ensure buy-in from the entire district. 5. Implement the strategic plan and monitor progress regularly. 		<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations 	<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations
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<p>Action Step 4: Review and update the current strategic plan to ensure it is aligned with the district's vision and mission.</p>				
	<ul style="list-style-type: none"> 1. Review and update the current strategic plan to ensure it is aligned with the district's vision and mission. 2. Conduct a comprehensive needs assessment to identify the district's strengths, weaknesses, and opportunities. 3. Develop a strategic plan that addresses the identified needs and aligns with the district's vision and mission. 4. Communicate the strategic plan to all stakeholders and ensure buy-in from the entire district. 5. Implement the strategic plan and monitor progress regularly. 		<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations 	<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations
<p>Action Step 5: Communicate the strategic plan to all stakeholders and ensure buy-in from the entire district.</p>				
<ul style="list-style-type: none"> 1. Review and update the current strategic plan to ensure it is aligned with the district's vision and mission. 2. Conduct a comprehensive needs assessment to identify the district's strengths, weaknesses, and opportunities. 3. Develop a strategic plan that addresses the identified needs and aligns with the district's vision and mission. 4. Communicate the strategic plan to all stakeholders and ensure buy-in from the entire district. 5. Implement the strategic plan and monitor progress regularly. 	<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations 	<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations 	<ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Operations 4. Assistant Superintendent for Student Services 5. Assistant Superintendent for Community and External Relations 	

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

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75
(73)
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(58 , 55)

GOAL 4 Access and Equity

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GOAL 5 Research, Scholarship, and Creative Work

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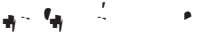

2020



RACE/ETHNICITY	GENDER		PERCENT OF TOTAL
	F	M	
White / Black	0.1%	0.1%	0.2%
Hispanic	4.2%	3.4%	7.7%
Asian	13.0%	10.0%	23.0%
Two or more races	4.1%	5.0%	9.1%
Other	0.7%	0.1%	0.8%
Native Hawaiian or other Pacific Islander	0.2%	0.1%	0.3%
Unknown	0.6%	0.5%	1.0%
Hispanic or Latino	0.8%	0.7%	1.5%
Black or African American	33.5%	22. %	56.4%
			100.0%

2020 — 

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):

3

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Fall19–Fall20 First Year Undergraduate Student Retention

