

## **Subcommittee Reports End of Year Recommendations 2006**

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### **Administration and Systems Subcommittee Recommendations:**

1. Evaluate scorecard results to determine necessary changes to policy.
2. Utilize the skills of the hired consultant to provide an assessment of the campus and monitor his progress.

### **Campus Climate Subcommittee Recommendations:**

1. Continue with an open committee. Invite members from underrepresented departments and groups.
2. Host an open forum to determine 'safe and inclusive.'
3. Work with student government, MRC, the women's group and other student groups in order to move forward on creating a student resource space. Make space a safe zone for conversations about diversity.
4. Post Hate and Bias posters.
5. Work with MRC to further the notion of informal processes for diversity concerns.
6. Implement discussion forums, some hosted by outside experts.
7. Implement diversity training.

### **Scholarship and Curriculum Subcommittee Recommendations:**

1. Assess the availability of "D" classes.
2. Institute a follow-up process for students placed on "D" class waiting lists.
3. Investigate opportunities for expanding sections of "D" classes.
4. Institute at least one T.A. diversity training session in the fall of the 2006-2007 academic year.
5. Provide diversity-related curricular resources to Science and Technology faculty.

### **Faculty Recruitment and Retention Subcommittee Recommendations:**

1. Complete procedure for allocating the designated position for an opportunity hire.
2. Post Hate and Bias posters.
3. Refine position ad diversity language and make a part of the stated department needs.
4. Make additional recommendations for improvements to the search process based on "Conceptual Chronology of the Mainstream Hiring Process" document.
5. Compare WSU Vancouver to peer institutions with regards to diversity.
6. Review diversity benchmarks and make appropriate recommendations.
7. Offer diversity training (NCBI or similar type program) to reach all staff.
8. Review civil service and AP hiring processes to promote ways to increase diversity.

### **Student Recruitment and Retention Subcommittee Recommendations:**

1. Re-visit developing and administering a student survey.
2. Update diversity inventory document.
3. Better clarify the role of the committee – should it be advisory? Should it make specific recommendations on actions and implement them?  
*Editorial note – upon further thought we really are an advisory sub-committee and need to work in conjunction with staff in Admissions, Student Services and other campus units.*
4. The group should have a nucleus of members for continuity from year to year, and actively and strategically recruit additional members to better reflect a diversity of constituencies on campus.
5. Better define and distinguish the relationship between this group and the subcommittee focused on campus climate, particularly as this relates to the retention of diverse students on the WSU Vancouver campus.
6. Serve as university conduit for information related to student recruitment, especially minority students, through a more public profile on campus and greater participation from campus groups (faculty, staff, students, etc.).