




# 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><b>Action Step 1:</b> Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is aligned with the AU Plan for Inclusive Excellence and the AU Strategic Plan.</p>				
			Office of the Provost	Office of the Provost
			Office of the Provost	Office of the Provost
<p><b>Action Step 2:</b> Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is aligned with the AU Plan for Inclusive Excellence and the AU Strategic Plan.</p>				
Office of the Provost				
			Office of the Provost	
<p><b>Action Step 3:</b> Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is aligned with the AU Plan for Inclusive Excellence and the AU Strategic Plan.</p>				
Office of the Provost			Office of the Provost	Office of the Provost
	Office of the Provost		Office of the Provost	Office of the Provost





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"> <li>1. Review and update the current strategic plan to align with the new vision and mission statements.</li> <li>2. Conduct a comprehensive needs assessment to identify the most pressing challenges and opportunities for the organization.</li> <li>3. Develop a detailed implementation plan for the strategic plan, including specific goals, objectives, and action items.</li> <li>4. Establish a robust monitoring and evaluation system to track progress and measure the impact of the strategic plan.</li> <li>5. Foster a culture of transparency and accountability, ensuring that all stakeholders are kept informed and engaged throughout the process.</li> </ul>		<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> <li>3. The Senior Management Team</li> </ul>	<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> </ul>
	<ul style="list-style-type: none"> <li>1. Conduct a thorough review of the current organizational structure and identify areas for improvement.</li> <li>2. Develop a clear and concise organizational chart that reflects the new structure and reporting lines.</li> <li>3. Communicate the changes to all employees and provide the necessary support and training to ensure a smooth transition.</li> <li>4. Monitor the implementation of the new structure and make adjustments as needed to ensure effectiveness.</li> <li>5. Evaluate the impact of the organizational changes on the organization's performance and overall health.</li> </ul>		<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> <li>3. The Senior Management Team</li> </ul>	<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> </ul>
<p><b>Action Step 4:</b> Review and update the current strategic plan to align with the new vision and mission statements.</p>				
	<ul style="list-style-type: none"> <li>1. Conduct a comprehensive needs assessment to identify the most pressing challenges and opportunities for the organization.</li> <li>2. Develop a detailed implementation plan for the strategic plan, including specific goals, objectives, and action items.</li> <li>3. Establish a robust monitoring and evaluation system to track progress and measure the impact of the strategic plan.</li> <li>4. Foster a culture of transparency and accountability, ensuring that all stakeholders are kept informed and engaged throughout the process.</li> </ul>		<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> <li>3. The Senior Management Team</li> </ul>	<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> </ul>
<p><b>Action Step 5:</b> Review and update the current organizational structure to align with the new vision and mission statements.</p>				
<ul style="list-style-type: none"> <li>1. Conduct a thorough review of the current organizational structure and identify areas for improvement.</li> <li>2. Develop a clear and concise organizational chart that reflects the new structure and reporting lines.</li> <li>3. Communicate the changes to all employees and provide the necessary support and training to ensure a smooth transition.</li> <li>4. Monitor the implementation of the new structure and make adjustments as needed to ensure effectiveness.</li> <li>5. Evaluate the impact of the organizational changes on the organization's performance and overall health.</li> </ul>	<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> </ul>	<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> </ul>	<ul style="list-style-type: none"> <li>1. The Board of Directors</li> <li>2. The Executive Director</li> </ul>	

## 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
<b>Action Step 1:</b>				
<b>Action Step 2:</b>				
<b>Action Step 3:</b>				

# IE Plan Metrics

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<b>GOAL 1 Learning, Curriculum, and Professional Development</b>

### 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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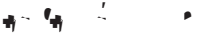

2020



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%
Black / Hispanic	4.1%	5.0%	9.1%
Other	0.7%	0.1%	0.8%
Hispanic / Black / Asian	0.2%	0.1%	0.3%
Other	0.6%	0.5%	1.0%
Other	0.8%	0.7%	1.5%
Other	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):









Fall19–Fall20 First Year Undergraduate Student Retention

