

Initial Strategic Diversity Project Initiatives in Response to the Williams Report

Initiating a diversity branding campaign

Other than mentioning UNLV's status as the second most diverse campus nationally, there is no specific marketing related to diversity. Because of the specialized nature of the issue, the Office of Media & Public Relations will evaluate and suggest ways UNLV might engage in a diversity branding campaign.

Improving diversity fundraising

Currently, there is no specific fundraising done related to diversity. Because of the specialized nature of the issue, the UNLV Foundation will evaluate and suggest ways UNLV might engage in a diversity fundraising campaign.

Developing a major, annual campus diversity celebration/event to be convened by the UNLV President

This will be a symbolic event at which the President will emphasize his support for diversity efforts at UNLV. The idea is for a half-day event that might in time grow to become full-day. The celebration would include a keynote speaker, and address by the President, awards to employees & students, and possibly a campus dialogue on diversity. VPs and Deans would be required to attend, and it would also provide an opportunity to invite community leaders.

Creating an annual University & Dean/VP diversity reporting structure

Although there is an annual report to NSHE put together by Student Affairs and ODI, there is no regular report to campus regarding diversity. This initiative seeks to create a report template for VPs and Deans (with variances as appropriate) that would in part inform the preparation of a campus diversity report. Both the VP/Dean reports and the campus report would focus on identified problem areas such as diverse faculty hiring & retention and division/college/campus climate for example. These reports could potentially provide a basis for establishing diversity criteria for annual evaluations, beginning at the VP/Dean level and moving downward to subordinate leader evaluations over time.

Examining low-pass-rate courses for disproportionate impacts along racial/ethnic/gender dimensions

This task group is taking undertaking an exploratory examination and analysis of low-pass-rate (D/F/W) courses to see if such grades are distributed evenly along racial/ethnic/gender lines or if there is reason to suspect disparate outcomes for some student populations.

Assessing the Faculty Diversity Hiring Program (FDHP) [To commence upon release of the FY16 FDHP report.]

Nearing completion of its third year, the FDHP is ripe for evaluation by this task group. The group will assess whether the FDHP is having a positive effect—whether on actual diverse hiring or simply on enhanced attention to diversity by department search committees. The group will also consider how the program might be strengthened

Exploring the adequacy of the current diversity curriculum (multicultural and international general education requirements)

These two General Education requirements have been in place continually for nearly 20 years. Do they serve adequately the task for which they were intended? Are they sufficient, are they useful, should they be adjusted/amended/replaced with something else? This task group will examine this issue and suggest changes, if appropriate.

Developing the 2016 campus climate survey

No longer something that must be fought for, the campus climate survey is now an annual expectation. This task group will seek to review the experiences of the 2010 & 2015 surveys, and develop an effective survey for deployment to campus in the fall of 2016.