




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 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>Action Step 2: 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
<p>Action Step 3: 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"> 1. Review and update the current strategic plan to reflect the current environment and the needs of the community. 2. Conduct a comprehensive needs assessment to identify the current and future needs of the community. 3. Develop a strategic plan that is aligned with the community's needs and the organization's mission and vision. 4. Implement the strategic plan and monitor progress. 5. Evaluate the strategic plan and make adjustments as needed. 		<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department 	<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department
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<p>Action Step 4: Review and update the current strategic plan to reflect the current environment and the needs of the community.</p>				
	<ul style="list-style-type: none"> 1. Review and update the current strategic plan to reflect the current environment and the needs of the community. 2. Conduct a comprehensive needs assessment to identify the current and future needs of the community. 3. Develop a strategic plan that is aligned with the community's needs and the organization's mission and vision. 4. Implement the strategic plan and monitor progress. 5. Evaluate the strategic plan and make adjustments as needed. 		<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department 	<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department
<p>Action Step 5: Implement the strategic plan and monitor progress.</p>				
<ul style="list-style-type: none"> 1. Review and update the current strategic plan to reflect the current environment and the needs of the community. 2. Conduct a comprehensive needs assessment to identify the current and future needs of the community. 3. Develop a strategic plan that is aligned with the community's needs and the organization's mission and vision. 4. Implement the strategic plan and monitor progress. 5. Evaluate the strategic plan and make adjustments as needed. 	<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department 	<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department 	<ul style="list-style-type: none"> 1. The Board of Directors 2. The Executive Director 3. The Senior Management Team 4. The Community Development Department 5. The Financial Services Department 6. The Human Resources Department 7. The Marketing and Communications Department 8. The Operations and Maintenance Department 9. The Public Safety Department 10. The Volunteer Services Department 	

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

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 1 2 3 4 5 6 7

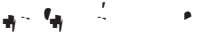

2020



RACE/ETHNICITY	GENDER		PERCENT OF TOTAL
	F	M	
White	0.1%	0.1%	0.2%
Black	4.2%	3.4%	7.7%
Hispanic	13.0%	10.0%	23.0%
Asian	4.1%	5.0%	9.1%
Native American	0.7%	0.1%	0.8%
Other	0.2%	0.1%	0.3%
Two or more races	0.6%	0.5%	1.0%
Unreported	0.8%	0.7%	1.5%
Male	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

