

CHIEF DIVERSITY OFFICER

PROGRAM INFORMATION:

Prior to the establishment of the position of Chief Diversity Officer in June 2007, WKU was continuing to focus on issues related to the broad aspects of diversity. Since the appointment of WKU's first Chief Diversity Officer, the University developed an Institutional Diversity Plan in September 2011 that included a recommitment to the values of diversity as expressed in the following statement:

“Western Kentucky University insists on a welcoming environment in which it is committed to promoting, acceptance, providing support, and encouraging diversity. Embracing diversity is an essential component to maintaining the University's efforts toward connecting faculty, staff, and student populations in striving for a high standard of excellence and success. The University is committed to recognizing and supporting meritorious talent and achievement by supporting diversity and equal opportunity in its educational and community/global service obligations. The University's dedication and persistence in its efforts to promote and strengthen its diversity initiatives serves as an institutional priority in which valuable contributions towards recruitment, retention and advancement of students, faculty, and staff may be realized. In summary, Western Kentucky University is committed to focusing on and espousing the values of diversity as well as recognizing how these values contribute to the preparation of productive, engaged and socially responsible citizen-leaders of a global society.”

ORGANIZATIONAL INFORMATION:

The units reporting to the Chief Diversity Officer include: Office of Diversity Programs and the Office of Equal Opportunity/Affirmative Action/ADA.

GOALS/ANTICIPATED PROGRAM ACTIVITIES:

The Chief Diversity Officer chairs the WKU Diversity Enhancement Committee (DEC) and is achieving the following goals:

- Ensure “achieved” status in all eight categories of the Statewide Diversity Policy, the state's set of mandated measurable goals;
- Play a central role in the development and promotion of diversity programs across the campus and in the broader Bowling Green community;
- Lead the University in ongoing discussions and definition of diversity to promote inclusion and acceptance of differences among people;
- Promote diversity in learning outcomes and international learning experiences;
- Assist in efforts to increase the hiring and retention of minority faculty and staff by establishing a six (6) year minority faculty hiring plan;
- Assist in efforts to increase the recruitment, retention and graduation of minority students and prepare as many as possible for graduate school at WKU;
- Monitor achievement of diversity indicators in the WKU Guide for 2010-2012;
- Seek recurring funds for the Diversity Series which was established in 2009-10;
- Select and administer the President's Award for Diversity; and
- Monitor compliance of the guidelines and goals as stated in the WKU Diversity Plan.

FINANCIAL INFORMATION:

	2011-12 Revised Budget		2012-13 Proposed Budget	
	Pos.	<u>Unrestricted Budget</u>	Pos.	<u>Unrestricted Budget</u>
<u>Educational and General</u>				
Personnel/Fringe Benefits	8.0	481,567	8.0	604,209
Operating Expenses		75,158		90,125
Student Aid		4,000		4,000
Total Expenditures		560,725		698,334