

## CHIEF DIVERSITY OFFICER

### MISSION STATEMENT:

To promote and sustain a platform for the development of diversity initiatives that advances the Institution's compelling interest in diversity and advances the preparation of students for leadership in a diverse society.

### FOCUS ON DIVERSITY:

The success of future leaders is enhanced through the encouragement and support of faculty, staff, and community, as well as a willingness to embrace the multiple dimensions of diversity. The encompassing dimensions of diversity involve an appreciation of the differences and unique contributions represented by individual identity, opinion, and culture. Differences may be represented through areas such as race, gender, ethnicity, language, religion, sexual orientation, gender identity, gender representation, geographic location, abilities or disabilities, and socioeconomic status.

### 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 a five year 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 unit reporting to the Chief Diversity Officer is the Office of Institutional Diversity and Inclusion.

### GOALS/ANTICIPATED PROGRAM ACTIVITIES:

The Chief Diversity Officer chairs the WKU Diversity Enhancement Committee (DEC) and is committed to 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 definitions of diversity to promote inclusion and acceptance of differences among people;
- Promote diversity in learning outcomes and international learning experiences for minority students;
- Related to Objective 2.1 of the WKU *Challenging the Spirit* Action Plan, assist in efforts to increase the hiring and retention of minority faculty and staff by monitoring the established six year minority faculty hiring plan;
- Oversee the Visiting Minority Scholar Fellowship Program and the Minority Post-Doctoral Fellowship Program;

- Seek funding to increase the number of underrepresented minority administrative and professional staff, as stipulated in the WKU *Challenging the Spirit* Action Plan;
- Assist in efforts to increase the recruitment, retention and graduation of minority undergraduate students and prepare as many as possible for graduate school at WKU;
- Monitor achievement of diversity indicators and established goals in the WKU Diversity Plan;
- Seek increased operating funds for the Office of Institutional Diversity and Inclusion, including exploring revenue producing activities and fundraising;
- Select and administer the President's Award for Diversity; and
- Comply with the Council on Postsecondary Education's requirement of annual assessment reports of the WKU Diversity Plan.

**FINANCIAL INFORMATION:**

	<b>2014-15 Revised Budget*</b>		<b>2015-16 Proposed Budget</b>	
	<b><u>Pos.</u></b>	<b><u>Unrestricted Budget</u></b>	<b><u>Pos.</u></b>	<b><u>Unrestricted Budget</u></b>
<u>Educational and General</u>				
Personnel/Fringe Benefits	6.4	558,555	4.9	523,520
Operating Expenses		75,135		78,135
Student Aid		3,000		3,000
Total Expenditures		636,690		604,655

\*For comparison purposes, the 2014-15 Revised Budget figures have been adjusted to reflect University reorganization.