

Huckaba, Richard C

From: Nelsen, Robert S
Sent: June 14, 2007 09:11
To: Huckaba, Richard C
Subject: Office of Diversity Proposal

Office of Diversity Proposal
May 10, 2005

The University of Texas at Dallas is committed to meeting the diverse needs of its students, faculty, staff, campus community and greater Texas. UTD's mission is to provide Texas and the nation with the benefits of educational and research programs of the highest quality. These programs address the multi-dimensional needs of a dynamic, modern society driven by the development, diffusion, understanding and management of advanced technology.

As a major university with goals to be a nationally recognized and Top Tier university, UTD must fulfill its mission to meet the diverse needs of Texas' population and international areas. UTD must provide educational experiences that prepare individuals to work in harmony with various cultures while enhancing educational opportunities. Thus, it is imperative that UTD continue its commitment to develop multicultural competencies for the demands of our global society. The goal of UTD becoming "*Tier One*" status and "*nationally*" recognized institution will not materialize if crucial parties are left out of the equation. UTD's efforts to become a globally significant, nationally recognized university must be proactive.

"...Quality and diversity are linked. Failure to include race and ethnic diverse subjects in the curriculum, or to include targeted groups in greater numbers such as students, faculty, and staff, means all students get a partial education." This quote truly captures the heart of the importance of diversity in university settings (University of Wisconsin's System Plan 2008: Educational Quality Through Racial and Ethnic Diversity). This is no more true or relevant for the University of Wisconsin System than it is for the University of Texas at Dallas.

Based on discussions of committee members serving on the Campus Life Committee for Vice President for Diversity, the following areas of concern were identified as justification for commitment for a centralized office on campus. Successful, nationally recognized institutions such as the University of Wisconsin, University of Minnesota, Texas A&M University, and more recently The University of Texas and The University of Texas Medical Branch at Galveston have established diversity offices at the highest administrative levels that address these issues. The following nine areas were identified. Although not unique to UTD, they are important areas of concern in order to facilitate the strategic plans for the university to become a "*Tier One*" Institution and a leader of educational opportunities in Texas in the 21st century.

- Salary and Resource Inequity
- Hiring Practices
- Recruitment & Retention
- Harassment
- Professional Development
- Work & Family Balance
- Climate Concerns
- Lack of Formal Mechanisms for Complaints
- Oversight & Accountability

Statistics reported from President Jennifer's State of the University Address 2004, present the numbers of women and minorities represented at UTD and are strikingly sparse in a variety of areas, suggesting the need for increased attention and commitment to these populations. These nine areas of concern can be supported by these statistics as well as serve as a benchmark for implementation of future goals and plans. Attached are six sources of data for review. The data for 2004 includes the diversification of the student population; freshmen; faculty and staff profiles; tenured and on-track faculty; full-time faculty new hires; and the average salaries for tenure track faculty.

The goals and action steps outlined in the remainder of this document serve to support the proposal for an Office of Diversity to be established. The committee strongly endorses such a proposal in order to provide the highest level of accountability and attention to matters that are important to all members of the campus community. The proposed Office of Diversity should be established as a unit of the President's Office, with direct reporting and accountability to the President's cabinet. The initial charge of the office would be to assist the President in monitoring, coordinating, evaluating, and implementing strategic plans for diversification and compliance for the university as a whole. It is further recommended that the Office of Diversity be served by a Vice President of Diversity, who would also serve as the EEOC Officer for the University.

The Mission of the Office of Diversity will be to serve as an integral part of the institution's strategic plan. It will provide leadership for broad-based goals, and specific, measurable strategies for increasing diversity and improving the campus climate. The Office of Diversity will provide leadership and education in creating, maintaining, monitoring, and evaluating policies and procedures for enhancing equity and diversity on campus that includes the promotion of a respectful and supportive work and learning environments. The Office will coordinate the efforts for campus compliance with Affirmative Action and EEOC compliance with applicable federal and state laws and regulation. This would allow for consistent oversight to ensure that the policies of providing equal opportunity and access are upheld to the highest level for the entire university. Consistent with the Regents' Rules and Regulations and U.T. System's policy and to the extent provided by applicable law, no person including students, faculty, staff, and temporary workers shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by the University of Texas at Dallas on the basis of race, color, national origin, religion, sex, veteran status, sexual orientation, age, or disability. It will additionally serve as a resource for the entire campus community regarding equity and diversity issues in conjunction with the enhancement of the overall university strategic plan and mission.

Additionally, the Office will seek to coordinate budgetary functions and grant writing for securing more university-wide participation in National, State, and Local opportunities for the promotion of diversity. Federal grants funded through the U.S. Department of Education, Minority Supplemental Grants through the National Institutes of Health, the National Science Foundation will be more focused and coordinated for seeking such opportunities. Programs such as the National Science Foundation which offer programs such as ADVANCE, to increase the participation and advancement of women in academic science and engineering careers as well as institution transformation and leadership awards can be pursued in a more coordinated effort through the establishment of an Office for Diversity.

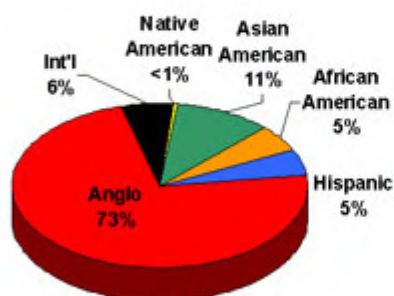
Preliminary Recommendations include the following areas that the Office of Diversity would assume responsibilities for:

1. Education Opportunities
 - a. Employee development for faculty and staff
 - b. Student opportunities
 - c. Communication/facilitation among student support services
 - d. Opportunities for women/minorities in technical fields
 - e. Curriculum enhancement

2. Hiring, Promotion, & Retention
 - a. Searches
 - b. Compensation, evaluation, and promotion
 - c. Faculty & Staff Mentoring
 - d. Professional Development
3. Learning & Work Environment
 - a. Sensitivity to cultural differences
 - b. Climate issues
 - c. Student assessment
 - d. Safety and sensitivity to sexual harassment and assault
 - e. Child care
4. Organizational Structure
 - a. Accountability
 - b. EECO Officer
 - c. Complaint Mechanisms
 - d. Compliance
 - e. Diversity committee
 - f. Ombudsperson (?)
5. University Liaisons to Diversity Related Units
 - a. Human Resources
 - b. Office of Multicultural Affairs
 - c. International Student Services
 - d. Office of International Education
 - e. Disability Services
 - f. Woman's Center
 - g. Counseling Center
 - h. Learning Resource Center
 - i. Financial Aid
 - j. Enrollment Services/Admissions Office
 - k. Faculty/Staff Mentoring Programs
 - l. Curriculum Committees
 - m. Women in Higher Education
 - n. Committee for the Support of Women and Minorities
 - o. Women in Science and Engineering
 - p. Student Organizations
 - q. Student Life
 - r. Community Outreach

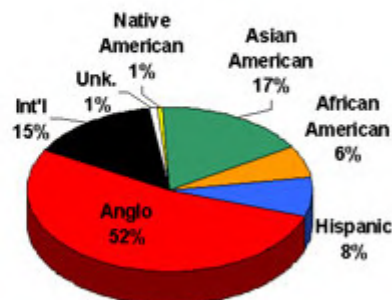
THE DIVERSIFICATION OF UTD's STUDENT POPULATION

Fall 1994



N = 8,487

Fall 2004



N = 14,113*

* Preliminary
As reported to the Texas Higher Education Coordinating Board

FRESHMEN PROFILE, FALL 2004

Number of 2004 Freshmen – 1,265

SAT Scores

Average SAT, Regular Admissions – 1242

Average SAT, Academic Bridge – 1088

Average SAT, All Admissions – 1239

High School Performance

Average Class Rank – 19th

Top 10 Percent – 40%

Top 25 Percent – 73%

Gender

Percent Male – 62%

Percent Female – 38%

Ethnicity

African-American – 6%

Asian American – 21%

Hispanic – 9%

White – 60%

Other or Undeclared – 4%

Geographic Region

Percent from 11 county DFW area – 63%

Percent from other Texas areas – 31%

Percent from outside Texas – 6%

Number of

National Merit Scholars – 38

This places UTD roughly in the top 60 of all U.S. colleges and universities.

Source: Office of Undergraduate Education

FACULTY AND STAFF PROFILE

FACULTY

Female – 28%

Male – 72%

African-American – 2%

Asian American – 20%

Hispanic – 3%

White – 74%

Tenured/ On-track – 66%

Not Tenure-track – 34%

Total: 516

STAFF

Female – 58%

Male – 42%

African-American – 10%

Asian American – 10%

Hispanic – 8%

White – 72%

Full-time – 94%

Part-time – 6%

Total: 1,156

Source: Human Resources. Benefits-eligible jobs only. Student employees not included.

TENURED AND ON-TRACK FACULTY

Breakdown by Classification:

Professors – 43%

Associate Professors – 28%

Assistant Professors – 29%

New Faculty Awards (2003-04)

1 American Association for

Advancement of Science Fellow

1 Fulbright American Scholar

1 NSF CAREER award

Number of Nobel Laureates – 2

Faculty by School:

Arts & Humanities – 12%

Behavioral & Brain
Sciences – 9%

Engineering & Computer
Science – 23%

Management – 20%

Natural Sciences &

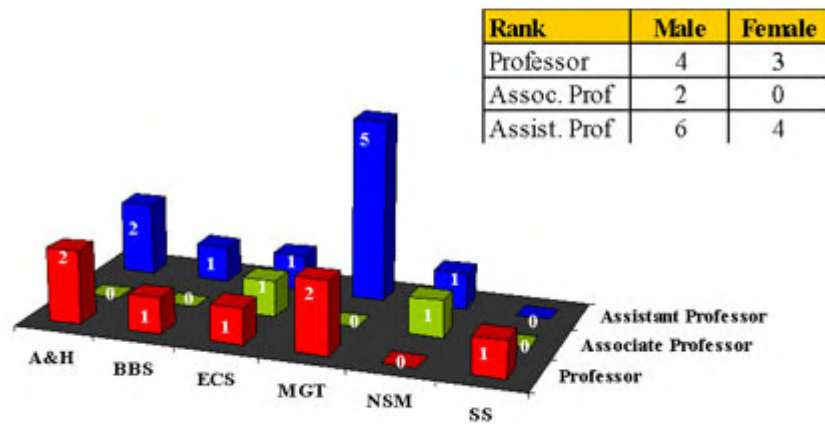
Math – 23%

Social Sciences – 13%

Total Tenured and On-track
Faculty: 342

Source: Human Resources. Does not include faculty who are primarily administrative.

FULL-TIME FACULTY NEW HIRES, FALL 2004



Source: Office of the Executive Vice President and Provost

AVERAGE SALARIES FOR TENURE/ TENURED TRACK FACULTY, FALL 2004

School	Professor	Assoc. Professor	Assist. Professor	All Ranks
Arts & Humanities	\$87,577	\$60,288	\$48,560	\$69,887
Behavioral & Brain Sciences	\$83,573	\$65,110	\$61,000	\$76,293
Eng. & Computer Science	\$110,839	\$89,613	\$79,089	\$95,297
Management	\$136,146	\$117,638	\$106,902	\$119,371
Natural Sci/ Math	\$104,342	\$74,103	\$57,294	\$86,510
Social Sciences	\$95,747	\$70,440	\$62,665	\$77,037
All Schools	\$105,041	\$80,209	\$79,391	\$90,765

Source: Fiscal Year 2004-05 Operating Budget. Excludes Deans and Senior Administration.