Diversity Improvement Model

**Continuous Improvement Cycle for Diversity**

1. **Assessment of current condition**
2. **Report current condition and note areas of success & areas for improvement**
3. **Recommend actions and determine course of action**
4. **Implement course of action**

**Areas for Continuous Improvement**
1. Structural Diversity (demographic)
2. Campus Climate
3. Student Interactions Across Cultures
4. Multicultural & Global Curriculum & Pedagogy
5. Retention & Success
Key Indicators of Progress

**Structural Diversity/Demographic**
- Student body demographics is representative of the region we serve
- Faculty, administration, and staff demographics are representative of the student body

**Campus Climate**
- Survey, focus groups, and personal reports indicate a campus climate that is welcoming, inclusive, and equitable.

**Student Interactions Across Cultures**
- NSSE, Noel Levitz, and campus survey results improve and exceed national averages for student engagement with diversity issues

**Multicultural & Global Curriculum & Pedagogy**
- Curriculum, programs, and events address issues of diversity, inclusion, and equity
- Faculty and staff are cross-culturally competent
- Curriculum, research, and scholarship represent the national and global diversity issues

**Retention & Success**
- Retention and graduation rates are indistinguishable across demographic groups
- Student participation in study abroad, student leadership, internships, and research is representative of the student body demographics
- Faculty and staff leadership, promotion, and tenure are tied to equitable policies, practices and procedures.