

Wells College Diversity Assessment Plan 3.0

The draft of the assessment plan is based on the five campus diversity goals and is organized into three main sections: staff, faculty, and students. The following abbreviations are used in the draft to represent Wells offices: Human Resources (HR), Dean of the College (DOC), Associate Dean of the College (ADOC), Faculty Diversity Committee (FDC), Off-Campus Study (OCS), Office of Institutional Diversity (OID).

Staff

(1) Campus Climate

- Campus climate survey (HR, OID, Staff Diversity)
- Exit questionnaire (HR)
- Bias incidents annual report (HR, DOS, OID)

(2) Recruitment and Retention

- Percentage of staff (exempt/non-exempt) related to federal categories (HR)
- Job advertisement locations, including local organizations (HR)
- Applicant pool –web based (HR)
- Turnover rate –overall and within federal categories (HR)

(3) Administration and Governance

- Campus climate survey (HR, OID)
- Committee structure and staff representation (Office of the President)

(4) Scholarship, Research, and Professional Development

1. Campus climate survey –survey of activities (HR, OID)

Faculty

(1) Campus Climate

- Campus climate inventory for faculty (DOC, ADOC, FDC,OID)*
- Bias incidents reporting (DOC,FDC,OID)
- Number of campus talks and workshops related to campus climate (DOC,FDC,OID)
- Exit questionnaire/interview of full-time faculty who have left voluntarily (DOC)

(2) Recruitment and Retention

- Overall percentage of faculty from federally protected categories (DOC,FDC,OID)
- Percentage of faculty from federally protected categories by rank (DOC,FDC,OID)
- Comparison of overall percentage to peer and aspirant institutions (DOC,FDC,OCS*,OID)
- Web-based applicant pool survey (DOC, Human Resources)
- Position advertisement/recruitment sources (DOC, Human Resources)
- Retention rates (DOC)

(3) Administration and Governance

- Campus climate survey for faculty (DOC,FDC,OID)
- Inventory of key faculty committee members (DOC,FDC,OID)

(4) Curriculum and Pedagogy

- Inventory of diversity courses in course schedules (ADOC)
- Assessment of general education requirements as related to diversity
- Percentage of students in academic programs (DOC)
- Number of workshops at Wells College (ADOC,FDC,OID)
- Percentage of faculty who have attended these workshops (ADOC, FDC, OID)
- Campus climate survey

(5) Scholarship

- Inventory of faculty research in PAR (DOC, FDC)

Students

(1) Campus Climate

- Campus climate survey for students (DOS,OID)
- Bias protocol incidents (DOS)
- Inventory of intercultural student groups (DOS)
- Inventory of intercultural events (DOS)
- NSSE and CIRP data (DOS,ADOC)
- Middle States (DOS,ADOC)
- Focus groups (DOS,OID)

(2) Recruitment and Retention

- Overall percentage of student body by federally protected categories (DOS, DOC)
- Overall retention rates (DOS, DOC)
- Graduation rates (DOS, DOC)

- Comparison to peer and aspirant institutions (DOS, DOC)
- Applicant pool of students (Admissions, DOS)
- Dean's List (DOS, DOC)

(3) Administration and Governance

- Campus climate survey (DOS, OID)
- Middle States (DOS, ADOC)

*Many of the items listed above under Students, will be incorporated into the *Enrollment Management Plan* by the Admissions and Financial Aid Committee and the Enrollment Management Team.