

**WESTERN CONNECTICUT STATE UNIVERSITY  
STRATEGIC PLAN OVERVIEW FORM**

**To: Implementation Team Chairs**

**Please complete this OVERVIEW form for your implementation team, and support each initiative identified in the overview form with a unique REPORTING form. Please email all documents to Beth Amyot, Ellen Durnin and Betsy McDonough by December 14, 2007.**

**Name of Strategic Plan Implementation Team**    Diversity Plan Committee

**Team Chair**        Dr. Bryan D. Samuel

**Members of Implementation Team**

Dr. Bryan D. Samuel, Dr. Walter Bernstein, Dr. Koryoe Anim-Wright, Dr. Deborah Lajoie, Dr. Yuan Mei-Ratliff, Dr. Cindy Chuang, Mr. Larry Hall, Mr. Daryle Dennis, Mr. Ismael Diaz, Ms. Tegan Goldson (student).

**List 3 to 5 initiatives identified for priority implementation. For each initiative, please furnish the relevant Strategic Plan Goal(s) by number and description. Cite reference number and description:**

The following strategic diversity goals have been identified for priority implementation:

- 3.1 Expand and enhance the diversity of our student body.
- 3.2 Recruit and support a diverse faculty, staff and administration
- 3.4 Build on the diverse student body, faculty, staff , administration and community by developing and encouraging programs, events initiatives and opportunities that promote and reflect diversity.
- 5.3 Strengthen and expand academic support practices so that are students are more likely to realize their potential and better to take advantage of the opportunities our university provide.

**Please note any issues/problems/concerns that your team believes the President’s Advisory and Coordinating Committee for Strategic Plan Implementation needs to address.**

To Be Determined: Actual initiatives to achieve priority strategic diversity goals have not been identified at this time. Thus, more information along this line of inquiry will likely be available at a later date.

Our process to this point has been as follows:

**May, 2007**-Committee establishes standing meeting time; committee solidifies membership; committee establishes guidelines to realizing diversity plan; committee identifies priority diversity goals.

**September, 2007**-Committee researches current WCSU initiatives that address diversity goals; committee identifies desired results of diversity plan which were used to create a draft diversity vision statement;

**October 2007**-Committee members individually attempt redraft of diversity vision statement; each committee member is assigned a Board of Trustees peer institution that s/he would contact to inquire about their initiatives to address priority diversity goal 3.1 "Expand and enhance the diversity of our student body.

**November 2007**-Committee members report on findings from peer institutions; committee plans standing meeting time for Spring 2008; Committee continues review of draft diversity vision statement; Homework is assigned for January 18 meeting-review, holistically, findings from peer institutions to match with potential strategic goals under goal 3.

**WESTERN CONNECTICUT STATE UNIVERSITY**  
**Strategic Planning Implementation Team – Diversity**

Dr. Koryoe Anim-Wright, Vice President, Institutional Advancement

Dr. Walter Bernstein, Vice President, Student Affairs

Dr. Cindy Chuang,

Mr. Daryle Dennis, Assistant Dean, Student Affairs

Mr. Ismael Diaz, Director, Educational Access and Achievement Program (EAP)

Ms. Tegan Goldson (student)

Mr. Larry Hall, Director of Admissions

Dr. Debra Lajoie, Assistant Professor, Nursing

Dr. Yuan Mei-Ratliff, Associate Professor, Chemistry

Dr. Bryan Samuel, Director of Multicultural Affairs and Affirmative Action

**On-going collaboration with the following groups:**

None currently. However, the diversity plan committee did consult the academic deans and various constituents across campus on diversity initiatives that were currently employed by the university. At this point we are working on solidifying initiatives that may be viable for deployment in Fall 2008 and relevant desired outcomes.