

**UNIVERSITY OF LOUISVILLE DIVERSITY PLAN PROGRESS REPORT**  
**(non-Academic Units)**  
**(Due May 16, 2016)**

**Unit: EXECUTIVE VICE PRESIDENT AND UNIVERSITY PROVOST (EVPUP)**

Goals	Strategies/Tactics/ACTION TAKEN	Assessment/Measurement
<p><b>Increase Workforce Diversity</b>            (by race and gender)</p> <ul style="list-style-type: none"> <li>a. Faculty</li> <li>b. Staff</li> <li>c. Executive/ Administrative/ Managerial</li> <li>d. Promotion and Retention</li> </ul>	<p><u>EVPUP</u></p> <ul style="list-style-type: none"> <li>-Increase the number and percentage of African American or Hispanic administrators and professionals (unit-wide)</li> <li>-Provide funding for and participate in various leadership and professional development programs</li> <li>-Provide funding to units for hiring of underrepresented minorities and women</li> <li>-Ensure advertisement of positions appear in diverse publications/ on diverse-oriented websites</li> </ul> <p><u>Women's Center</u></p> <ul style="list-style-type: none"> <li>-The Women's Center has a diverse staff that is composed predominantly of women of color.</li> <li>-To address retention, professional and personal development opportunities are sponsored annually for employees and attendance to these professional development programs is included in annual evaluations.</li> </ul>	<p><u>EVPUP</u></p> <ul style="list-style-type: none"> <li>-Although the number did not change, the percentage of African American administrators increased from 11% to 18%</li> <li>-There were "0" new hires in the administrator category</li> <li>-The number of African American professionals increased from 33 to 38 and the percentage increased from 17% to 20%</li> <li>-The number and percentage of Hispanic professionals remained the same at 2 for 1%</li> <li>-Of 12 new hires in the professional category, one was African American and one was Hispanic; improvement needed</li> <li>-The number and percentage of males/females in the administrator and professional categories did not vary by much, with the exception of new hires in which 9 of 12 new hires were female (75%)</li> </ul> <p><u>Women's Center</u></p> <ul style="list-style-type: none"> <li>-Success is measured through the diversity and longevity of office personnel.</li> <li>-The Center has been highly successful in increasing and maintaining a diverse workforce. The staff is predominantly women of color and the majority of office staff are long-term employees. Vacancies in the Center historically occur due to retirement or promotions.</li> <li>-Filled a multi-faceted staff position with a Hispanic graduate student as the Student Events Coordinator</li> </ul>

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	<p><u>International Center</u>            -When hiring staff ensure the diversity of the applicant pool.            -IA hired a Latina for a PNA position and a graduate assistantship and 2 Asians for graduate assistantships            -Student employees are very diverse</p> <p><u>McConnell Center</u>            • Adhere to university human resources policies</p> <p><u>Cultural Center</u>            -Hire a new Program Coordinator for Hispanic/Latino Initiatives.            -Hire a New Program Coordinator for Multicultural Organizations and Programming.</p> <p><u>LGBT Center</u>            -Recruit diverse leadership for key staff, GA and work study positions            -Recruit diverse group of student leaders to participate in year-long LGBT Center Ambassador program.            -Create a new, fully staffed, HSC satellite office on the Health Sciences Center campus to do outreach and programming to prospective students, admissions offices and current students.            -Begin to provide meaningful programming to faculty and staff on the HSC campus, to support the retention of LGBT members and allies</p> <p><u>UGA</u>            -Undergraduate Affairs seeks to create a diverse workforce and adheres to</p>	<p><u>International Center</u>            -This is the 2<sup>nd</sup> year for Asian grad students, and the PNA Latina has passed her provisional evaluation with a Very Good rating. Latina graduate student will continue employment for 2 more semesters</p> <p><u>McConnell Center</u>            No new hires or promotions in AY2015-16</p> <p><u>Cultural Center</u>            +2 in recruitment and diversity</p> <p><u>LGBT Center</u>            -Hired staff members, Graduate Assistant and Work Study Student who represent diverse racial and gender identities.            -Improved outreach efforts for the LGBT Center Ambassador Program, resulting in the recruitment of our most diverse class to date. Of the nine student leaders selected for the program, more than half represented diverse racial identities.            - Successfully founded, staffed and began programming from an LGBT Center on the HSC with a full-time Director, Program Coordinator and part time research coordinator.            - Provided training to Admissions of both Dental and Medical Schools regarding admissions of LGBT students.</p> <p><u>UGA</u>            -UGA measures success in achieving workforce diversity by the variety of employees of different</p>

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	university human resources policies in order to achieve that goal	races, genders, and backgrounds. In addition to permanent staff and administrators, UGA employs a diverse group of work-study students and graduate assistants throughout REACH, First-Year Initiatives, and Undergraduate Advising Practice. Additionally, within REACH, the Ambassador program employs a diverse group of undergraduates, including Cardinal Covenant and military veteran students, to serve as peer mentors to other students. -REACH hired one minority staff member and promoted one minority staff member during 2015-16. Two of three staff hired were females.
<b>Improve Campus Climate</b> a. Integration - How your initiatives unite the campus community b. Workplace Environment - How your initiatives create an environment in your unit that is welcoming to all people and in which inclusion and social justice are valued	<u>EVPUP</u> -Participate in CODRE and COSW -Fund various campus-wide social opportunities (e.g., ice cream socials, Movies after Dark) -Participate in state and national organizations and on committees specifically related to diversity issues -Participate in emergency response task force, as needed  <u>Women's Center</u> -The Center unites the campus community through the wide range of student groups and the diversity of the members and our inclusive programs. The Center also has extensive partnerships and collaborations with university departments and community organizations. Programs include: monthly "Campus Talks," "Women's Equality Day," "Suffrage March," and many others as evidenced by our website. <a href="http://louisville.edu/womenscenter">http://louisville.edu/womenscenter</a> -We achieve inclusiveness in our	<u>EVPUP</u> -With the President, supported the naming of Charles Parish Park With the President, led the Diversity Steering Committee -With the President, led efforts to remove the Confederate Memorial Statue -Hundreds of staff/faculty/students participated in ice creams socials and cook-outs -Participated on the CPE's CEO committee and weighed in the CPE's Diversity Policy and Rubric  <u>Women's Center</u> -The Center has been extremely effective in uniting the campus community and creating a welcoming environment in our unit. -Our monthly Campus Talk program, which is open to students, employees and community members, specifically addresses diversity and climate issues and is facilitated by community and university experts. -Success in this area is measured by the campus and community collaborations. The Center tracks the number of members of the student groups and attendance at the Center's programs and administers written evaluations of each program. -Participation included thirty students over the two

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	<p>groups and our programs by establishing and expressing repeatedly our expectation that our groups and programs will be diverse and we celebrate this diversity.</p> <p>-To address social justice issues, the Center produces an annual Human Trafficking Awareness Conference that is open to the public and the Women’s Center began a collaborating with Student Involvement to host a volunteer site for students at a home for victims of Human Trafficking in Louisville.</p> <p>-Social Justice issues are additionally also addressed through programming of the American Association of University Women Student Group.</p> <p><u>International Center</u>  A. Integration  - Cooperate with the contractual agreement with ShoreLight; provide support as needed  Participate in various activities sponsored by the center or other EVPUP units, including but not limited to: study abroad fairs, the CardsExpo, GEN101 classroom visits, Let’s Talk Lunches at Cultural Center, Welcome Week, Pancakes and Pajamas, Take Back the Night, and Get Healthy Now  -Send informational packets on study abroad to academic advisors across campus  -Attend conferences and workshops regarding the regulations and needs affecting international students  -Attend conferences for best practices</p>	<p>events and will be expanded in 2016-2017.</p> <p><u>International Center</u>  Success is assessed through:</p> <p>Attendance at events  Evaluations provided  Increased number of students requesting information on events  Increased number of students inquiring about study abroad</p>

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	<p>for increasing diversity in study abroad</p> <ul style="list-style-type: none"> <li>-Develop greater efficiencies through work with Financial Aid, Academic Advising, Transfer Articulation, and Health Services for the student study abroad process</li> <li>-Create a policy to ensure students pay only for the actual costs of study abroad</li> <li>-Offer entertaining activities for international students (e.g., -Identify needs of international students and contribute where possible (e.g., international student coat drive) attend Women 4 Women and Leadership Louisville events</li> <li>-Enhance programming for non-immigrant population</li> </ul> <p>Workplace environment: Team building activities for study abroad staff, including luncheons, year-end celebrations, etc.</p> <p>Coordinated with LGBT Center for trip to Argentina</p> <ul style="list-style-type: none"> <li>-On campus events included: two study abroad fairs, Welcome Week, dorm move in day, CardsExpo lunch table and Break-out sessions, Pajamas and Pancakes, GEN101 classes, Get Healthy Now, Gilman Scholarship workshops, RSO Fair, visited language classrooms</li> <li>-Held New Student Orientations</li> <li>-Participated in: the travel trade show hosted by the controller's office, admitted student's day, RA Resource fair, RSO fair, hosted tables at the SAC and VilleGrill, advisor facilitated</li> </ul>	

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	<p>campus talk roundtable (Hosted by the Women's Center)</p> <ul style="list-style-type: none"> <li>-Participate in Campus Preview Day</li> <li>-Hired two peer-ambassadors to grant greater access to students and giving a student-to-student view of study abroad.</li> <li>-Sent one study abroad advisor to Spain to learn about pre-med Atlantis Project programs and processes for our students.</li> <li>-Sent one advisor to Costa Rica on SOLEducation program to learn about location and offerings available to our students</li> <li>-Attended a workshop on Gilman, Boren and Fulbright scholarships, a conference on Education Abroad presenting on LGBT and study abroad (and attended professional development webinars focusing on diversity: Gilman documentation and overview, Grow Abroad: STEM fields, Strategies for Advisors supporting high-financial need, first-generation students,</li> <li>- The Office of Study Abroad continues to work with offices on campus to streamline the process for study abroad.</li> <li>-The International Center staff are members of NAFSA: The Association of International Educators.</li> <li>-Presented at the NAFSA National meeting on Diversity Outreach.</li> <li>-The Office of Study Abroad and International Travel is updating their website to provide more information to students in a more user-friendly</li> </ul>	

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	<p>manner.</p> <p>-Currently updating the ISSS website to provide as much arrival information and assistance to new arriving international students to assist with their adjustment to our state, city and University.</p> <p>-We will continue to assess and identify ways to serve our non-immigrant population.</p> <p>B. Workplace activities</p> <ul style="list-style-type: none"> <li>• Coordinate and collaborate with diversity units to plan activities for students and scholars representing 100 different countries</li> <li>• Meeting with and encouraging domestic students to participate in study abroad to over 75 different countries.</li> <li>• Inter-office activities: welcome picnic</li> <li>• Christmas luncheon</li> <li>• Angel tree sponsorship</li> </ul> <p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• Continue to monitor programming to ensure speakers and presents represent a range of intellectual and cultural diversity for the university and wider civic community audiences</li> <li>• Continue to offer public monthly lectures in the fall and spring; topics reflect intellectual and cultural diversity, civic education and engagement</li> <li>• Continue to offer lecture/speaker</li> </ul>	<p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• 24 UofL faculty and “local leaders” from the Louisville community spoke at public and private McConnell Center programs in AY2015-16; 19 speakers were from external institutions.</li> <li>• Scholar programmatic themes included leadership, statesmanship, American government, Dante’s “Inferno,” “imagining the afterlife,” readings and works by Kentucky’s famed author Wendell Berry, mindfulness and meditation workshops, founding visions that shaped America, Plato’s “Republic,” works by C.S. Lewis, and science fiction and dystopian</li> </ul>

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	<p>series with national (and international) political leaders on global issues</p> <ul style="list-style-type: none"> <li>• Continue to provide sign language interpreters for major programming; continue to provide accessibility resources as appropriate</li> <li>• Continue to offer the Chris Mattingly Award for Outstanding Service to the Commonwealth, a recognition for individuals who work toward improving the learning and growth of students in Kentucky and/or UofL</li> <li>• Continue to require McConnell Scholars to complete one internship of choice over the course of four years and at least 70 hours of community service annually</li> </ul> <p><u>Cultural Center</u> -Plan Cultural Competency Workshops for the 2015-16 academic years</p> <p><u>Delphi Center</u> Delphi Center supports faculty in making their online courses accessible.</p>	<p>literature.</p> <ul style="list-style-type: none"> <li>• The 2015-16 “Citizens &amp; Statesmen” public lecture series included 9 events with 72 percent event attendance per venue. Fall topics included a Constitution Day debate on the competing visions of James Madison and John Adams; America at the end of the Civil War; America at the end of the War of 1812; and America at the end of the Vietnam War. Spring 2016 talks considered George Washington and Abraham Lincoln as statesmen; leadership lessons from the 1798-1799 Kentucky Resolutions; and challenges to Franklin Delano Roosevelt’s statesmanship during WWII. These talks were free and open to the public. Videos of these talks are available online at McConnellCenter.org.</li> <li>• The McConnell Center also financially supported events with the UofL History Department, Center for Asian Democracy and UofL Political Science Department in AY2015-16.</li> <li>• U.S. Sen. Tim Scott (R-S.C.) spoke to a UofL audience on leadership, overcoming adversity and the power of education.</li> <li>• GlyptusAnn Grider Jones, public relations coordinator for the McConnell Center, received the 2015 Chris Mattingly Award for Outstanding Service to the Commonwealth</li> </ul> <p><u>Cultural Center</u> -Six (6) workshops were held with a total of 200 people participating in our Cultural Competency Workshops over the year. -Heritage Month Celebrations had over 125 people attending and celebrating Hispanic, Black and Women’s History Months.</p>



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	<p><u>LGBT Center</u> Continue working with housing and residence on the Rustin Community, LGBT/ALLY themed housing opportunity.</p> <p>Continue to implement the LGBT Center Ambassador program to provide leadership development opportunities</p> <p>Provide valuable programming to students on the Health Sciences Center to boost success, retention and graduation of LGBT students</p> <p>Host first-ever campus preview day for</p>	<p><u>LGBT Center</u> -Successfully completed the Rustin Community's 4th year of programming. The floor continues to be a popular housing option for LGBT students, and is a particularly unique resource for students who identify as Transgender. During the 2015-2016 academic year, the floor provided a safe and inclusive campus housing opportunity for 21 students. Monthly programs focused on social justice, building an inclusive campus, and volunteerism. The floor is now filled with a waiting list for the 2016-17 academic year.</p> <p>Hired staff members, Graduate Assistant and Work Study Student who represent diverse racial and gender identities.</p> <p>Improved outreach efforts for the LGBT Center Ambassador Program, resulting in the recruitment of our most diverse class to date. Of the nine student leaders selected for the program, more than half represented diverse racial identities.</p> <p>- Successfully founded, staffed and began programming from an LGBT Center on the HSC with a full-time Director, Program Coordinator and part time research coordinator.</p> <p>- Provided training to Admissions of both Dental and Medical Schools regarding admissions of LGBT students.</p> <p>- Provided presentation to prospective minority students at the Minority Pre-Medical, Pre-Dental Symposium about the University's commitment to LGBT inclusivity.</p> <p>-Hosted Cardinal OUTLook Day, the first in the</p>

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	<p>LGBTQ students</p> <p>Facilitate coming out support groups</p> <p>Host Pride Week</p> <p><u>UGA</u> UGA helps unite the campus community through the following initiatives:</p> <p><u>REACH</u></p> <ul style="list-style-type: none"> <li>• Hosts annual REACH/UGA International Thanksgiving meal in Strickler Hall</li> <li>• The REACH Ambassador Peer Mentoring Program holds events throughout the year to support its mission of 1) helping students connect and transition to university life and 2) developing leadership skills and taking on leadership opportunities. Additionally, these events serve to foster critical thinking and promote teamwork during the conception, planning and culmination of the events.</li> </ul> <p><u>First-Year Initiatives</u></p> <ul style="list-style-type: none"> <li>• Organizes Welcome Week</li> <li>• Organizes WinterFest</li> <li>• Coordinates Book-in-Common</li> </ul>	<p>country of its kind, an admissions event for LGBT students that drew over 100 guests from the region. April 2016</p> <p>Pride Keynote event featured <i>Black Lives Matter</i> founder Patrisse Cullors, September 2015</p> <p>U of L was named the most LGBT welcoming public university in the South by Campus Pride.</p> <p><u>UGA</u></p> <p><u>REACH</u></p> <ul style="list-style-type: none"> <li>• REACH invited approximately 500 staff, administrators, and student workers from across the university for a Thanksgiving meal that included a dessert competition and international side dish competition. Approximately 130 people attended the event on Wednesday, November 18, 2015.</li> <li>• The Ambassador Program held a total of 13 leadership, service and social events for students during the 2015-2016 academic year.</li> <li>• REACH hands out snacks to students in the Strickler Lobby to welcome students back each semester</li> </ul> <p><u>First-Year Initiatives</u></p> <ul style="list-style-type: none"> <li>• Welcome Week is an exciting five days of events and activities that annually help first-year, transfer, and returning students get the fall semester started off right. With over 50 events, Welcome Week helps hundreds of</li> </ul>

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	<p data-bbox="779 1079 1178 1112"><u>Undergraduate Advising Practice</u></p> <ul data-bbox="827 1117 1245 1377" style="list-style-type: none"> <li data-bbox="827 1117 1245 1279">• Organizes outreach and professional development events for professional academic advisors across the university</li> <li data-bbox="827 1284 1245 1377">• Organizes Provost's Awards for Exemplary Advising to recognize outstanding advisors</li> </ul>	<p data-bbox="1367 191 1850 250">students meet each other and make UofL their new home.</p> <p data-bbox="1367 254 1906 313"><a href="http://louisville.edu/firstyear/events/welcome-week">http://louisville.edu/firstyear/events/welcome-week</a></p> <ul data-bbox="1318 326 1906 1011" style="list-style-type: none"> <li data-bbox="1318 326 1906 516">• WinterFest, like Welcome Week, annually offers students an opportunity to get connected on campus as they arrive or return for the spring semester. <a href="http://louisville.edu/firstyear/events/winterfest">http://louisville.edu/firstyear/events/winterfest</a></li> <li data-bbox="1318 521 1906 1011">• Book-in-Common (BinC) is an opportunity for all new students to come to campus with at least one shared experience: that of reading the same book. A community-wide reading for UofL's entire campus, BinC brings together students, faculty, and staff who read and explore a common text, which is incorporated into courses across disciplines. To enhance classroom learning, BinC partners with campus and local community members to host a year-long <a href="#">event series</a> aimed at highlighting the themes and issues raised throughout the text. <a href="http://louisville.edu/firstyear/book-in-common">http://louisville.edu/firstyear/book-in-common</a></li> </ul> <p data-bbox="1272 1079 1671 1112"><u>Undergraduate Advising Practice</u></p> <ul data-bbox="1318 1117 1906 1474" style="list-style-type: none"> <li data-bbox="1318 1117 1906 1409">• Fall and Spring in-service <ul data-bbox="1415 1149 1906 1409" style="list-style-type: none"> <li data-bbox="1415 1149 1906 1409">○ These sessions are mandatory for all advisors, and UAP invited UGA staff and student affairs staff members to join the advising community for both events. Attendance was 85 in Fall 2015 and 125 in Fall 2016 (owing to increased UGA and Student Affairs attendance).</li> </ul> </li> <li data-bbox="1318 1414 1906 1474">• Food For Thought on Advising Students with Disabilities (these events average 20-25</li> </ul>

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	<p><u>UGA Workplace Environment</u> UGA maintains a five-member Social and Diversity Committee that meets a few times each semester and plans events for the unit.</p>	<p>attendees)</p> <ul style="list-style-type: none"> <li>• Thriving in Your Advising Career: Wellness Workshop (16 attendees)</li> <li>• Mental Health First Aid Training (36 attendees)</li> <li>• Cross-campus partnerships <ul style="list-style-type: none"> <li>○ Dean of Students</li> <li>○ Get Healthy Now</li> <li>○ PEACC &amp; BRICC</li> </ul> </li> <li>• Inclusive statement added to event invitation regarding accessibilities and lactation space.</li> <li>• NACADA webinars for specific student populations <ul style="list-style-type: none"> <li>○ <i>advising first generation students</i></li> <li>○ <i>intersectionality</i></li> </ul> </li> <li>• Title IX Training</li> </ul> <p><u>UGA Workplace Environment</u> UGA Social &amp; Diversity Committee organized second-annual chili and soup cook-off in October 2015. There was no spring event planned due to scheduling conflicts. The Social &amp; Diversity Committee is also responsible for the annual staff appreciation holiday party, held each December. The committee also plans an event for later in the summer (after orientation) to welcome returning staff and new graduate assistants. Beyond events, the committee organizes some acknowledgement of employee birthdays.</p>
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<p><b>Promote Internationalization/International Initiatives</b></p> <ol style="list-style-type: none"> <li>a. Provide opportunities for students to study abroad</li> <li>b. Encourage and enable faculty teaching and research abroad</li> <li>c. Provide opportunities and resources</li> </ol>	<p><u>EVPUP</u></p> <ul style="list-style-type: none"> <li>-Develop a global initiatives plan</li> <li>-Continue to provide opportunities for faculty and staff to participate in teaching and research abroad</li> <li>-Continue to offer opportunities for students to study abroad</li> </ul>	<p><u>EVPUP</u></p> <ul style="list-style-type: none"> <li>- Developed a strategic plan for globalization (on hold)</li> <li>-Participated on review committee that responded to a Response for Proposals for recruitment of international students; preferred provider identified; negotiations underway</li> </ul>

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<p>for professional development for staff and faculty</p> <p>d. Develop a strong program for international students</p> <p>e. Attract outstanding international faculty for teaching and research</p>	<p>-Identify a partner in recruitment of international students</p> <p><u>Women's Center</u></p> <p>-The Center organizes an annual study abroad opportunity for students and provided over \$10,000 in sponsorship funds to diverse first generation college students in the TRIO program.</p> <p>-Members of the Women's Centers diverse staff participated in the global trip and we support faculty teaching and research abroad by opening our global trips to faculty at the University.</p> <p>-This year the Women's Center hired a Hispanic student from Columbia who was responsible for student programming including the "Campus Talks" program and monthly "Post Doc" Networking gatherings on the Health Science Campus.</p> <p><u>International Center</u></p> <p>-Continue to work with LGBT and Women's Center to offer opportunities for study abroad</p> <p>-Coordinate with Ali Scholars for international trips</p> <p>-Offer OPT (Optional Practical Training) Workshops</p> <p>-Adhere to updates within SEVIS system to maintain compliance</p> <p>Keep faculty/ staff apprised of changes within immigration requirements through workshops and meetings</p> <p>-Meet with faculty/ staff on international travel procedures</p> <p>-Visit local high schools to promote</p>	<p><u>Women's Center</u></p> <p>-The Center has been successful in organizing and filling global trips annually for the last four years since we started the program. These global trips are the first of their kind and educate students about different cultures, women's issues and women's roles in society.</p> <p>-The Center is now collaborating with faculty members on research projects related to the global trips.</p> <p>-Based on attendance and written evaluations these programs were extremely successful. Seven Post Doc programs were held for predominantly international students with an attendance of over 200 for the academic year.</p> <p><u>International Center</u></p> <p>-Helped students apply for and receive over \$25,000 in scholarships</p> <p>-Staff are available 24/7 as needed for student concerns while abroad</p> <p>-Able to contact and hear back from students after a global disaster within hours</p> <p>- Increased our presence on campus by visiting more classrooms, hosting info tables, and having our third-party providers come to campus doing one-on-one advising with students and hosting pizza sessions for students</p> <p>-Send informational packets to language instructors and department heads</p>

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	<p>study abroad and UofL</p> <ul style="list-style-type: none"> <li>-Classroom visits to promote study abroad</li> <li>-Transfer student orientations to promote study abroad</li> <li>-Attend Accolades sessions to promote UofL and study abroad</li> <li>-Host sessions for students to learn about JET, PeaceCorp, and other opportunities to study abroad</li> <li>-Work with A&amp;S World scholar applicants, Gilman applicants</li> <li>-Advise Fulbright applicants, serve on Fulbright committee</li> <li>-Attend webinars focusing on how to increase diversity in study abroad</li> <li>-Coordinated with Dept's to attract outstanding int'l faculty</li> <li>-Advised incoming Fulbright faculty</li> <li>-Advised departments on proper procedure to attract outstanding international faculty</li> </ul> <p>Attended a webinar on Internationalization in Action</p> <p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• Continue to operate under the current mission of the McConnell Scholars Program: provide educational and training opportunities for UofL undergraduate students in the areas of civic education, leadership, scholarship, service, diversity of thought, democracy and global understanding</li> <li>• Continue to offer the McConnell Scholars Program with an emphasis on providing travel and</li> </ul>	<p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• Success is evaluated according to implementation of established goals for travel, as well as end-of-year evaluations, where appropriate.</li> <li>• UofL political science faculty Shiping Hua, PhD, led a Spring 2015 course on Chinese culture and politics in preparation for an extended Summer 2015 study abroad to the People's Republic of China with 8 McConnell Scholars.</li> <li>• McConnell Center Director Gary Gregg, PhD, led a group of 15 McConnell Scholars to Mecosta, Mich., to explore themes of the afterlife in C.S. Lewis' novels.</li> <li>• Financial support is regularly offered to</li> </ul>

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	<p>learning abroad experiences to students; provide students with language and cultural preparation</p> <ul style="list-style-type: none"> <li>Continue to monitor programming to ensure speakers and presenters represent a wide range of intellectual and cultural diversity to the university and Louisville communities</li> </ul> <p><u>Cultural Center</u> -Send staff to national conferences</p> <p><u>Delphi Center</u> -Delphi Center makes training available for international faculty (Such as requests to participate are typically in Delphi sponsored/scheduled event. Arrangements are made for these individuals to access the program via our Collaborate function within the Blackboard Learning Management system.) -Delphi Center manage the U of L online instructor learning management system (BlackBoard). This system is used for students who participate in international study abroad.</p>	<p>McConnell Scholars who seek independent international and domestic travel (e.g., Washington, D.C., Boston, Spain). New funding from a Humana Foundation grant allows independent research and travel opportunities for McConnell Scholars interested in public policy and public health.</p> <ul style="list-style-type: none"> <li>U.S. Sen. Tim Scott (R-S.C.) spoke to a UofL public audience (size 350), a private McConnell Scholar session (size 40) and a group of 5 middle and high school students (size 150) on the importance of public service, the role of education and role models in shaping outcomes and overcoming adversity. Scott was a distinguished guest of the McConnell Center. Full video of his Nov. 16, 2015, talk is available at <a href="http://McConnellCenter.org">McConnellCenter.org</a>.</li> </ul> <p><u>Cultural Center</u> -Staff attended 3 national conferences. Each staff member brought back best practices and presented their experience and findings at a staff meeting</p> <p><u>Delphi Center</u> - (Measure). One request for such training related to a project with Pakistani faculty was received in this year.</p>

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	<p><u>UGA</u></p> <p>-Through spring of 2015, UGA annually hosted Taste of Diversity, a walk-through event open to the entire campus community that paired international food with informational booths about different cultures, cultural organizations on campus, and opportunities to get involved internationally through local groups and campus study abroad. In light of reconsiderations due to cost-effectiveness, the event was not held in 2016.</p> <p>-UGA also houses the National Student Exchange (NSE) program. While this program does not send students abroad, it does allow U of L students the opportunity to study at participating institutions in the U.S., U.S. territories, and Canada. The program also draws a variety of students to U of L's campus from elsewhere.</p> <p>-Offices throughout UGA send staff to conferences and encourage pursuit of professional development opportunities on campus and elsewhere.</p> <p>-The Brown Fellows scholarship program operates within UGA. It features a group international travel experience, and many students also pursue opportunities abroad as part of individual enrichment activities funded by the program.</p>	<p><u>UGA</u></p> <p><u>Undergraduate Advising Practice</u></p> <p>UAP organized and hosted the following professional development opportunities:</p> <ul style="list-style-type: none"> <li>• Food for Thought for Advising International Students (20-25 attendees)</li> <li>• Assistant Director Meeting with International Student Services</li> <li>• New Advisor Orientation</li> <li>• Basic Advising Resources</li> <li>• Master Advisor Certification</li> <li>• Monthly Food For Thoughts</li> <li>• Food For Thought on Professional Organization Involvement (20-25 attendees)</li> <li>• NACADA Region 3 Proposal Planning Session</li> <li>• Advisor Research Group (7 participants)</li> <li>• UAP &amp; ADAC Critical Thinking Professional Development Learning Communities</li> <li>• Campus Advising Assessment <u>Plan</u></li> </ul> <p><u>NACADA webinar on advising research</u></p> <p><u>Brown Fellows</u></p> <p>_20 students from University of Louisville and Centre College traveled to Strasbourg, France, for two weeks for an international immersion experience designed</p>



Goals	Strategies/Tactics/ACTION TAKEN	Assessment/Measurement
		to accustom them to living and traveling abroad.
<p><b>Promote and Advance Environmental Sustainability</b></p> <p>a. Promote recycling, energy conservation programs and other environmentally responsible practices</p>	<p><u>EVPUP</u></p> <ul style="list-style-type: none"> <li>-Support the Sustainability office/ staff as needed</li> <li>-Staff urged to recycle aluminum and paper products (bins provided)</li> <li>-Staff urged to double-side copies</li> <li>-Staff urged to use backside of unneeded paper, when appropriate</li> <li>-Staff urged to use Sharepoint rather than hard copies</li> </ul> <p><u>Women’s Center</u></p> <ul style="list-style-type: none"> <li>-The Director of the Center is a member of the University’s sustainability committee. Within the office employees recycle, use energy efficient lighting with motion detectors and limit use of disposable products.</li> <li>-The Director of the Women’s Center is working with the AFO Sustainability Committee to offer Family Housing on campus for students in order to reduce emissions associated with travel as well as address student retention issues.</li> </ul> <p><u>International Center</u></p> <ul style="list-style-type: none"> <li>-Order recyclable or compostable products for events</li> <li>-Track air flights for carbon-off setting measures</li> <li>-Work with Office of Sustainability to report mileage yearly</li> </ul> <p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• Adhere to university policies</li> </ul>	<p><u>EVPUP</u></p> <ul style="list-style-type: none"> <li>-The Sustainability office and staff make great strides in university-wide sustainability efforts as evidenced on their website at: <a href="http://louisville.edu/sustainability/">http://louisville.edu/sustainability/</a></li> <li>-Routine use of recycle receptacles (daily)</li> <li>-Sharepoint used for Senior Staff, Deans’, SPIGS meetings (approx. 50 meetings per year)</li> </ul> <p><u>Women’s Center</u></p> <ul style="list-style-type: none"> <li>-Based on the amount of recyclable waste we produce, we have cut down on our carbon footprint. Motion sensitive lights have been installed in the Center and access codes installed on the copy machine to reduce printing.</li> <li>-Currently the Housing Office as agreed to do a needs assessment for family housing on campus and the Women’s Center is working with Institutional Effectiveness to conduct a survey of students on their needs.</li> </ul> <p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• Recycling bins and information are posted in</li> </ul>

Goals	Strategies/Tactics/ACTION TAKEN	Assessment/Measurement
	<p><u>Cultural Center</u>            -Host a seminar on the Garden Commons            -Cultural Center staff serve on university-wide Sustainability Committees            -Garden Commons held 3 works days to attend and work the garden this spring.</p> <p><u>UGA</u>            -Throughout UGA, recycling bins are available and conservation of paper is encouraged through the use of Sharepoint and the scan-to-email function on office copiers.            -In the REACH Welcome Center, a major hub for students and staff and location of free coffee, disposable cups have not been offered for years and the use of reusable cups continues to be encouraged.</p>	<p>Center offices and open spaces</p> <p><u>Cultural Center</u>            -Hosted a seminar with 20 people in attendance            -12 people worked on the Garden this spring. (they worked two hour shifts to get the Garden together)</p> <p><u>LGBT Center</u>            Recycling bins and environmental information are posted in the LGBT Center</p> <p><u>UGA</u>            -UAP and Undergraduate Council make extensive use of Sharepoint to distribute meeting minutes and other documents. UAP and UGA also make documents available through Blackboard. Employees frequently use scan-to-email function.            -People keep drinking the coffee, and the Welcome Center remains an important locus of student and staff interaction (to the point that the coffee maker probably qualifies as something that helps unite the campus community).            -Began exploration of OnBase for archival storage and documentation workflow processes that will eliminate the need for paper with respect to employment and personnel practices (recruitment, hiring, payroll, disciplinary, etc.). This process is continuing to summer 2016 in preparation for an official launch in fall 2016.</p>
<p><b>Promote and Advance Community Engagement</b></p> <p>a. Increase opportunities to facilitate the use of university resources to support existing partnerships and engage new partners to contribute to the</p>	<p><u>EVPUP</u>            -Serve as a member of the 55K Degrees Executive Committee (a city initiative)            -Serve on various civic and charitable boards, i.e., Speed Art Museum, Urban League</p>	<p><u>EVPUP</u>            -Progress made on city goal, which is to graduate 55,000 students by 2020            -Participation on Boards allows university to be an active part of the community</p>

Goals	Strategies/Tactics/ACTION TAKEN	Assessment/Measurement
<p>educational, social, and economic progress of the community, region, and state.</p> <p>b. Expand service learning opportunities and community internships</p>	<p>-Represent the university at many charitable events (e.g., events that benefit Actors Theatre, the American Heart Association, various Derby events for various charities, etc.)</p> <p>-Continue to partner with Simmons College to increase number of students who come to UofL and increase the number of graduates from Simmons</p> <p>-Provide funding for Community Engagement Awards</p> <p>-Provide funding for faculty engaged in the signature partnerships</p> <p><u>Women's Center</u> The Women's Center staff engage in numerous programs and organizations within the community in an attempt to engage new partners to the University. These include, Metro Louisville Human Trafficking Task Force, Human Trafficking Alliance, Greater Louisville Outstanding Women, Metro Office for Women, Kentucky Commission on Women, Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW), Muhammad Ali Daughters of Greatness, Leadership Louisville, Women 4 Women and many others</p> <p><u>International Center</u> -Work with City government to help international students find internships -Coordinate with Sister Cities to sponsor scholarship opportunities for domestic and international students -Work with employers in the community to find internships for</p>	<p>-Money raised for these charities benefits the particular organization, the community, and the university in many cases</p> <p>-23 students graduated from Simmons in Spring 2016 (there were 4 in 2012 and 9 in 2014)</p> <p><u>Women's Center</u> The Women's Center's community collaborations have been highly successful. Positive outcomes include the creation of and sponsorship for the statewide College Women's Leadership Conference, which received a \$10,000 grant from the W4W non-profit. Also, the annual Human Trafficking Awareness Conference which is in its fifth year and had an attendance of over 300 participants and the Kentucky Women's Book Festival with an attendance of over 300</p> <p><a href="http://louisville.edu/womenscenter/programs-events/community">http://louisville.edu/womenscenter/programs-events/community</a></p>

Goals	Strategies/Tactics/ACTION TAKEN	Assessment/Measurement
	<p>summer work travel program            -Coordinate attorneys in the community to offer workshop for international students wishing to obtain H1B visas or legal residency            -Community sponsorships for luncheons            -Visit local high schools to promote study abroad</p> <p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>• The McConnell Center staff engages in numerous programs and outreach efforts to sustain and engage new local, state and national partnerships. These include supporting our “local leader” series, inviting Louisville political and business leaders for private programming with McConnell Scholars; designing and funding educational, developmental and cultural opportunities for our four-day summer Young Leaders Academy; and communicating and building relationships with teachers and high school students in targeted school districts through professional development and educational enrichment programming.</li> <li>• Continue to value and encourage student participation, community service and internships with local, state and national organizations.</li> </ul>	<p><u>McConnell Center</u></p> <ul style="list-style-type: none"> <li>▪ Success is evaluated according to implementation of established goals and roles (per agreement with each partner), as well as end-of-year evaluations, where appropriate.</li> <li>▪ The Center’s 2015-16 McConnell Scholar programming reflects 50 seminars (most Socratic Method), 9 public lectures, 1 distinguished speaker (U.S. Sen. Tim Scott) and 6 conferences.</li> <li>▪ In AY2015-16, the McConnell Center continued partnerships and events with the Association of Centers for the Study of Congress, Liberty Fund Inc., Witnessing History LLC, the Edward M. Kennedy Institute for the U.S. Senate, Harvard University’s Institute of Politics, the U.S. Army War College Fellows Program, U.S. Army’s Strategic Broadening Seminar, the UofL Vietnam War Commemoration Committee, UofL History Department and UofL Political Science Department. New partners include the Humana Foundation and the U.S. Army War College’s Eisenhower Series Program.</li> <li>▪ The McConnell Center’s Civic Education Program continues to broaden outreach in the state, including a day-long summit at Henry Clay’s Ashland estate in Lexington, Ky., on April 30, 2016s.</li> <li>• For AY2015-16, the Center’s Civic Education</li> </ul>

Goals	Strategies/Tactics/ACTION TAKEN	Assessment/Measurement
	<p data-bbox="779 1182 968 1206"><u>Cultural Center</u></p> <p data-bbox="779 1214 1178 1308">-We hosted 6 career development workshops to place students with employers.</p> <p data-bbox="779 1344 947 1369"><u>Delphi Center</u></p> <p data-bbox="779 1377 1220 1471">-Delphi Center's i2a developed a CBL designated courses assessment instrument in partnership with the</p>	<p data-bbox="1318 191 1892 548">Program offered 10 professional development opportunities related to the Center's "Citizens &amp; Statesmen" public lecture series. The Civic Education Program also offered five conferences in conjunction with Liberty Fund Inc., in Louisville; Charlottesville, Va.; Atlanta; and Boston on content selected to meet teachers' stated learning objectives (political economy, religion at the American Founding, competing executive visions at the American Founding, and 20th century dystopian literature).</p> <ul data-bbox="1272 557 1892 1146" style="list-style-type: none"> <li data-bbox="1272 557 1892 846">• 26 Kentucky high school students (grades 9-12) attended the 2015 Young Leaders Academy on "Civil Disobedience and the Impact on U.S. History," a four-day leadership conference (June 14-17, 2015). Faculty included professors from UofL, Indiana University and the University of the Cumberlands. The culminating academy experience was held at the Muhammad Ali Center.</li> <li data-bbox="1272 854 1871 911">• McConnell Scholars reported 2,694 community service hours for AY2015-16.</li> <li data-bbox="1272 919 1892 1146">▪ McConnell Scholars are required to complete at least one internship during their four years; past internships have included public service internships in Washington, D.C. (Congressional offices and Library of Congress) and positions with Louisville Metro, local refugee organizations and with local law firms.</li> </ul> <p data-bbox="1272 1182 1461 1206"><u>Cultural Center</u></p> <p data-bbox="1272 1214 1860 1308">-100 people attended the career development workshops and 10 students were placed in jobs or internships.</p> <p data-bbox="1272 1344 1440 1369"><u>Delphi Center</u></p> <p data-bbox="1272 1377 1881 1442">-Instrument validated in Spring 2014 and used by 35 faculty during 14-15 academic year.</p>

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	<p>Office of the Vice-President for Community Engagement, which measures student learning in community-based experiences. This instrument is made available to instructors of these courses.</p> <ul style="list-style-type: none"> <li>-Delphi Center is in partnership with Special Assistant to the Provost for Engaged Scholarship.</li> <li>-Delphi Center's i2a provides support for programs of the University of Louisville, SOUL, MLK Day of Service, and Engaged Scholarship in Action series.</li> <li>-Delphi Staff member presented as part of the event that CODRA put on this year focusing on campus-wide accessibility.</li> <li>-Delphi Center's Professional Development team provides professional training both within the University and to the local, regional, and national business community. The training programs we offer advance the efficiency and effectiveness of organizations. A few partners include LG&amp;E, Louisville Metro Government, TARC, Churchill Downs, and Harshaw Trane.</li> <li>-Delphi Center's U of L Events and Conference Service Center provides full service meeting planning capabilities.</li> </ul>	<p>-Over 1000 participants in these various programs are involved in service projects throughout the city of Louisville</p> <p>-The Event and Conference Services unit has completed several items this year to promote and advance community engagement. We hosted a series of Meet and Eat events in which we invited various members of local business and associations to our Conference Center for lunch and tours of our facilities. Throughout the course of the year, over 100 people attended. We also partnered with 6 different Chambers of Commerce in which an additional 300-</p>

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	<p><u>LGBT Center</u>            -Continue to offer programs aimed toward the inclusion of the LGBT community            -Present to incoming first year students on the Health Sciences Center during orientation on diversity themed issues, including LGBT identities</p>	<p>500 people visited our facilities as well. In addition, through our Lifelong Learning program, we offered 30 classes throughout the course of the year and served approximately 100 people.</p> <p><u>LGBT Center</u>            -Directed the efforts for the third annual Feast on Equality, a community-wide fundraiser, benefitting the LGBT Center. Event included more than 500 guests more than \$125,000 for the LGBT Center's programs.            -Provided support to RSO's as requested by student leaders.            -Held monthly Monday Mixer programs, as a way to engage a broad base of students – many of whom were not involved in an RSO-- and connect them with the mission, events, leadership opportunities, activities of the LGBT Center and student RSOs.            -Coordinated and directed the 19th annual PINK, student produced drag show fundraiser. The event attracted more than 500 guests from the campus and broader community.            -Represented the LGBT Center in the broader community to maintain and build relationships.            -Hosted Alternative Thanksgiving, serving more than 150 students. Recruited members of the LGBT Alumni Network to make and serve food for the occasion.            -Hosted Lavender Graduation, honoring LGBTQ undergraduate and graduate students. Each student was presented with a rainbow cord, to be worn during graduation. The event was sponsored by the LGBT Alumni Network.            - Hosted Pride Week on the HSC with four event; served food and gave T-shirts to over 500 students, staff, and faculty on the HSC during Pride Week's Cook-Out.            - Brian Buford provided diversity presentations to first year students during Orientation at the Medical</p>

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	<p><u>UGA</u> UGA administration adheres to the university’s policy on community service leave for employees and encourages participation in university-sanctioned service initiatives (as well as service efforts throughout the community).</p> <p>The REACH Ambassadors regularly participate in group service projects.</p> <p>The Cardinal Covenant Program coordinates some community service activities.</p> <p>Undergraduate Advising Practice coordinates a number of engagement efforts on campus and participates in engagement efforts beyond campus.</p> <p>The Brown Fellows Program holds an annual service week for entering first-year students.</p>	<p>and Dental Schools</p> <p><u>UGA</u></p> <p><u>REACH</u> The Ambassador Program held a total of 13 leadership, service and social events for students during the 2015-2016 academic year, including: REACH’n Out to Refugees, Change in Clothes, Coloring for a “Beary” Good Cause, P.O.P. for a Cause, Cards &amp; Cookies: Presents for Change, Get “Egg”-cited CARDS, Crafting for Kids, and Smile for a While.</p> <p>Success Seminars on time management were presented at the Summer Medical and Dental Education Program and PEPP Pre-College Summer Workshop.</p> <p>Success Seminar on preparing for final was presented to Simmons College.</p> <p>Staff trained a new RSO in efficacious peer mentoring theory and techniques that the RSO will use in its outreach with local high school students from marginalized, underfunded, and underprepared backgrounds.</p> <p><u>Cardinal Covenant</u> 10 Cardinal Covenant students participated in MLK Day of Service, where we volunteered at the La Casita Center in Old Louisville, which serves the Louisville Hispanic/Latino community through education, empowerment, advocacy, wellness and mutual support. Students helped to organize the community closet, sanitize the community toys, and organized the food pantry.</p> <p>On 4/2/16, 15 Covenant Society students participated</p>



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		<p>in a beautification project with Louisville Grows in the Shelby Park neighborhood. Our team planted 10 trees.</p> <p>Covenant Society had a food drive for Dare to Care from 3/14-3/30. 20 students were involved in the planning and execution, and 75 food items were collected.</p> <p><u>Undergraduate Advising Practice</u></p> <ul style="list-style-type: none"> <li>• EAB Implementation</li> <li>• UAP participation in campus level committees</li> <li>• SOUL partnership</li> <li>• Participation in NACADA Region 3</li> <li>• 15 to Finish in orientation sessions</li> <li>• Flight Plans</li> <li>• Reverse Transfer session</li> <li>• UAP attendance at Kentucky Student Success Summit</li> <li>• Executive Director serves on NACADA's Board of Directors</li> <li>• UAP staff participation on the Commonwealth College Committee</li> </ul> <p><u>Brown Fellows</u></p> <p>Incoming students spent a week in June 2015 living on campus and working at local non-profit organizations (House of Ruth, Louisville Zoo, Americana Community Center, Morton Center).</p>

5/19/16

Updated 10/6/17 (w/ info supplied in 2016)