


AU Plan for Inclusive Excellence—Phase Two

| GOAL 1 Learning, Curriculum, and Professional Development | | | | |
|---|-----------------------|----------|-----------------------|-----------------------|
| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
| <p>Action Step 1: Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is aligned with the AU Plan for Inclusive Excellence and the AU Strategic Plan.</p> | | | | |
| | | | Office of the Provost | Office of the Provost |
| | | | Office of the Provost | Office of the Provost |
| <p>Action Step 2: Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is aligned with the AU Plan for Inclusive Excellence and the AU Strategic Plan.</p> | | | | |
| Office of the Provost | | | | |
| | | | Office of the Provost | |
| <p>Action Step 3: Review and update the Learning, Curriculum, and Professional Development Strategic Plan to ensure it is aligned with the AU Plan for Inclusive Excellence and the AU Strategic Plan.</p> | | | | |
| Office of the Provost | | | Office of the Provost | Office of the Provost |
| | Office of the Provost | | Office of the Provost | Office of the Provost |

| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
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| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
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GOAL 3 Policies, Procedures, and Practices

| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
|-----------------------------|--------------|--------------|--------------|--------------|
| Action Step 1: [Faint text] | | | | |
| [Faint text] | [Faint text] | [Faint text] | [Faint text] | [Faint text] |
| [Faint text] | [Faint text] | [Faint text] | [Faint text] | [Faint text] |
| [Faint text] | [Faint text] | [Faint text] | [Faint text] | [Faint text] |
| [Faint text] | [Faint text] | [Faint text] | [Faint text] | [Faint text] |
| [Faint text] | [Faint text] | [Faint text] | [Faint text] | [Faint text] |

| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
|--|--|---|---|---|
| | <ul style="list-style-type: none"> 1. Review and update the current strategic plan to ensure it is aligned with the district's vision and mission. 2. Conduct a comprehensive needs assessment to identify the district's strengths, weaknesses, and opportunities. 3. Develop a strategic plan that addresses the identified needs and aligns with the district's vision and mission. 4. Communicate the strategic plan to all stakeholders and ensure they understand their role in implementing it. 5. Monitor and evaluate the progress of the strategic plan and make adjustments as needed. | | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs |
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| <p>Action Step 4: Review and update the current strategic plan to ensure it is aligned with the district's vision and mission.</p> | | | | |
| | <ul style="list-style-type: none"> 1. Review and update the current strategic plan to ensure it is aligned with the district's vision and mission. 2. Conduct a comprehensive needs assessment to identify the district's strengths, weaknesses, and opportunities. 3. Develop a strategic plan that addresses the identified needs and aligns with the district's vision and mission. 4. Communicate the strategic plan to all stakeholders and ensure they understand their role in implementing it. 5. Monitor and evaluate the progress of the strategic plan and make adjustments as needed. | | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs |
| <p>Action Step 5: Monitor and evaluate the progress of the strategic plan and make adjustments as needed.</p> | | | | |
| <ul style="list-style-type: none"> 1. Review and update the current strategic plan to ensure it is aligned with the district's vision and mission. 2. Conduct a comprehensive needs assessment to identify the district's strengths, weaknesses, and opportunities. 3. Develop a strategic plan that addresses the identified needs and aligns with the district's vision and mission. 4. Communicate the strategic plan to all stakeholders and ensure they understand their role in implementing it. 5. Monitor and evaluate the progress of the strategic plan and make adjustments as needed. | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs | <ul style="list-style-type: none"> 1. Superintendent 2. Assistant Superintendent for Instruction 3. Assistant Superintendent for Student Services 4. Assistant Superintendent for Operations and Finance 5. Community and Public Affairs | |

GOAL 4 Access and Equity

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| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
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GOAL 5 Research, Scholarship, and Creative Work

| AY 20-21 | AY 21-22 | AY 22-23 | RESPONSIBLE | ACCOUNTABLE |
|-----------------------|----------|----------|-------------|-------------|
| Action Step 1: | | | | |
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| Action Step 2: | | | | |
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| Action Step 3: | | | | |
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IE Plan Metrics

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| GOAL 1 Learning, Curriculum, and Professional Development |
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GOAL 3 Policies, Procedures, and Practices

- 75 (73)
- 65 (61)
- 65 (58, 55)

GOAL 4 Access and Equity

- 7
- 7
- 7

GOAL 5 Research, Scholarship, and Creative Work

-
-

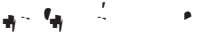

2020



| RACE/ETHNICITY | GENDER | | PERCENT OF TOTAL |
|---|--------|-------|------------------|
| | F | M | |
| White / Black | 0.1% | 0.1% | 0.2% |
| Hispanic | 4.2% | 3.4% | 7.7% |
| Asian | 13.0% | 10.0% | 23.0% |
| Two or more races | 4.1% | 5.0% | 9.1% |
| Other | 0.7% | 0.1% | 0.8% |
| Native Hawaiian or other Pacific Islander | 0.2% | 0.1% | 0.3% |
| Unknown | 0.6% | 0.5% | 1.0% |
| Hispanic or Latino | 0.8% | 0.7% | 1.5% |
| Black or African American | 33.5% | 22. % | 56.4% |
| | | | 100.0% |

2020 — 

Cabinet, Deans, Vice Provosts, Assistant Vice Presidents

| | FEMALE | MALE | ASIAN, NON-HISPANIC | BLACK OR AFRICAN AMERICAN, NON-HISPANIC | WHITE, NON-HISPANIC |
|---|--------|------|---------------------|---|---------------------|
|  | 64% | 36% | 4% | 20% | 76% |
|  | 6 % | 31% | 10% | 14% | 76% |

Board of Trustees

Appendix B: Select Campus Climate Survey Results, 2019

1

To what extent do you agree or disagree with the following statements? (% Strongly agree + agree):

| | AU | ASIAN | BLACK OR AFRICAN-AMERICAN | HISPANIC/LATINO | INT'L | MULTIRACIAL | WHITE |
|--|----|-------|---------------------------|-----------------|-------|-------------|-------|
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To what extent do you agree or disagree that the university is committed to (% Strongly agree + agree):

3

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Fall19–Fall20 First Year Undergraduate Student Retention

