



Item: AF: I-1

## AUDIT AND FINANCE COMMITTEE

Wednesday, October 24, 2007

**SUBJECT: REVIEW OF THE REPORT ON THE STATUS OF DIVERSITY, JUNE 2007.**

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### PROPOSED COMMITTEE ACTION

Information Only.

### BACKGROUND INFORMATION

Each year the President prepares a detailed report on the status of diversity at Florida Atlantic University. During the 2006-07 academic year, the University made significant progress in the establishment and implementation of numerous education and awareness programs to enhance the diversity of faculty and staff. Educational seminars and training were offered to deans and vice presidents on recruiting minority faculty, and a "best practices" session on hiring for diversity was presented to department chairs and deans. A day-long symposium highlighted the research of FAU faculty in areas related to cultural awareness and diversity, and a training program for students that celebrates differences was developed for freshman orientation and the learning communities. Our minority business program continued to extend its reach to businesses in the community.

Efforts to enhance campus life for students, faculty and staff received increased attention as well. Each year, the University community observes Hispanic Heritage, Black History and Women's History months and hosts two student-centered diversity celebrations: the Sundance Festival in the fall and the Festival of Nations in the spring.

Overall, our diversity numbers are improving. In 2006-07, the University recorded slight increases in both African American and Hispanic professional staff members as well as increases in African American and Asian faculty members. The ethnic diversity of FAU's student body continues to exceed that of our service region and the State of Florida.

Priorities for the coming year include continuing and enhancing the educational programs and recruiting efforts with regard to faculty, staff and high-level administrators.

We hope to conduct climate surveys of students and faculty to determine their impressions of diversity and cultural awareness in their areas. We also need to develop regular training for employees on cultural sensitivity in the workplace.

## IMPLEMENTATION PLAN/DATE

Ongoing.

## FISCAL IMPLICATIONS

Last year the Board of Trustees allocated \$68,000 for ongoing diversity programming. A portion of these funds support the salary of a diversity and training officer, and the rest is used to support programs.

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**Supporting Documentation:**

PowerPoint Presentation and Report to the BOT: Status on Diversity at FAU, June 2007.

**Presented by:** President Brogan

**Phone:** 561-297-3450

**FLORIDA ATLANTIC UNIVERSITY**

**Report on the Status of Diversity  
Presented to the Board of Trustees**

**October 24, 2007**

# Strategic Plan Goal and Objectives

## Goal

Ensure the university sustains an environment of openness, inclusiveness, and cultural awareness through a strong and effective diversity initiative. The results of this effort should provide a foundation that develops the cultural diversity of the university's faculty, staff, and administration to mirror the student diversity, area demographics, and national trends in the academic areas.

## Objective 1

Establish hiring practices that ensure equal opportunity is afforded to all applicants and that proactive measures are in place to provide FAU with exceptional pools of qualified and diverse candidates for positions

## Objective 2

Develop a comprehensive series of employee programs that improve the diversity of employees, the inclusiveness of the workplace as well as awareness and sensitivity

## Objective 3

Support the efforts of the student body to develop and enhance cultural awareness programs through Student Government

## 2006-07 Implementation Highlights

### Educational Programs

- **Best Practices Workshop: Hiring for Diversity.** Organized for deans and department chairs
- **Recruiting Minority Faculty Candidates.** An interactive session for vice presidents, deans, chairs and directors.
- **Increased profile and outreach programs for Hispanic Heritage, Black History and Women's History months.**
- **Affirming Diversity: Perspective on Multiculturalism.** This FAU faculty-organized lecture series presented a day-long symposium highlighting the research and scholarly interests of faculty from Arts and Letters and Education

## 2006-07 Implementation Highlights

### Employee Programs

- **Established a comprehensive website about diversity at FAU**
- **Established an internal promotions program to support current employees who wish to grow professionally**
- **Conducted customer service training for all employees**
- **Integrated diversity and multiculturalism into new employee orientation**
- **Conducted Small and Minority Business Program with Scripps Florida**
- **Continued to expand minority business programs in purchasing department**

## 2006-07 Implementation Highlights

### Campus Life

- **Developed a survey to determine the kinds of activities students would like on campus**
- **Established two awards: the Student Multicultural Leadership Award and the Faculty/Staff Diversity Award**
- **In addition to the campus month-long celebrations, the diversity of campus life was enhanced by the Sundance Festival and the Festival of Nations**
- **Initiated the Celebrating Differences team to address tolerance on campus**
- **Developed a comprehensive training program for tolerance and cultural sensitivity**

## Service Area Comparison

	% of Service Area		% of FL Population		% of Students		% of Faculty		% of Staff	
	2005	2006	2005	2006	2005	2006	2005	2006	2005	2006
<b>Caucasian</b>	63	62	64	63	58	57	78	75	67	66
<b>Black</b>	18	19	15	15	17	17	4.8	6	19	20
<b>Hispanic</b>	16	17	19	19	16	16	6	5	8	9
<b>Asian</b>	2	2	2	2	4	5	6	8	4	4

Sources: Florida Statistical Abstract, FAU Banner Personnel



## Current Diversity Observations

### Faculty and Adjuncts

1. Faculty numbers, including adjuncts, were virtually unchanged
2. Net gain of 5 Black faculty and seven Asian American faculty, yet a net loss of three Hispanic faculty
3. Business added three Black and two Asian American faculty
4. Proportion of minority and female adjuncts remained the same, although there were 15% fewer adjuncts

## Current Diversity Observations

### Staff and Administrators

1. Net gain of 15 black, 12 Hispanic and 1 Asian AMP employees
2. Financial Affairs added eight Black and seven female AMP employees
3. Education hired four Hispanic AMP employees
4. 12 new Black and 15 new Hispanic SP employees, even with a decline in overall number of SP employees
5. Diverse SP employees hired in Provost's office, Student Affairs, and College of Education

## Current Diversity Observations

### Students

1. Increase in Hispanic undergraduates
2. Increase in Black graduates
3. Ranked 37<sup>th</sup> in US for number of minorities who receive bachelor's degrees
4. Ranked 28<sup>th</sup> in the nation by *US News and World Report* for student diversity

# Strategic Plan Goal and Objectives

## Objective 1

Establish hiring practices that ensure equal opportunity is afforded to all applicants and that proactive measures are in place to provide FAU with exceptional pools of qualified and diverse candidates for positions

### 2007-08 Action Plan Highlights: Hiring Practices

- Continue educational and training seminars to equip FAU faculty, staff and administrators with the necessary tools and insight to find and develop a diverse workforce
- Revise and implement the Faculty Search Checklist and model offer letters through the new People Admin computer system
- Continue to pursue minority candidates through targeted advertising, personal connections, professional organizations and other proactive avenues

## Strategic Plan Goal and Objectives

### Objective 2

Develop a comprehensive series of employee programs that improve the diversity of employees, the inclusiveness of the workplace as well as awareness and sensitivity

### 2007-08 Action Plan Highlights: Employee Programs

- Conduct climate surveys of faculty and staff to assess individual impressions of the workplace and then develop programs in line with the survey's findings
- Continue to present and expand the Faculty Lecture Series and offer a symposium on integrating multiculturalism and diversity into the curriculum
- Create Retention Strategies Workshops for administrators, faculty and staff
- Finalize and implement the incorporation of diversity into the annual appraisal and merit increase system
- Establish a Leadership Awards program for minorities and women

## Strategic Plan Goal and Objectives

### Objective 2

Develop a comprehensive series of employee programs that improve the diversity of employees, the inclusiveness of the workplace as well as awareness and sensitivity

### 2007-08 Action Plan Highlights: Employee Programs

- Establish regular methods of communication and tools for application of diversity and multiculturalism in the workplace
- Develop incentive grants program through the Division of Research for faculty in need of funding to support their research interests related to diversity and multiculturalism
- Develop diversity training for all FAU employees
- Establish “Culturally Connect,” a program including mentoring, social events and meetings for minority faculty and staff
- Assess and encourage internal promotion opportunities
- Assess and analyze turnover rates

## Strategic Plan Goal and Objectives

### Objective 3

**Support the efforts of the student body to develop and enhance cultural awareness programs through student government**

### **2007-08 Action Plan Highlights: Students and campus life**

- Continue to increase awareness of and participation in the Festival of Nations and the Sundance Festival, two well established student-organized events that celebrate student diversity
- Ensure that the book loan and mentoring programs are viable and active while receiving necessary funding through Student Government
- Seek additional scholarship funds for students who are the first in their families to attend college at the undergraduate level
- Develop an awards program that recognizes minority student accomplishments and identifies role models for other students to emulate

## Strategic Plan Goal and Objectives

### Objective 3

**Support the efforts of the student body to develop and enhance cultural awareness programs through student government**

### **2007-08 Action Plan Highlights: Students and Campus Life**

- Analyze and develop, through the “Celebrating Differences” subcommittee, student-oriented training program for tolerance, understanding and respect
- Continue to expand and enhance the cultural celebration months for Hispanic Heritage, Black History and Women’s History through collaboration with Multicultural Affairs and Women’s Studies
- Work with the Core Curriculum Task Force to identify classes available to students at FAU that expand their knowledge and understanding of cultures, globalization, tolerance, religions, diversity, and ethnic studies; most important to encourage the availability of these classes as part of the undergraduate coursework





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**OFFICE OF THE PRESIDENT**  
*Florida Atlantic University*

**Report to the Board of Trustees**  
**Status on Diversity at FAU**

**June, 2007**

## Affirming Diversity

The University takes special pride in the diversity of its student body, faculty and staff. At present, minority and international students make up more than 40 percent of our student body, and, according to *U.S. News and World Report*, the University ranks 28th nationally in student diversity (out of more than 240 schools studied). Additionally, a review of U.S. Dept. of Education data in *Diverse: Issues in Higher Education*, ranks the University 32nd nationally in the number of bachelor's degrees conferred upon minorities. But diversity at FAU is reflected by more than numbers. We celebrate the rich tapestry of cultures, customs and heritage represented in the University community in a multitude of ways, from formal academic programs and lectures to clubs and social events.

At FAU, all people are respected. The University has a zero-tolerance policy for any kind of harassment and discrimination, whether or not it is expressly covered by law. The offices of Equal Opportunity Programs, Student Affairs, Human Resources, Academic Affairs, University Police and the University Ombudsman all play important roles in maintaining an environment of fairness and safety on FAU's seven campuses.

We will continue to value and promote diversity as the University grows in the years ahead. There can be no higher standard for an institution of higher learning to uphold than that which affirms the intrinsic worth and dignity of all human beings.

Sincerely,

A handwritten signature in black ink that reads "Frank T. Brogan". The signature is written in a cursive style with a large initial "F" and a long, sweeping underline.

Frank T. Brogan '81

President

During the 2006-07 academic year, the diversity committee made significant strides in establishing a framework and organizational structure for the University's educational efforts, as well as actual implementation of programs and events. The committee was expanded to include representatives from every college and department, plus the Alumni Association, Student Government, Hillel and Women's Studies (please see Addendum #1 for a complete membership list). The committee established five subcommittees: curriculum development/faculty lecture series, hiring practices, retention practices, website, and student and campus life. Each of these subcommittees met on a regular basis and engaged in significant work.

A few highlights include:

- The hiring practices subcommittee developed materials and a workshop focused on Best Practices for Hiring for Diversity. The workshop was presented to deans and department chairs/directors in January 2007.
- A lively and insightful workshop on how to recruit minority faculty candidates was presented to deans, chairs, directors, and other interested parties in May 2007. The presenter was Dr. Sonel Shropshire of the Academic Diversity Network; he was very well received.
- With the committee's support, the University was able to heighten the profiles and outreach capabilities of its Hispanic Heritage, Black History and Women's History month celebrations. Many committee members participated by helping to plan these events and acting as moderators.
- The curriculum development/faculty lecture series subcommittee organized a wonderful day-long symposium titled "Affirming Diversity: Perspectives on Multiculturalism." This was the first in a series of dialogue events highlighting the research and scholarly interests of the faculty. Presenters from the Dorothy F. Schmidt College of Arts and Letters and the College of Education described their work to more than 50 FAU students, staff and faculty.
- The retention practices subcommittee made great strides over the past year. Retaining an appropriately diverse pool of key personnel is a primary challenge facing colleges and universities today. This subcommittee seeks ways to **keep** our valuable employees in an attempt to ensure that FAU remains competitive in the field of higher education. By assessing turnover through our new computer system and through private exit interviews with the Ombudsman, we learned that our turnover rate has decreased.
- A comprehensive website about diversity at FAU was established in the fall. Included on the website are links to calendars that highlight various holidays and celebrations, links to businesses and services throughout South Florida, tools for

faculty and staff to use in recruiting and retaining employees and cultivating a welcoming workplace environment, a guide to establishing a mentoring program, facts and figures on diversity at FAU, and links to our own University celebrations. <http://www.fau.edu/president/diversity/>

- Through a collaborative effort between the departments of Human Resources and Equal Opportunity Programs, an internal promotions program has been developed to support current employees who aspire to grow professionally. The internal promotions process ensures fair, equitable and consistent implementation standards.
- The student and campus life subcommittee has developed a survey to determine the kinds of activities students would like on campus. The survey will be conducted in the fall this year.
- The student and campus life subcommittee recommended the establishment of two University awards: the Student Multicultural Leadership Award and the Faculty and Staff Diversity Award. We will have the opportunity to present these awards in the coming academic year.
- The student and campus life subcommittee substantially raised awareness of the University's observance of Hispanic Heritage, Black History and Women's History months. Hispanic Heritage and Black History months are organized by Office of Multiculturalism, and Women's History Month is organized by the Women's Studies department. The programs were well organized and well publicized, as well as interesting and thought-provoking. In addition, two major student-centered campus events, the Sundance Festival and the Festival of Nations, received increased support from Student Government.
- As an offshoot of the student and campus life subcommittee, another workgroup was established to take a very direct approach to the subject of tolerance. Known as the "Celebrating Differences" subcommittee, this group has developed a training manual for faculty, staff and students. In the coming year, a University-wide training and education program on tolerance and understanding will be implemented.
- The University's Small and Minority Business Program organized the FAU-Scripps Florida Small Business Opportunity Event, held on October 25<sup>th</sup> on the MacArthur Campus. This event was sponsored by FAU for Scripps Florida. This community event, presented in partnership with more than a dozen other public and private entities, was attended by more than 300 vendors. It featured workshops conducted by Scripps and the FAU Purchasing Department on doing business with our respective organizations. The afternoon session consisted of a luncheon buffet and trade at which more than a dozen small and minority businesses showcased their products to other vendors, FAU faculty and staff, and Scripps researchers.

**Goal: Ensure that the University sustains an environment of openness, inclusiveness and cultural awareness through a strong and effective diversity initiative. The results of this effort should provide a foundation that develops the cultural diversity of the University's faculty, staff, and administration to mirror student diversity, area demographics and national trends in the various academic areas.**

**Objective 1: Establish hiring practices that ensure equal opportunity is afforded to all applicants and that proactive measures are in place to provide FAU with exceptional pools of qualified and diverse candidates for positions**

<b>Objective 1 Strategies</b>	<b>Status</b>
Post job openings in numerous sources	Completed. With diversity funding, FAU has advertised dean and director level positions in well-established publications such as <i>Diverse and Hispanic Outlook</i> .
Conduct outreach for hiring at conferences and meetings and through personal contacts	FAU continues to actively participate in conferences and to promote employment at FAU.
Establish a Diversity Matters website	Completed. Will continue to improve and enhance.
Certify the diversity of search committees for faculty, faculty administration and AMP staff at director level and above	Completed. New HR computer system has provided a simple method of approval.
Certify the pool of applicants for all positions before finalists are selected	Completed. New HR computer system, People Admin, has provided simple method of pool certification.
Revise and update hiring practices materials on website and institute an outreach effort regarding the improvements	Completed. Website is updated and we will continue to expand its outreach.

# Image of the Diversity Website

> FAU PEOPLE DIRECTORY > SITE INDEX

FAU WEB SEARCH  GO

**FAU** FLORIDA ATLANTIC UNIVERSITY  
OFFICE OF THE PRESIDENT

Home / Office of the President / Diversity

PRESIDENT HOME CONTACT

**Diversity Report (pdf)**

**Diversity Facts**

**Committee**  
Members  
Subcommittee  
Priorities

**Multicultural Calendar**

**FAU Related Links**  
Academic Programs  
FAU Calendar of Events  
Human Resources  
Multicultural Affairs  
Minority Purchasing  
Scholarships

**Hiring Toolbox**


**Retention Toolbox**

**Community Resources**

**FAU Homepage**

**Diversity Home**

**University Administration**



## Affirming Diversity

The University takes special pride in the diversity of its student body, faculty and staff. At present, minority and international students make up more than 40 percent of our student body, and according to U.S. News and World Report, the University ranks 27th nationally in student-body diversity (out of more than 240 schools studied). Additionally, a review of U.S. Dept. of Education data in Diverse: Issues in Higher Education, ranks the University 37th nationally in the number of bachelor's degrees conferred upon minorities. But diversity at FAU is reflected by more than numbers. We celebrate the rich tapestry of cultures, customs and heritage represented in the University community in a multitude of ways, from formal academic programs and lectures to clubs and social events.

At FAU, all people are respected. The University has a zero-tolerance policy for any kind of harassment and discrimination, whether or not it is expressly covered by law. The offices of Equal Opportunity Programs, Student Affairs, Human Resources, Academic Affairs and the University Ombudsman all play important roles in maintaining an environment of fairness and safety on FAU's seven campuses.

We will continue to value and promote diversity as the University grows in the years ahead. There can be no higher standard for an institution of higher learning to uphold than that which affirms the intrinsic worth and dignity of all human beings.

Sincerely,

Frank T. Brogan  
President

**Objective 2: Develop a comprehensive diversity initiative that provides a series of best practices and programs to improve the diversity of employees and the inclusiveness of the workplace as well as awareness and sensitivity**

<b>Objective 2 Strategies</b>	<b>Status</b>
Establish an Office of Diversity Initiatives	Completed. After an extensive search, we hired an associate director of diversity and training as part of the Office of Human Resources.
Incorporate diversity awareness into new employee orientation	Completed. The Office of Human Resources continues to refine and improve the orientation program.
Conduct climate surveys and assessments	The student and campus life subcommittee and the curriculum and faculty development subcommittees have developed questionnaires. We will work with Institutional Effectiveness to develop a survey instrument for students and one for faculty and staff for distribution in the fall of 2007.
Host an annual diversity retreat	In the planning phase. This is something we will be developing for 2008 to showcase the research that our own faculty are doing here at FAU that has significant implications for diversity and multiculturalism in South Florida. Our committee met on a VERY regular basis, so there was no need for a separate meeting away from campus.
Identify a person in each college and division responsible for that area's programs and assessment	Completed. Each vice president, dean and director appointed a person to serve on the diversity committee. In 2007-08 we will develop a mechanism for reporting progress with regard to diversity in colleges and departments.
Incorporate diversity as part of annual appraisal and merit increase process	In progress. With the new HR computer system, People Admin, and our new director's attention to revising the evaluation process, both diversity and customer service will be incorporated into the annual appraisal process.
Involve University in community and charitable events specific to minorities	Ongoing. Through the FAU Foundation's outreach, the University supported several events: the Urban League, 100 Black Women, LEAH, and Towards a More Perfect Union. In addition, FAU provided the site and was the sponsor of a diversity dialogue series with Palm Beach County. Our purchasing department participated in the Veterans' Business Fair and the State's Annual Matchmaker Conference, and the department organized a minority business expo and workshop with Scripps Florida to aid minority businesses interested in doing business with FAU and Scripps.

<b>Objective 2 Strategies</b>	<b>Status</b>
Print a brochure	Upcoming. As we finalize our education, training and outreach programs, we will use the brochure as an informational tool.
Establish a Faculty Lecture Series	Completed and ongoing. We organized a one-day symposium on multiculturalism and had several faculty from the Dorothy F. Schmidt College of Arts and Letters and the College of Education present their research. More presentations and topics are planned for the coming year.
Engage faculty and staff in existing campus events	Completed and ongoing. Faculty and staff were in attendance at events for the three celebration months as well as for many student-organized events, such as the Sundance Festival and the Festival of Nations.
Diversity training	Upcoming. With the hiring of our diversity officer, this will be a top priority for the coming year. We will complete our customer service training over the summer.
Establish minority associations	Upcoming. This will be part of our “Culturally Connect” program for social events, mentoring and outreach.
Establish a mentoring program for new faculty and staff	Upcoming. We need to develop some training and educational programs for deans and directors to do this and hope to include it as part of our “Culturally Connect” effort.
Assess internal promotion opportunities	Ongoing. The offices of Human Resources and EOP are working together to identify employees ready for promotions and opportunities in the University that may be a good fit.



**Objective 3: Support the efforts of the student body to develop and enhance cultural awareness programs through Student Government**

<b>Objective 3 Strategies</b>	<b>Status</b>
Increase awareness of major student-sponsored events, such as the Sundance Festival and the Festival of Nations	In progress. Working with Student Government, and Student Affairs, we are expanding knowledge of and participation in student programs.
Enhance funding of services for multicultural students such as the book loan and mentoring programs	In progress. We need to find a stable and adequate source of funds for the book loan program and to continue to support mentoring programs for students.
Increase awareness of global cultures and national initiatives	In progress. This year we experienced great success with our Hispanic Heritage, Black History and Women's History month celebrations. The leadership and direction from Multicultural Affairs has been a great addition. We need to build on the successful elements to improve each series of events.
Develop initiatives that highlight minority student accomplishments	In progress. The student and campus life subcommittee has developed a plan for a student award that will be presented in the spring of 2008.
Increase scholarship funds for students who are the first in their families to attend college	Completed. The FAU Foundation was able to support the Florida's First Generation Matching Grant Scholarship program with \$500,000, which was matched by the state.

**Summary on Diversity Data**

FAU made moderate gains in employee diversity in 2006 with a net gain of 27 Black, 20 Hispanic, 5 Asian-American and 12 female employees.

	% of Service Area		% in Florida Population		% of Students		% of Faculty		% of Staff	
	2005	2006	2005	2006	2005	2006	2005	2006	2005	2006
Caucasian	63	62	64	63	58	57	78	75	67	66
Black	18	19	15	15	17	17	4.8	6	19	20
Hispanic	16	17	19	19	16	16	6	5	8	9
Asian	2	2	2	2	4	5	6	8	4	4

**Faculty**

Faculty numbers were virtually unchanged from 2005 to 2006. There was a net gain of five Black and seven Asian-American faculty, and a net loss of three Hispanic faculty. CAUPA lost eight faculty, several of whom were on grant-funded positions in CUES. The Barry Kaye College of Business added three Black and two Asian-American faculty. The Dorothy F. Schmidt College of Arts and Letters added one Black and two Hispanic faculty members.

Although there were 93 (-15%) fewer adjuncts in 2006 than 2005, the proportion of minority and female personnel overall did not change. Proportions of minority and female adjuncts in the Kaye College of Business increased despite a drop of 24 adjuncts.

**Staff**

The total number of AMP (administrative, managerial and professional) personnel increased by 74 (10%) from 2005 to 2006. There was a net gain of 15 Black, 12 Hispanic and 1 Asian-American employees in this category. Proportionately, the percentage of minority personnel remained the same as in 2005. The Division of Financial Affairs added 8 Black and 7 female employees, the most of any unit. The College of Education added 4 Hispanic AMP employees.

Although the total number of SP (support personnel) personnel declined by 15 (-2%) from 2005 to 2006, there was a net gain of 12 Black and 15 Hispanic employees in this category. The largest minority gains were in the Provost's area (which includes

Admissions, Registrar and Lifelong Learning) and Student Affairs. The College of Education added 3 Black and 1 Hispanic SP employees.

### **Students**

The composition of student body and the students graduating from FAU continues to mirror both the service region and State of Florida demographics. From 2005-2006, FAU experienced a slight increase in the number of Hispanic undergraduate students and Black graduate students.

**2007-08 Goals (outlined plan)****Objective #1: Hiring Practices**

The diversity plan presented to the Trustees last year calls for the following programs to be implemented with regard to the University's hiring practices:

- Continue educational and training seminars to equip FAU faculty, staff and administration with the necessary tools and insight to find and develop a diverse workforce.
- Revise and implement the Faculty Search Checklist and model offer letters through the new People Admin computer system.
- Continue to pursue minority candidates through targeted advertising, personal connections, professional organizations and other proactive avenues.

**Objective #2: Employee Programs**

The diversity plan presented to the Trustees last year calls for the following programs to be implemented with regard to the University's efforts to improve retention of employees and enhance diversity and multiculturalism:

- Conduct climate surveys of faculty and staff to assess individual impressions of the workplace and then develop programs in line with the survey's findings
- Continue to present and expand the Faculty Lecture Series and specifically to offer a symposium on integrating multiculturalism and diversity into the curriculum
- Create Retention Strategies Workshops for administrators, faculty and staff
- Finalize and implement the incorporation of diversity into the annual appraisal and merit increase system
- Establish a Leadership Awards program for minorities and women
- Establish regular methods of communication and tools for application of diversity and multiculturalism in the workplace
- Begin development of an incentive grants program through the Division of Research for faculty in need of funding to support their research interests related to diversity and multiculturalism

- Begin development of diversity training for all FAU employees
- Establish a “Culturally Connect” program for faculty and staff that will include mentoring, social events and meetings for minority faculty and staff
- Assess and encourage internal promotion opportunities
- Assess and analyze turnover rates

**Objective #3: Student and Campus Life**

The diversity plan presented to the Trustees last year calls for the following programs to be implemented with regard to the University’s efforts to improve and enhance diversity and multiculturalism programs for students and to enrich campus life:

- Continue to increase awareness and support of and participation in the Festival of Nations and the Sundance Festival. These are two well established student-organized events that celebrate student diversity
- Ensure that the book loan program and mentoring programs are viable and active while receiving necessary funding through Student Government
- Seek additional scholarship funds for students who are the first in their families to attend college at the undergraduate level
- Develop an awards program that recognizes minority student accomplishments and identifies role models for other students to emulate
- Analyze and develop, through the “Celebrating Differences” subcommittee, student-oriented training program for tolerance, understanding and respect
- Continue to expand and enhance the cultural celebration months for Hispanic Heritage, Black History and Women’s History through collaboration with Multicultural Affairs and Women’s Studies
- Work with the Core Curriculum Task Force to identify classes available to students at FAU that expand their knowledge and understanding of cultures, globalization, tolerance, religions, diversity, and ethnic studies and most important to encourage the availability of these classes as part of the undergraduate coursework.

## **Addendum #1: Diversity committee members**

### **REPRESENTATIVE**

Abbas, Qaisar  
Alperin, Diane  
Atkinson, Crystal  
Behul, Paula  
Brogan, Frank T.  
Brooks, W. Randy  
Brown, Michelle  
Bulger, Ron  
Bryant, William  
Cooke, Donna  
Cruz, Marta  
Dawson, Melissa  
Diaz, Carlos  
Donahue, Janice  
Diner, Darin  
Glick, Larry  
Hanson, Howard  
Headley, Cleavis  
Honeycutt, Julie  
Hudson, El pagnier  
Jones, Ingrid  
Jones, Mamie  
Julen, Diane  
Lange, Bernadette  
Lowery, Kerry  
Njambi, Wairimu  
O'Flannery, Jennifer  
Paez, Pablo  
Plate, Bill  
Schlossberg, Sharon  
Rose, Marsha  
Singer, Patty  
Teixiera, Tony  
Wright, Dianne

### **DEPARTMENT**

Student Affairs/Multicultural Affairs  
Academic Affairs  
Jupiter  
EEO  
President  
Science  
Student Athlete Academic Center  
Advancement  
Trustee  
Business  
Education  
Athletics  
Education  
Library  
Hillel  
General Counsel  
Research  
Arts and Letters  
Research  
Human Resources  
Student Affairs  
Utilities  
Biomedical  
Nursing  
Facilities  
Honors  
President's Office  
Alumni  
Communications & Marketing  
Engineering  
Women's Studies  
Ombudsman  
Student Government  
Education

## Addendum #2: Diversity Data in Detail – Fall 2006 Data by College/Division

Table 1  
Faculty and Adjuncts By Race/Ethnicity and Gender, Fall 2006

	FACULTY*						ADJUNCTS					
		B	H	A	W	F		B	H	A	W	F
	#	%	%	%	%	%	#	%	%	%	%	%
<b>Colleges</b>												
<b>ARCHITECTURE, URBAN &amp; PUBLIC AFFAIRS</b>	74	9	4	5	78	46	62	3	8	2	85	27
<b>ARTS &amp; LETTERS</b>	211	6	6	1	82	46	124	2	7	2	89	44
<b>BIOMEDICAL SCIENCES</b>	35	0	6	26	51	37	1	0	0	0	100	0
<b>BUSINESS</b>	143	5	5	13	71	34	73	7	10	3	78	21
<b>EDUCATION</b>	128	8	8	5	79	63	180	4	4	1	91	66
<b>ENGINEERING &amp; COMPUTER SCIENCE</b>	99	5	9	30	48	15	10	0	0	20	70	0
<b>HONORS</b>	42	5	5	2	79	40	10	0	10	0	90	50
<b>NURSING</b>	54	6	4	2	87	91	22	9	5	0	86	91
<b>SCIENCE</b>	159	3	4	9	71	21	34	0	6	6	85	32
<b>Other areas</b>												
<b>LIBRARY</b>	30	7	3	3	87	77	0	0	0	0	0	0
<b>PROVOST</b>	6	17	0	0	83	50	0	0	0	0	0	0
<b>All other units</b>	60	10	2	0	87	72	14	14	0	0	86	79
<b>Total</b>	<b>1,041</b>	<b>6</b>	<b>5</b>	<b>8</b>	<b>75</b>	<b>44</b>	<b>530</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>87</b>	<b>47</b>

\* Faculty includes all faculty pay plans

**Table 3  
AMP and SP Staff By Race/Ethnicity & Gender,  
Fall 2006**

	AMP						SP					
		B	H	A	W	F		B	H	A	W	F
	#	%	%	%	%	%	#	%	%	%	%	%
<b>Administrative Area</b>												
<b>ADVANCEMENT</b>	29	14	3	0	83	62	12	0	8	8	83	100
<b>ATHLETICS</b>	56	14	7	0	79	27	5	0	0	0	100	100
<b>COMMUNICATIONS &amp; MARKETING</b>	8	0	13	0	75	63	7	14	0	0	71	100
<b>FACILITIES</b>	34	12	6	3	79	15	85	42	8	0	48	35
<b>FINANCIAL AFFAIRS</b>	60	25	7	8	60	55	103	33	14	5	48	59
<b>GRADUATE STUDIES</b>	4	50	0	0	25	100	5	0	0	0	100	100
<b>INFORMATION RESOURCE MANAGEMENT</b>	91	11	8	9	69	37	41	20	15	5	61	37
<b>LIBRARY</b>	18	11	6	11	67	50	48	8	10	0	75	85
<b>PROVOST</b>	69	19	6	4	68	68	56	20	13	2	63	95
<b>RESEARCH</b>	26	15	8	4	73	69	10	20	10	0	70	80
<b>STUDENT AFFAIRS</b>	104	20	8	2	65	61	91	26	12	1	59	75
<b>UNDERGRADUATE STUDIES</b>	23	30	0	9	61	78	8	13	0	0	88	100
<b>UNIVERSITY PRESIDENT</b>	18	28	11	0	61	56	6	33	0	17	50	100
<b>VP, BROWARD CAMPUSES</b>	9	11	0	11	78	67	15	47	13	7	33	60
<b>VP, JUPITER CAMPUS</b>	4	50	0	0	50	100	14	14	0	0	86	57
<b>VP, TREASURE COAST</b>	4	25	0	0	75	100	9	22	0	0	78	33
<b>Total</b>	557	18	6	4	69	53	515	26	10	3	59	66
<b>Colleges</b>												
<b>ARCHITECTURE, URBAN &amp; PUBLIC AFFAIRS</b>	18	33	6	0	50	67	17	53	18	0	29	82
<b>ARTS &amp; LETTERS</b>	21	14	0	0	86	62	25	20	16	0	64	100
<b>BIOMEDICAL SCIENCES</b>	17	18	12	0	65	71	9	22	0	11	67	89
<b>BUSINESS</b>	49	12	16	8	59	53	24	13	4	0	83	96
<b>EDUCATION</b>	43	2	16	0	77	74	44	20	14	0	66	98
<b>ENGINEERING &amp; COMPUTER SCIENCE</b>	35	9	6	9	74	54	28	14	11	0	75	79
<b>HONORS</b>	4	25	0	25	50	75	4	0	25	0	75	100
<b>NURSING</b>	10	20	10	0	60	70	19	21	5	5	68	95
<b>SCIENCE</b>	41	12	2	5	80	76	25	12	12	4	72	88
<b>Total</b>	238	13	9	4	70	65	195	20	11	2	67	92
<b>Grand Total</b>	795	16	7	4	69	56	710	24	11	3	62	73



### Addendum #3: Student Data

Table 4

Student Headcount by Race/Ethnicity and Gender, Fall 2006

	Undergraduate					
		B	H	A	W	F
	#	%	%	%	%	%
<b>Colleges</b>						
Architecture, Urban & Public Affairs	1,843	27%	20%	3%	48%	54%
Arts & Letters	3,524	14%	17%	3%	64%	61%
Biomedical Science	0	0%	0%	0%	0%	0%
Business	5,481	18%	18%	5%	53%	53%
Education	2,442	16%	16%	2%	65%	86%
Engineering & Computer Science	1,336	19%	20%	7%	46%	14%
Honors College	387	4%	9%	5%	76%	64%
Nursing	849	32%	14%	5%	48%	90%
Science	2,972	19%	19%	8%	50%	68%
Undecided	1,086	13%	17%	5%	64%	52%
Unclassified	0	0%	0%	0%	0%	0%
<b>Total</b>	<b>19,920</b>	<b>18%</b>	<b>18%</b>	<b>4%</b>	<b>56%</b>	<b>60%</b>

Table 4: Student Headcount by Race/Ethnicity and Gender, Fall 2006

	Graduate					
		B	H	A	W	F
	#	%	%	%	%	%
<b>Colleges</b>						
Architecture, Urban & Public Affairs	293	14%	12%	2%	70%	71%
Arts & Letters	458	8%	12%	2%	70%	64%
Biomedical Science	55	18%	24%	9%	27%	62%
Business	895	9%	11%	6%	65%	50%
Education	811	13%	11%	2%	71%	79%
Engineering & Computer Science	272	4%	10%	11%	34%	28%
Honors College	0	0%	0%	0%	0%	0%
Nursing	289	22%	10%	5%	61%	93%
Science	403	3%	10%	3%	58%	57%
Undecided	0	0%	0%	0%	0%	0%
Unclassified	0	0%	0%	0%	0%	0%
<b>Total</b>	<b>3,476</b>	<b>11%</b>	<b>11%</b>	<b>4%</b>	<b>63%</b>	<b>63%</b>

**Table 4**  
**Student Headcount by Race/Ethnicity and Gender, Fall 2006**

	Unclassified					
		B	H	A	W	F
	#	%	%	%	%	%
<b>Colleges</b>						
Architecture, Urban & Public Affairs	0	0%	0%	0%	0%	0%
Arts & Letters	0	0%	0%	0%	0%	0%
Biomedical Science	0	0%	0%	0%	0%	0%
Business	0	0%	0%	0%	0%	0%
Education	0	0%	0%	0%	0%	0%
Engineering & Computer Science	0	0%	0%	0%	0%	0%
Honors College	0	0%	0%	0%	0%	0%
Nursing	0	0%	0%	0%	0%	0%
Science	0	0%	0%	0%	0%	0%
Undecided	0	0%	0%	0%	0%	0%
Unclassified	2,261	16%	13%	5%	63%	65%
<b>Total</b>	<b>2,261</b>	<b>16%</b>	<b>13%</b>	<b>5%</b>	<b>63%</b>	<b>65%</b>

**Addendum #4: FAU and SUS Peer Institutions**

**Table 5  
FAU & SUS Peer Student Headcount by  
Race/Ethnicity and Gender, Fall 2006**

	Undergraduate					
	B	H	A	W		F
	%	%	%	%		%
FAU	18%	18%	4%	56%		60%
UCF	8%	13%	5%	68%		55%
USF	12%	12%	6%	65%		59%
FIU	13%	63%	4%	16%		57%

**Table 5  
FAU & SUS Peer Student Headcount by  
Race/Ethnicity and Gender, Fall 2006**

	Graduate					
	B	H	A	W		F
	%	%	%	%		%
FAU	11%	11%	4%	63%		63%
UCF	7%	8%	3%	66%		59%
USF	8%	9%	4%	68%		63%
FIU	13%	41%	5%	25%		59%

**Table 5  
FAU & SUS Peer Student Headcount by  
Race/Ethnicity and Gender, Fall 2006**

	Unclassified					
	B	H	A	W		F
	%	%	%	%		%
FAU	16%	13%	5%	63%		65%
UCF	8%	12%	4%	68%		58%
USF	10%	7%	5%	73%		63%
FIU	10%	50%	5%	20%		52%

Source: Final Student Data Course File

### Addendum #5: Change in Faculty from 2005-2006

Change in FACULTY from 2005 to 2006						
Total	B	H	A	W	F	
#	#	#	#	#	#	#
ARCHITECTURE, URBAN & PUBLIC AFFAIRS	-8	-1	-1	1	-6	-6
ARTS & LETTERS	2	1	2	0	0	4
BIOMEDICAL SCIENCES	0	0	-1	4	2	-4
BUSINESS	3	3	0	2	0	1
EDUCATION	-3	0	1	0	-3	1
ENGINEERING & COMPUTER SCIENCE	0	0	1	1	-1	3
HONORS	3	0	0	0	2	1
NURSING	0	1	-1	0	0	1
SCIENCE	6	0	0	0	3	-1
Library	-2	-1	-1	0	0	-1
PROVOST	-1	0	0	0	-1	0
All other units	1	2	-3	-1	2	3
<b>Total</b>	<b>1</b>	<b>5</b>	<b>-3</b>	<b>7</b>	<b>-2</b>	<b>2</b>

Change in ADJUNCTS from 2005 to 2006						
Total	B	H	A	W	F	
#	#	#	#	#	#	#
Colleges						
ARCHITECTURE, URBAN & PUBLIC AFFAIRS	-7	0	-1	0	-7	-4
ARTS & LETTERS	-16	-2	1	0	-5	-7
BIOMEDICAL SCIENCES	-4	0	0	0	-1	-2
BUSINESS	-24	-1	1	0	-22	-1
EDUCATION	-36	-4	-4	0	-28	-25
ENGINEERING & COMPUTER SCIENCE	-1	0	-1	1	1	0
HONORS	3	0	0	-1	4	1
NURSING	-7	1	1	0	-9	-6
SCIENCE	-10	-1	-1	-1	-2	-8
Other areas	0	0	0	0	0	0
LIBRARY	0	0	0	0	0	0
PROVOST	0	0	0	0	0	0
All other units	9	2	0	0	8	10
<b>Total</b>	<b>-93</b>	<b>-5</b>	<b>-4</b>	<b>-1</b>	<b>-61</b>	<b>-42</b>

**Addendum #6: Change in AMP and SP Staff from 2005-2006**

<b>Change in AMP from 2005 to 2006</b>						
<b>Total</b>	<b>B</b>	<b>H</b>	<b>A</b>	<b>W</b>	<b>F</b>	
<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>
<b>ADVANCEMENT</b>	7	0	1	0	6	4
<b>ATHLETICS</b>	-9	-1	0	-1	-5	-3
<b>COMMUNICATIONS &amp; MARKETING</b>	1	0	0	0	1	0
<b>FACILITIES</b>	3	2	1	0	1	0
<b>FINANCIAL AFFAIRS</b>	5	8	1	-1	-2	7
<b>GRADUATE STUDIES</b>	2	2	0	0	-1	3
<b>INFORMATION RESOURCE MANAGEMENT</b>	4	-3	0	1	6	3
<b>LIBRARY</b>	2	1	0	0	0	1
<b>PROVOST</b>	11	3	-1	1	7	6
<b>RESEARCH</b>	1	-1	1	1	0	0
<b>STUDENT AFFAIRS</b>	10	1	2	-1	9	5
<b>UNDERGRADUATE STUDIES</b>	3	-1	0	0	4	2
<b>UNIVERSITY PRESIDENT</b>	2	1	1	0	0	1
<b>VP, BROWARD CAMPUSES</b>	-1	0	0	0	-1	0
<b>VP, JUPITER CAMPUS</b>	0	0	0	0	0	0
<b>VP, TREASURE COAST</b>	-1	0	0	0	-1	-1
<b>Total</b>	<b>40</b>	<b>12</b>	<b>6</b>	<b>0</b>	<b>24</b>	<b>28</b>
<b>ARCHITECTURE, URBAN &amp; PUBLIC AFFAIRS</b>	3	0	0	0	3	2
<b>ARTS &amp; LETTERS</b>	0	0	0	-1	1	0
<b>BIOMEDICAL SCIENCES</b>	1	1	0	0	0	0
<b>BUSINESS</b>	6	0	1	2	5	3
<b>EDUCATION</b>	11	0	4	0	6	8
<b>ENGINEERING &amp; COMPUTER SCIENCE</b>	8	1	-1	1	6	2
<b>HONORS</b>	-1	0	0	0	-1	-1
<b>NURSING</b>	1	1	1	-1	0	1
<b>SCIENCE</b>	5	0	1	0	4	7
<b>Total</b>	<b>34</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>24</b>	<b>22</b>
<b>Grand Total</b>	<b>74</b>	<b>15</b>	<b>12</b>	<b>1</b>	<b>48</b>	<b>50</b>

<b>Change in SP from 2005 to 2006</b>						
	<b>B</b>	<b>H</b>	<b>A</b>	<b>W</b>	<b>F</b>	
<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>
<b>ADVANCEMENT</b>	0	1	-1	0	1	
<b>ATHLETICS</b>	0	0	0	1	1	
<b>COMMUNICATIONS &amp; MARKETING</b>	3	0	0	2	4	
<b>FACILITIES</b>	-7	-4	0	-3	-1	
<b>FINANCIAL AFFAIRS</b>	-7	7	2	-15	-7	
<b>GRADUATE STUDIES</b>	-1	-1	0	0	-1	
<b>INFORMATION RESOURCE MANAGEMENT</b>	-11	0	-1	-8	-10	
<b>LIBRARY</b>	-1	0	2	-2	-1	
<b>PROVOST</b>	10	5	4	2	12	
<b>RESEARCH</b>	2	0	1	-1	2	
<b>STUDENT AFFAIRS</b>	6	2	4	-1	5	
<b>UNDERGRADUATE STUDIES</b>	-1	0	0	-1	-1	
<b>UNIVERSITY PRESIDENT</b>	1	1	0	-1	1	
<b>VP, BROWARD CAMPUSES</b>	0	1	0	-1	2	
<b>VP, JUPITER CAMPUS</b>	0	0	0	0	0	
<b>VP, TREASURE COAST</b>	-1	0	0	-1	-1	
<b>Total</b>	-6	11	11	-1	-24	6
<b>ARCHITECTURE, URBAN &amp; PUBLIC AFFAIRS</b>	0	1	0	0	-1	
<b>ARTS &amp; LETTERS</b>	3	0	1	2	3	
<b>BIOMEDICAL SCIENCES</b>	2	2	0	0	1	
<b>BUSINESS</b>	-5	-2	0	-3	-5	
<b>EDUCATION</b>	-2	3	1	-4	-2	
<b>ENGINEERING &amp; COMPUTER SCIENCE</b>	-8	-1	1	-8	-1	
<b>HONORS</b>	0	0	-1	1	0	
<b>NURSING</b>	0	0	1	0	0	
<b>SCIENCE</b>	1	-2	1	2	1	
<b>Total</b>	-9	1	4	-1	-10	-4
<b>Grand Total</b>	-15	12	15	-2	-34	2

## Addendum # 6: Minority Purchasing Program Data

### FAU Minority Purchasing Program Development

FISCAL YEAR	GOAL	ACTUALS	% GOAL
96-97	4,068,939.00	4,809,110.57	118.2
97-98	7,925,362.53	9,040,856.71	114.1
98-99	7,567,550.17	7,592,027.89	100.3
99-00	4,379,560.85	5,024,233.86	114.7
00-01	7,911,968.19	10,614,886.58	134.2
01-02	5,045,532.68	11,335,124.26	224.7
02-03	5,353,816.00	5,689,985.07	106.3
03-04	n/a	7,073,184.09	n/a
04/05	n/a	7,363,296.00	n/a
05/06	n/a	6,544,916.00	n/a
06/07	n/a	6,751,103.00	n/a

### SUS Minority Purchasing Data

	05-06	04-05	03-04
Florida A & M University	\$ 5,838,188	\$ 9,357,351	\$ 12,506,304
Florida Atlantic University	\$ 6,544,917	\$ 7,363,294	\$ 7,072,880
Florida Gulf Coast University	\$ 747,782	\$ 799,581	\$ 373,410
Florida Int'l University	\$ 10,960,345	\$ 11,482,471	\$ 11,282,509
Florida State University	\$ 28,295,116	\$ 14,810,356	\$ 37,042,690
New College of Florida	\$ 549,775	\$ 436,585	\$ 233,539
University of Central Florida	\$ 8,912,142	\$ 6,970,908	\$ 7,948,930
University of Florida	\$ 17,010,017	\$ 22,748,464	\$ 28,806,003
University of North Florida	\$ 3,050,501	\$ 4,578,804	\$ 3,707,072
University of South Florida	\$ 11,577,529	\$ 16,363,271	\$ 22,210,642
University of West Florida	\$ 1,795,160	\$ 1,703,830	\$ 1,809,468
Total SUS:	\$ 95,281,472	\$ 96,614,916	\$ 132,993,447
Average:	\$ 8,661,952	\$ 8,783,174	\$ 12,090,313
Max:	\$ 28,295,116	\$ 22,748,464	\$ 37,042,690
Min:	\$ 549,775	\$ 436,585	\$ 233,539
FAU Rank (out of 11)	6	6	6