



MILLIKIN
UNIVERSITY®

COMMITMENT to DIVERSITY

Millikin is committed to creating a campus culture that respects and values diversity. At Millikin, diversity is seen in broad terms, including race, color, religion, national/ethnic origin, sex, sexual orientation, gender identity/expression, age, disability, familial/marital status, socioeconomic status, military/veteran status or membership in any group protected by state or federal law.

Through the recruitment of diverse students, staff, faculty, and administrators and by creating an environment that values diversity, Millikin seeks to provide an engaged learning community in which diversity enhances the total educational experience. Millikin University is committed to:

- **creating a diverse campus population**
- **fostering a campus atmosphere where diversity is valued, and**
- **generating a campus learning community that embraces diversity.**

Millikin University has developed policies and procedures consistent with these commitments, including evaluative mechanisms that ensure currency of the action plan and guide the allocation of resources to support our commitment to diversity.

MILLIKIN UNIVERSITY'S COMMITMENT TO DIVERSITY

OBJECTIVE:

Recruit and retain a student population that is increasingly representative of the changing demographics of the United States.

STRATEGIES:

- Create prospective student experiences that demonstrate a commitment to diversity across mediums, including personal contact, the MU website, email campaigns, and printed publications.
- The Vice President for Enrollment shall, in consultation with the Enrollment Management Team (EMT) and the Cabinet, create annual recruitment and retention guidelines, targets, or goals consistent with this diversity plan.
- The Office of Multicultural Affairs shall take an active role in the recruitment and retention of students from diverse backgrounds and shall be charged with designing and implementing strategies consistent with this objective.
- EMT shall develop and implement financial aid strategies such as the Long/Vanderburg program that would support recruiting and retaining a diverse student population.
- EMT shall develop a diverse volunteer alumni pool to play a defined role in supporting recruitment opportunities.

ASSESSMENT AND MONITORING:

The President, in consultation with the Cabinet, shall report to the campus annually.

RESPONSIBILITY:

Vice President for Enrollment

MILLIKIN UNIVERSITY'S COMMITMENT TO DIVERSITY

OBJECTIVE:

Recruit and retain a faculty, administration and staff that is reflective of the changing demographics of higher education.

STRATEGIES:

- The Vice President for Finance and Business Affairs shall ensure University-wide compliance with national EEOC standards, as well as state and federal employment law.
- The Vice President of Academic Affairs, in consultation with the Chairs and Deans, shall evaluate each faculty vacancy and implement realistic goals consistent with this objective.
- Vice Presidents shall evaluate each administrative and staff vacancy and implement realistic goals consistent with the intent of this objective.
- The Vice President of Academic Affairs shall charge the Council on Faculty with developing specific strategies for retaining faculty consistent with this objective.

ASSESSMENT AND MONITORING:

The President, in consultation with the Cabinet, shall report to the campus annually.

RESPONSIBILITY:

Vice President of Academic Affairs and
Vice President for Finance and Business Affairs.

OBJECTIVE:

To create a campus atmosphere and learning community that values and embraces diversity.

STRATEGIES:

- The Vice Presidents shall offer development opportunities to all faculty, administration, and staff to achieve and sustain a campus environment that values diversity.
- The Vice President of Academic Affairs shall work with faculty and faculty governance to support student participation in intercultural experiences outside of the classroom.
- Student Life shall design and implements programs that promote a campus atmosphere that values diversity.
- Admission and Office of Multicultural Affairs, in consultation with EMT, shall develop a comprehensive diversity scholars program. The existing diversity scholarships will be used both a basis for evaluation and future enhancement.
- The Vice President of Academic Affairs shall work with the Council on Curriculum to provide opportunities for faculty development to create and apply pedagogical strategies designed to retain diverse students.
- The Vice President of Academic Affairs shall work with the Council of Curriculum to assess curricular diversity and make recommendations regarding the depth and breadth of courses offered each semester to integrate diversity into the curriculum.
- The Vice President for Finance and Business Affairs shall provide a systematic plan for staff, administration, and faculty development. This includes but is not limited to:
 - a. All new administrative, faculty and staff shall attend new employee orientation, which will include a review of the University's diversity commitment and policies and procedures that affect campus culture (e.g. harassment policies).
 - b. Individuals involved in search or hiring processes will receive training on EEOC guidelines.

ASSESSMENT AND MONITORING:

The President, in consultation with the Cabinet, shall report to the campus annually.

RESPONSIBILITY:

Vice President of Academic Affairs and Vice President for Finance and Business Affairs. The President will provide briefings to the Board of Trustees.

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