

DEI Action Plan

Objective	Actions (How)	Responsibility (Who)	Time line (When)	Progress Monitoring (completion)
Complete an internal of assessments (surveys, focus groups, interviews) to identify themes and areas for improvement	Gather available data for review Schedule (via Doodle poll) work session with Task Force and SoE Diversity committee	P. Constantino D. Osborne	Scheduled by February 1	Completed on Feb 7
Consult with an external reviewer to affirm/refute internal review findings and make recommendations based on identified themes	Solicit a pool of professionals available to participate as external reviewers of the work of the Task Force	Members of the Task Force and the Diversity Committee	February—Contact reviewers May- External review of recommendations and goal	External reviewers have been contacted.
Develop aspiration statements and action steps	Participate in a Design Thinking Activity to develop aspirations and goals based on self-study findings and Dean’s charge	Members of the Task Force and the Diversity Committee	Scheduled for 3/15/19 Amy Colley, Facilitator	Aspirations, Behaviors and Action steps have been developed around themes. Subcommittees will begin work on developing SMART goals based on these themes. Meetings for this work will be open to interested faculty, staff and students.
Develop SMART goals associated with the identified areas for improvement	Task Force will work in sub-groups to develop goals related to assigned themes Task Force will meet as a group to review sub-group	Members of the Task Force working in sub-committees	May 1	

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	goals and finalize a draft for the Dean			
Report with SMART goals and recommendations to Dean Niles	Draft a report containing review findings and SMART goals	Members of the Task Force	June 1	
Submit Final Report to Dean Niles to be shared with President Rowe and Provost	Make revisions and prepare final report with recommendations	Final Report to President and Provost	June 30	