



# The Pathway To Success

## INITIATIVE BENCHMARK SHEET

**Initiative Name:** Expand the Diversity Found in the Composition of the Staff at Indiana State University

**Goal #:** 6

**Init #:** 4A

Goal	Initiative	Impact / Importance to Goal(s)	FY 2013A	FY 2013G	FY 2014A	FY 2014G	FY 2015A	FY 2015G	FY 2016	FY 2017
6	1	Enhance the quality of life for faculty and staff	M	M	M	H	H	H	H	H
6	3	Enhance the development of staff	H	H	H	H	H	H	H	H
6	4B	Expand the diversity found in the composition of the faculty at ISU	H	H	H	H	H	H	H	H

Initiative Benchmarks	FY 2013A	FY 2013G	FY 2014A	FY 2014G	FY 2015A	FY 2015G	Fall 2016	Fall 2017
Recruitment and retention of minority executives	6	6	7	7	8	10	12	15
Recruitment and retention of minority professionals	52	52	52	50	50	52	55	58
% of women in executive positions / % female students (data expressed in %)	30/55	39/55	37/55	37/55	39/55	40/55	44/55	52/55
Recruitment and retention of minority support staff	24	28	37	40	45	48	50	55
Increase opportunities for staff (exempt/non-exempt) professional development	3	5	15	20	30	35	40	45
Increase number of diversity trainers facilitators within each College/Division (via Safe Zone Facilitators, Eye on Diversity Series, and/or Certified Diversity Professionals, etc.)	57	60	65	70	75	80	85	90
Provide grant opportunities to staff to conduct diversity related research	-	-	-	5	5	10	10	15

