

DRAFT: Guidelines for an Action Plan Based on Campus Self-Study Results

An Action Plan is to be motivated by the data collection and the results of the Campus Self-Assessment.

Some who have reviewed the tools have suggested that there be guidance for development of the campus action plan. Some campuses may have their own way of going about developing action plans, and if you do, that may be how you want to proceed. This Step by Step guide is offered for those who want more guidance. Campus also may want to modify it to fit their situation.

Step 1 would be for the Campus Team to determine what the composition of the team will be to develop and monitor the Campus Action Plan. It could be expanded or contracted based on the results of the Self-Assessment.

Step 2 would be a review of the results overall of the Self-Assessment and especially what is found in the four questions under the Reflection on Strategies. Questions 1 and 2 should lead to the Campus Committee identifying areas of campus success that can be strengthened and built on. It will also lead to the identification of areas where more needs to be done. The identification of issues to be addressed should include the level within the university that needs to be address. There will likely be things to be done at multiple levels in the university, for example, in Human Resources, College or colleges, and in a department or departments.

Step 3 would review the items/levels to be addressed, with prioritization based primarily on which issues improvement would have the most impact on increasing the diversity of the STEM professorate.

Step 4 would be to sketch out a campus plan with the help of the APLU INCLUDES Guidebook with the following features:

- Each Issue to be addressed and the level or levels at which it is to be addressed
- The priority of the issues for the campus
- A more detailed planned response to the issue with goal/goals to be achieved.
- Who leads the effort?
- The resources needed to effectively address the issue.
 - Financial
 - Expert guidance
- The Resources Available
 - Financial
 - Technical and Expert guidance
 - On campus
 - From APLU Alliance
 - Other Sources
 - Other collaborating campuses
 - Other Resources (APLU is developing a Guidebook which calls attention to research, practice, and many guides for effectively moving a campus or department toward greater diversity, equity, and inclusion.

- The timeline for initiating the work and short and long-term check points for progress.

Step 5 would be for the Campus Team to organize the Action Plan over multiple years and gain campus support for the initiative. Each plan would be unique to the campus depending on what they discover through their campus self-assessment. Some campuses may be able to initiate all the higher priority items at once, other may have to organize the initiation dates over time to reflect priorities and available resources.

Step 6 would be to review data collected and data needed to continue to measure performance

Step 7 would be to become knowledgeable of what other campus are doing through the APLU Alliance and deciding whether to enter into collaborative arrangements with other campuses regarding the overall initiative or specific issues.

Step 8 would be the Campus Team's overall plan for success and whether the Self-Assessment should be repeated at intervals, say every three or four years.

Step 9 would be the Campus/Campus team announcing its plan to the university community and beyond.