**Unit Name: Sociology and Anthropology Department Academic Year: 2010-2011 (Year One – Strategic Planning Cycle)**

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| **Unit Mission**  The Sociology and Anthropology Department supports the University mission and seeks to provide greater understanding of human behavior with a focus on its social and cultural contexts, both locally and globally. We strive to accomplish this through our commitment to excellence in undergraduate and graduate education and scholarly research; through development of practical and applied skills in which our students and faculty draw upon their knowledge to critically analyze and enhance the diverse communities in which they live and work; through the focused use of available resources; and through a process of continual self-reflection and improvement.[[1]](#endnote-1) |
| **Goal 3: Increase Diversity**  **This *Unit Action Plan* Specifically Supports Commitment 4.** |

| **Plan for 2010-2011**  **This section due by January 28, 2011.** | | | | **Report for 2010-2011**  **This section due by April 1, 2011.** | |
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| **Objective** | **Evaluation Measure** | **Performance Standard** | **Action** | **Data/Findings** | **Status** |
| 3.1 Recruit, retain, advance and recognize a diverse, faculty, staff, and administration | Demographics of RSU Faculty and the Service Area (Rogers, Mayes, and Washington counties) | Faculty who are members of racial or ethnic minority groups will be within 5% of the service area population. | 3.1.1 Advertise in *Diverse Issues in Higher Education* | |  |  |  | | --- | --- | --- | | **Ethnicity** | **Service Area** | **RSU** | | Nonresident aliens | 1% | UNK | | Hispanic | 3% | 2% | | American Indian or Alaska Native, non-Hispanic | 14% | 18% | | Asian, non-Hispanic | 1% | UNK | | Black or African American, non-Hispanic | 3% | 1% | | Native Hawaiian or other Pacific Islander, non-Hispanic | 0% | UNK | | White, non-Hispanic | 61% | 72% | | Two or more races, non-Hispanic | 17% | 6% | | Race and/or ethnicity unknown | 0% | 1% | | Total | 100% | 100% | | **Total Ethnic or Racial Minority** | **39%** | **28%** |   Standard not achieved. The RSU percentage of Ethnic and Racial minority faculty is not within 5%.[[2]](#endnote-2) | Drop Down Menu To Be Developed |
| 3.1 Recruit, retain, advance and recognize a diverse, faculty, staff, and administration | Faculty Demographics of Oklahoma Regional Higher Education Institutions | The gender percentages of the faculty will be within 5% of the average percentages of all other Oklahoma Regional Higher Education Institutions. | 3.1.2 Write directly to colleagues to request nominations women candidates. | Example: Table of Gender Percentages  Standard achieved. |  |

**Budget Request Supplement for Academic Year 2011-2012**

**Year Two – Strategic Planning Cycle**

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| **This section due by April 1, 2011.** | | | | | | |
| **University Objective** | **Action for 2011-2012** | **Requested Resources** | | | | **Estimated Cost** |
|  |  | **Human** | **Financial** | **Physical/Capital** | **Other (e.g., Technology** |  |
| 3.1 Recruit, retain, advance and recognize a diverse, faculty, staff, and administration | 3.1.1 Advertise in *Black Issues in Higher Education*, *Hispanic Outlook in Higher Education*, *Tribal College Journal* and *Diverse Issues in Higher Education* | Action 1 Request | Action 1 Request  $2000 for advertisement | Action 1 Request | Action 1 Request | $2000 |

1. Adapted from the University of North Florida. (n.d.) *Department of Sociology and Anthropology Strategic Plan 2006-2011*. Retrieved December 9, 2010 from <http://www.unf.edu/coas/soc-anth/Miscellaneous/Strategic%20Plan_2006_SocAnth.pdf> [↑](#endnote-ref-1)
2. The data presented in the example are for demonstration only and are NOT reflective of true data. [↑](#endnote-ref-2)