Recommended Process

• Communication to Community Imperative

• Press release from President Geoffroy and Diversity Committee Chairs
  – Thank you to community for participating
  – Review of process to date
  – Discussion of next steps

• Executive Summary on ISU web site
  – Note on this site that full report is available at:
  – Suggestions: Diversity Office, Library, Student Affairs Office
Process to Date - 2003

- **April 2003**
  - Focus groups held with various constituent groups on campus to assist in informing questions for the survey

- **May – September 2003**
  - Survey developed with continued input from the Diversity Committee and constituent groups (6 drafts)

- **October – December 2003**
  - Review of project by ISU Institutional Review Board (IRB – Human Subjects) – approved with modifications –12/03)
Process to Date - 2004

- March – April 2004
  - Survey distributed to random sample of majority populations; purposeful sampling of underrepresented groups; snowball sampling of invisible populations
- May - June 2004
  - Data Analysis
- July 2004
  - Draft 1 of report reviewed by small group
- August 2004
  - Draft reviewed and revised
- September 2004
  - Draft 2 of report and power point presentation to: President Geoffroy, Provost Allen, Dr. Carlson, Dean Whiteford, Carla Espinoza (co-chairs of Diversity Committee), and Tahira Hira
Process Forward – 2004/2005

- October 2004
  - Presentation of results to President’s Advisory Committee on Diversity; re-convened constituent groups; town meeting for campus community
  - Purpose: communication; feedback on report; solicit recommendations on actions to address challenges for inclusion in strategic plan

- November 2004
  - Final Report available

- February 2005
  - Develop Strategic Plan in cooperation with the President’s Advisory Committee on Diversity

- April 2005
  - Strategic Plan shared with community
  - Recommendation that the actions are included as part of 2005-2010 ISU Strategic Plan or as a “stand-alone” document