

**Academic Affairs**  
**OSU-Stillwater**  
Benchmarks

**Recruitment**

- Request and distribute employee market availability information for all faculty, staff, and administrative positions on an annual basis.
  - Current Status of Goal
    - New initiative.
  - Projected Status of Goal by April 2008
    - Data will be requested from Affirmative Action on market availability and shared with Academic Affairs' unit heads.
  - Projected Status of Goal by 2010
    - Continue review of market data on an annual basis.

## **Recruitment**

- Actively participate with Undergraduate Admissions and the Directors of Student Academic Services in the recruitment of ethnic minority students into the Honors program, the Wentz Research initiative, the Student Academic Mentors (SAM) program, and the Niblack Scholars program, and the Scholar Development application process, and increase awareness and participation of ethnic minority students in study abroad opportunities.
  - Current Status of Goal
    - New initiative.
  - Projected Status of Goal by April 2008
    - Representatives from the Honors College, Scholar Development, Study Abroad and University Academic Services will have participated in at least one recruitment event for ethnic minority students.
  - Projected Status of Goal by 2010
    -

## **Campus Climate**

- Develop and offer new diversity courses and fully implement the diversity assessment rubric for learning outcomes in general education offerings.
  - Current Status of Goal
    - New initiative.
  - Projected Status of Goal by April 2008
    - Create and pilot test the use of the Diversity assessment rubric and provide incentives for at least four faculty to develop Diversity designated courses.
  - Projected Status of Goal by 2010
    -

## **Campus Climate**

- Increase the number of Fulbright scholars, both American and International, studying at OSU and abroad.
  - Current Status of Goal
    - Identify a faculty representative to more closely monitor and promote Fulbright opportunities for faculty and students.
  - Projected Status of Goal by April 2008
    - Faculty member appointed (Dr. Steve Hallgren) as Fulbright coordinator, a comprehensive list compiled of past and current Fulbright Scholars, and at least one workshop for faculty and one for students offered on opportunities available through the Fulbright program.
  - Projected Status of Goal by 2010
    -

## **Campus Climate**

- Continue the international travel scholarship program with particular emphasis on need-based students.
  - Current Status of Goal
    - \$50,000 allocated for the Provost's Study Abroad Office scholarships.
  - Projected Status of Goal by April 2008
    - Increase the PSAO allocation by at least \$40,000 to provide study abroad opportunities to additional students.
  - Projected Status of Goal by 2010
    -

## **Campus Climate**

- Provide professional development opportunities through the Institute for Teaching and Learning Excellence (ITLE) related to diversity in the instructional setting.
  - Current Status of Goal
    - New initiative.
  - Projected Status of Goal by April 2008
    - Partner with Institutional Diversity to plan and advertise a summer diversity course training program, and offer at least two programs through ITLE's Faculty Support Center related to diversity in the instructional setting.
  - Projected Status of Goal by 2010
    -