COMMUNITY, EQUITY AND DIVERSITY

Presentation by
David M. Dooley
President

To The Strategic Budget and Financial Planning Council
June 13, 2011

THINK BIG WE DO™
On May 2, 2011, the Board of Governors approved the position of Associate Vice President for Community, Equity and Diversity to serve as URI Chief Diversity Officer (CDO).

A CDO was hired January 2011 to assist in shaping the position and direction.

The search for the permanent CDO will be launched in the next few months.
EXPLANATION FOR PROPOSED BUDGET

• URI has a genuine commitment to Community, Equity and Diversity.

• Requires more than one person to provide direction and guidance to design, develop and integrate diversity and inclusion strategies for the University.

• Full focus is needed in the areas of recruitment and retention of faculty, staff and students, educational programming and assessment to build a framework that creates alignment and understanding across the organization.
• Administrative support and a budget that supports community, equity and diversity initiatives is essential.

• A well staffed and budgeted Community, Equity and Diversity area will assist in attracting candidates of excellence for the permanent CDO position.

• Retaining students, faculty and staff will increase revenue and reduce the number of searches conducted saving the expense of recruitment.

• Existing resources were used to the greatest extent possible to build the budget.

• GLBT Center has never had a budget. It is critical to create parity between student identity areas and support the GLBT community.
Position for Culture Change and Organizational Development:
• Design and implement learning strategies that provide ongoing educational and development programs that strengthen knowledge, enhance awareness and develop necessary skill sets for multicultural competency.
• Develop and implement mentoring programs that empower faculty, staff and students through informal mentoring and peer-to-peer mentoring.
• Develop and implement assessment tools for continuous input and feedback on University climate, effective diversity initiatives and programming.
• Partner and assist CDO in strategic community and diversity efforts and the operations of the division.

Position for Faculty Recruitment and Retention:
• Drive a focused effort to recruit and retain under-represented scholars at URI.
• Partner with every faculty and dean search committee to provide support, direction, and training to conduct faculty searches.
• Provide guidance in targeted outreach by engaging in strategic and innovative recruitment strategies.
• Resource for people of color and women doctoral students and faculty at URI and those who are interested in becoming faculty at URI.
• Build and facilitate long-term relationship networks with people of color and women scholars to assist continuous recruitment efforts.
• Educate and promote programs that create retention
ORGANIZATIONAL CHART & POSITIONS

Chief Diversity Officer

- Executive Assistant II
- Women’s Center
- Affirmative Action
- Multicultural Center
- Director Recruitment & Retention
- Title TBD
- GLBT

Existing
- Women’s Center: 4
- Affirmative Action: 2
- Multicultural Center: 3
- Director Recruitment & Retention: 0
- Title TBD: 1
- GLBT: 2

New
- Women’s Center: 0
- Affirmative Action: 1
- Multicultural Center: 0
- Director Recruitment & Retention: 0.6
- Title TBD: 0
- GLBT: 0

Total
- Existing: 14.0
- New: 1.6
# Proposed FY12 Budget

## Community, Equity and Diversity

<table>
<thead>
<tr>
<th>Unit</th>
<th>Fund 100 Existing</th>
<th>Fund 100 New</th>
<th>Non Fund 100 Existing</th>
</tr>
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<tbody>
<tr>
<td><strong>CDO Department</strong></td>
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<tr>
<td>Personnel</td>
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<tr>
<td>CDO</td>
<td>$176,000</td>
<td>$169,255</td>
<td>$89,942</td>
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<tr>
<td>Title TBD</td>
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<td>$6,414</td>
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<tr>
<td>Executive Asst. II (From EA I)</td>
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<td>$68,960</td>
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<tr>
<td>Director, Recruitment &amp; Retention</td>
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<td>(full time in FY13?)</td>
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<tr>
<td>Operating</td>
<td>$23,832</td>
<td>$6,168</td>
<td>$13,000</td>
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<td>Recruitment &amp; Retention Initiative</td>
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<td>GLBT Center</td>
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<tr>
<td>Director</td>
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<td>$85,948</td>
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<td>Coordinator</td>
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<td>Operating</td>
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<td>Affirmative Action</td>
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<tr>
<td>Pers/Operating</td>
<td>$196,406</td>
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<td>Assistant Director</td>
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<td>Multicultural Center</td>
<td>$336,193</td>
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<td>Women’s Center (also has Fund 101 balance)</td>
<td>$534,101</td>
<td>$270,000</td>
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<td><strong>Total</strong></td>
<td>$1,525,729</td>
<td>$256,135</td>
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<td>(86%)</td>
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<td><strong>Grand Total</strong></td>
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Salaries include fringe benefits

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**Fund 100 Total**: $1,781,864

**Non Fund 100 Total**: $429,270

*Think Big. We Do.*
Thank You