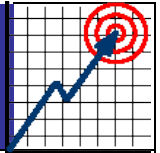





STRATEGIC PLAN, 2009-2014

University-wide Annual Review Report



Review of Metrics by Goal	Review Year					Target	Performance Indicator	Revised Target	
	Baseline	1	2	3	4				5
Goal 4: Promote Diversity and Inclusion									
4-1 Ensure that all educational and administrative units implement strategies to achieve inclusive excellence	-	Oct 2010 ¹					Implement Strategies	★	
4-2 Increase the proportion of students from diverse ethnic groups and other underserved populations							Increase		
Racial/Ethnic Minorities	10.0%	10.9%						▲	
International	4.3%	4.3%							
Appalachian	12.5%	12.0%						■	
Underserved KY Counties	3.1%	2.9%						■	
Pell Grant Recipients	11.9%	15.0%						▲	
4-3 Achieve the employment goals of UK's annual Affirmative Action Plan (N=21)	16	15					Achieve Goals	■	
4-4 Improve student, faculty, and staff ratings on the extent to which UK is an inclusive community, according to results of a university-wide survey							Improve Ratings		
Students:									
<i>Welcoming Campus Environment Scale</i>	3.53	Spring 2014 ³							
<i>Perceptions of Disparate Treatment Scale</i>	2.37 ⁴	Spring 2014							
Faculty and Staff Rating (4-point scale)	Oct 2010	Oct 2013							

4-5 Improve student ratings of curricular and co-curricular effectiveness in promoting diversity and inclusion, according to results of a university-wide survey	3.46	Spring 2014					Improve Ratings		
4-6 Increase the number of partnerships with community organizations whose purpose is to promote diversity and inclusion	-	151					Increase Number of Partners		

¹NOTE: To be based on first-year Strategic Plan Progress Reports due October 2010.

²NOTE: Data used for determining utilization status places library faculty in the Professional job category, based on IPEDS definitions.

³NOTE: Dates indicate planned administration of surveys to determine baseline and/or progress.

⁴NOTE: The lower the rating on this scale, the fewer the perceptions of disparate treatment.

