

Institutional Effectiveness Report

Assessment Summary

Administrative Unit: Equal Opportunity Programs and Multicultural Affairs

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Assessment Cycle (academic or calendar year): 2007

Mission (related to VSU mission): The Office of Equal Opportunity Programs and Multicultural Affairs serves as the institutional resource in creating an environment that is respectful of the diversity represented in its employee and student populations.

Assessment History (discuss here how and when the unit developed its current assessment program, what it used prior to starting that program to assess its effectiveness, etc.):

Prior to developing its assessment program the Office of Equal Opportunity Programs and Multicultural Affairs relied upon results of alumni surveys administered by the Office of Strategic Planning and Research. In 2008 the VSU Diversity Council created a diversity plan and conducted an institutional climate assessment. The current goals for the office were established along with the current assessment measures and designed to mirror the goals of the climate assessment/diversity plan. Since the new goals have recently been established, a minimal number of changes have been made, although the Office plans to evaluate the assessment measures in spring 2008 to see if any adjustments are needed.

Copies of the climate assessment/diversity plan are maintained in the Office of Equal Opportunity Programs and Multicultural Affairs. Office of Equal Opportunity Programs and Multicultural Affairs is responsible for collection, tabulation, disaggregation, and dissemination of all assessment results.

Goals for Unit:

1. Conduct Campus Wide Diversity Needs Assessment
2. Present findings of audit report to new and existing leadership
3. Publicize audit findings
4. Work with diverse student groups to co-sponsor campus events

Assessments (include when and to whom these are administered, and align goals with specific assessments):

- **Diversity Audit** – bi-annually (Goal 1)
- **Participant Feedback** – after each diversity audit presentation (Goals 2 &3)
- **Activity Evaluation Forms** – after each event (Goal 4)

2007-2008 (or 2007)

- Assessment Results (submit an electronic file of the data collected):
Diversity Audit – bi-annually (Goal 1): Records of participation indicate that 100 faculty, staff, and students participated in the qualitative portion of the diversity audit and 1,300 faculty, staff, and students completed the on-line survey

Activity Evaluation Forms – after each event (Goal 4): Ratings on the activity evaluation forms indicate that an average of 30 people attended each activity and rated the activity an average of 4 out of a possible 5
- Discussion/Dissemination of Results:
Diversity Audit – bi-annually (Goal 1): Results indicate that survey participants support the establishment/continuation and further strengthening of a campus wide diversity initiative and that the initiative should be supported by senior administrators
- **Activity Evaluation Forms** – after each event (Goal 4): Ratings on the activity evaluation forms indicate that an average of 30 people attended each activity and rated the activity an average of 4 out of a possible 5
- Modifications Made:

Diversity Audit – bi-annually (Goal 1) **For Goal 2** – The Diversity Council analyzed results & recommended campus dissemination and input. The Diversity Plan will be submitted to the committee on policy development for campus adoption.
Activity Evaluation Forms – No modifications were recommended at this time.

Unit Director

Date

President/VP for Unit

Date

Adapted from: University of Alabama SACS site (<http://sacs.ua.edu/degreeInfo2.cfm?college=2&dept=50>);

University of Western Kentucky SACS Accreditation Review Process (<http://www.wku.edu/sacs/assessmentmanual.htm>) ; and

Mrs. Marila D. Palmer, VP-Executive Affairs & Planning, LeTourneau University, Presentation to 2008 SACS-COC Institute