

University of Arkansas Libraries
Diversity Goals 2010-2011

University Objective 1: *Provide administrative oversight of diversity programs and initiatives to include the need for a chief diversity officer at the executive officer level.*

Library Actions:

- Maintain contact with the university's chief diversity officer to ensure awareness of Library diversity efforts and alignment with those of the University.
- Identify representatives from the Libraries to serve on university-level committees dealing with diversity.

University Objective 2: *Inform all university administrators that they will be held accountable for achieving the university's diversity goals.*

Library Actions:

- Discuss ADA compliance report and Library diversity program survey with administrative group and Library Directors and monitor library performance.
- Explore accountability metrics with Vice Provost for Diversity's Faculty & Staff resource groups and ensure the library meets expectations.

University Objective 3: *Continue to infuse diverse subject matter into the curriculum.*

Library Actions:

- Continue support of Diversity Collections Enhancement Grant
- Continue to encourage Library participation in campus diversity-related programs
- Support curriculum with existing Library materials - databases, periodicals, books, etc.
- Continue to monitor diversity-related electronic discussion lists for program planning ideas, and resource selection recommendations
- Investigate partnership with other departments to coordinate co-curricular programs
- Highlight selected resources related to diversity on Library's diversity webpage
- Support Ombud Office's Living Library program

University Objective 4: *Continue to focus on recruitment and retention of a diverse student body and workforce.*

Library Actions:

- Expand position advertising to reach a more diverse hiring pool
 - Establish a network of library human resources personnel from libraries with diverse faculty and staff to share in recruitment and retention best practices
 - Survey library schools and target those with minority-rich student populations
 - Coordinate with the Office of Affirmative Action to review applicant demographics and advertising sources for each faculty/non-classified staff search
 - Revise the Libraries' Recruitment and Search Committee manual to include enhancements in recruitment efforts to build more diversity in candidate pools
- Continue to look for diversity-related employee development opportunities
 - As per the Library Diversity Training Survey results, conduct at least two diversity-related employee development training sessions per year
- Include recruitment and retention of diverse Library workforce in Library Succession Plan
- Continue and expand the Library Residency Program
 - Create manual for Library Residency Program and ensure focus of the position remains on diversity
 - Collect resident rotation plans and solicit faculty support for program
 - Actively recruit for new resident to begin in Summer 2011

- Serve as library representative to recruit for available positions at local and national professional conferences (e.g., National Diversity in Libraries Conference)

University Objective 5: *Develop a more condensed and prioritized set of achievable diversity strategies related to outreach and retention of faculty, staff and students, academic initiatives, climate/environment, development and external audiences.*

- Host at least one annual art exhibit in the Library from artists who are members of traditionally under-represented groups
- Increase visibility of the Library's commitment to diversity by highlighting successes

University Objective 6: *Develop and implement a communications plan that promotes the outstanding diversity efforts and outcomes at the university to the state populace.*

Library Actions:

- Continue to promote Library diversity efforts through various media (e.g., *Books and Letters*, and the Library diversity website)
- Work with Library PR coordinator to communicate Library efforts to campus media outlets and relevant offices
- Communicate efforts and achievements to outlets beyond the university through local media
- Identify diverse community events in which the library can participate and co-sponsor

[JBB on behalf of the Library Diversity Committee 10/15/10]