

OAKLAND CITY
UNIVERSITY

MAY 2022

OAKLAND CITY UNIVERSITY

Strategic Plan 2022-2027

PRESENTED BY

JC Campbell, PhD

Asst. VP of Diversity and Compliance

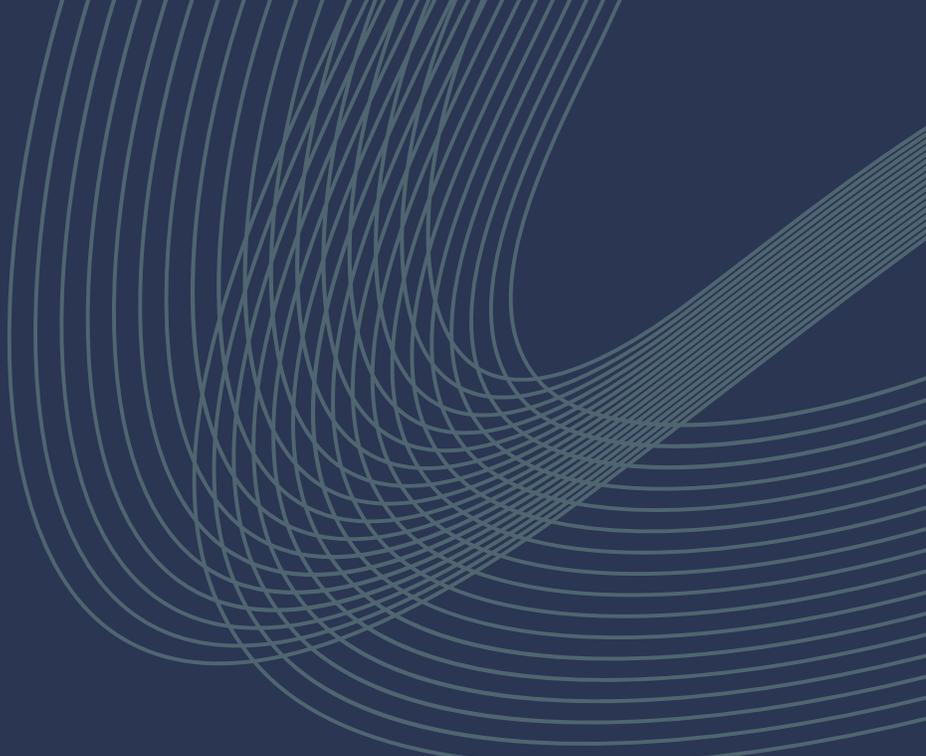


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A LETTER FROM THE PRESIDENT

The valuing of diversity and possessing an inclusive spirit should be the natural responses of Christians. We serve an Almighty God who created a world filled with diversity in its human, animal, and natural manifestations. We place our faith in Jesus Christ whose utmost commandments were to love the Lord and love others. Unfortunately, we live in a broken world where we must call for

the valuing of diversity and remind ourselves to maintain inclusive spirits. At Oakland City University, we acknowledge that our broken world has thwarted the original designs of God and, therefore, we must call for, demand, and remind ourselves that diversity and inclusion are at the heart of who we are as Christians. At OCU, we believe “diversity and inclusion are integral to our mission of enhancing the intellectual, spiritual, physical, and social development for positive leadership. We carry out this mission by embracing individual differences flowing from the diverse backgrounds, ideas, perspectives, and experiences represented in our campus community.”

The Diversity, Equity, and Inclusion Plan is the means by which we “call for, demand, and remind ourselves” of the importance of diversity, equity, and inclusion. The plans outline the goals we seek to achieve and provide concrete actions and steps to accomplish those goals. At OCU, planning is taken seriously so this plan will be regularly reviewed and evaluated. Progress and changes will be annually disseminated to our constituents.

I commend the Diversity, Equity, and Inclusion Committee on their efforts in developing a visionary and manageable plan. I look forward to witnessing the results of this plan as the university strives to become an inclusive community.

Sincerely,

Ron D. Dempsey



A LETTER FROM THE ASST. VP FOR DIVERSITY AND INCLUSION



Greetings!

Thank you so much for pursuing the official Diversity, Equity, and Inclusion Plan for Oakland City University. It is my honor and privilege to present this plan with boldness, confidence, and 100% faith in the plan. At OCU, it is not only our desire to increase diversity on our campus but to enhance the reaching community that we already have at OCU. This plan will stretch us, challenge us, and ultimately make OCU one of the leading 21st Century Christian universities in the country. As you review this plan, ask yourself, "How can I play a part in the success of this plan?" After all, it will take every stakeholder to ensure the effectiveness and fruitfulness of the plan. There are a number of objectives and action items that have been established in order to ensure this endeavor is successful. I want to thank President Dempsey for his great support and send a special thank you to our DEI Strategic Plan Task Force. Comprised of students, faculty, staff, administrators, and alumni, we met over a period of several months to build and perfect this plan. Without this committee, this work could not have been accomplished.

On behalf of the committee and the University, we approve this work, we stand by this work, and cannot wait to see the fruit of this work. The best is yet to come.



JC Campbell

COMMITMENT TO TRUE DIVERSITY AT OCU

At Oakland City University, diversity and inclusion are integral to our mission of enhancing the intellectual, spiritual, physical, and social development for positive and cultural leadership. We carry out this mission by embracing individual differences flowing from the diverse backgrounds, ideas, perspectives, and experiences represented in our campus community. Individual and group differences in our campus include but are not limited to, diversity in personality, learning modality, race, ethnicity, gender, national origin, cultural and linguistic background, socioeconomic status, political ideology, and religious belief. We support our mission by providing opportunities where students, faculty, and staff intentionally engage with diversity as equal partners.

Diversity Mission Statement

OCU strives to provide an environment where all members of our community can develop the necessary skills to find their way in an increasingly diverse world and contribute toward building a more just and equitable campus and global society. We believe the principles of diversity, inclusion, equity, respect, and belonging are critical components to achieving this environment.



SUMMARY OF STRATEGIC GOALS

2022-2027



Goal #1-Effectively recruit, hire, and retain a diverse pool of highly qualified faculty and staff.

Goal #2-Effectively Recruit, enroll, and retain a diverse pool of highly qualified academic students.

Goal #3- Create an inclusive and equitable campus climate.

Goal #4- Support innovative and inclusive scholarship, teaching, and professional development.

GOAL #1

Effectively recruit, hire, and retain a diverse pool of highly qualified faculty and staff.

- a. Become a member institution and advertise open positions with the National Association of Diversity Officers (NADOHE)
 - b. Work with HR and hiring teams to find highly qualified candidates through LinkedIn and other Professional sights. This includes being apart of the search process.
 - c. Train hiring managers through professional development to pursue diverse and highly qualified candidates though seminars and online learning.
 - d. Marketing OCU as a diverse and inclusive campus community that is an ideal workplace for diverse populations.
 - i. Consult with Recruitment professionals (Jonkoo)
 - ii. Marketing through the HigherEd Jobs site.
 - iii. Extending our brand outside of Indiana through social media platforms.
 - iv. Attending job fairs and recruitment fairs with incentives.
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GOAL #2

Effectively Recruit, enroll, and retain a diverse pool of highly qualified academic students.

- a. Intentional recruiting in the Evansville and Henderson (KY) school systems.
 - b. Establish the “Road to the Oak” initiative. This program will specifically partner with Evansville, Henderson, and Owensboro minority churches to recruit highly qualified students.
 - c. Strategically recruit at area college fairs to promote OCU incentives such as “the good neighbor” scholarship.
 - d. Work with admissions to build marketing material and a digital strategy that will be appealing to minority students.
 - e. Creating an Endowment that would support the education of minority students at OCU.
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GOAL #3

Create an inclusive and equitable campus climate.

- a. Work with student life to support and enhance visibility and activities for student affinity groups.
 - b. Create the “OCU is YOU” Learning series. This will be an event that occurs once a month that exposes the campus and local community to different cultures, backgrounds, and experiences.
 - c. Train on and highlight the Bias incident reporting initiative. (Website)
 - d. The creation of the “Oak Table Talks”. This will be an opportunity for the campus community to come together to have in-depth discussions of cultural competency and how to improve our university through diversity and inclusion. Establish a Center for Diversity and Inclusion to house offices, student organization space, meeting space, and event space.
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GOAL #4

1. Support innovative and inclusive scholarship, teaching, and professional development.

- a. Create the Diversity Excellence Program. This will be an elective program by which students can enroll in courses for credit towards a degree. These courses will include components of diversity and inclusion in the curriculum of the course. Professors will be trained through the Office of Diversity on how to implement these curriculum maps.
 - b. Create course specific to diversity and inclusion. This could be but is not limited to, Social Change, Gender studies, Africana studies, etc.
 - c. Establish Faculty and Staff lunch and learns that deal with issues of DIEBR.
 - d. Create a Lecture series that will happen twice a semester and will bring scholars in the field to campus.
 - e. Incorporate training for student life training, faculty and staff training, and administrator training through Knowbe4.
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APPENDIX

Notes on the process

These institutional priorities related to diversity were developed with broad-based campus engagement during the strategic planning process, building upon the following ideas:

Diversity and inclusion are integral to our mission of enhancing the intellectual, spiritual, physical, and social development for positive leadership. To promote this mission within our campus community we must recognize how it is composed of people of diverse backgrounds, ideas, perspectives, and experiences and attend to these differences. Individual and group differences in our campus include but are not limited to, diversity in personality, learning modality, race, ethnicity, gender, national origin, cultural and linguistic background, socioeconomic status, political ideology, and religious belief. We support our mission by providing opportunities where faculty, students, and staff intentionally engage with diversity as equal partners.

We value constructive engagement with diversity inside and outside the classroom, acknowledging its benefits to the entire campus community. Research and higher education best practices suggest that successful engagement with diversity promotes intellectual development, improves critical thinking, enhances intergroup relations, decreases prejudice, contributes to student success and satisfaction, supports students' future professional endeavors, and develops informed civic participation required for sustaining democracy.[1] Such positive effects are especially important considering the current cultural, economic, and political environment as well as persistent inequities for students from traditionally marginalized and underrepresented communities.



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Notes on the process

Honoring our commitment to diversity and inclusion in our local context means attending to key institutional features required for making these goals a reality. This means being intentional about recruiting and retaining a critical mass of students, faculty, and staff from diverse backgrounds to ensure multiple opportunities for meaningful interactions across groups. Beyond numbers, it also means attending to ways in which our curricula incorporate knowledge about and skills for dealing with diversity and providing co-curricular and customer service experiences that intentionally promote meaningful interaction and civil dialogue across traditional divides. We believe these opportunities support our campus members in their personal, professional, and academic development and prepares them to impact the world.

[1]Taylor, T., Milem, J., and Coleman, A. (2016). Bridging the Research to Practice Gap: Achieving Mission-Driven Diversity and Inclusion Goals. College Board; Gurin, P., Dey, E., Hurtado, S., and Gurin, G. (2002). Diversity and Higher Education: Theory and Impact on Educational Outcomes. Harvard Educational Review, Vol 72, No. 3; Board of Directors, Association of American Colleges and Universities (2002) Affirmative Action, Educational Excellence, and the Civic Mission of Higher Education.



BENCHMARK SUCCESSSES



01

DIVERSITY TRAINING
FOR CAMPUS
COMMUNITY

02

OAK TABLE LECTURE
SERIES

03

INCLUSIVE
EXCELLENCE TRAINING

04

DIVERSITY
FELLOWS/ENDOWMENT

05

CENTER FOR
DIVERSITY AND
INCLUSION

DIVERSITY AND INCLUSION COMMITTEE MEMBERS

DIVERSITY AND INCLUSION COMMITTEE

DR. JC CAMPBELL- CHAIR, AVP OF DIVERSITY AND COMPLIANCE

DR. YING YING SEAH- FACULTY REPRESENTATIVE

PROFESSOR TK FULKS- FACULTY REPRESENTATIVE

DR. KEVIN SMITH- FACULTY

DR. ALICE ALSAAIDEH- FACULTY

MR. MATTHEW HOFFER- STAFF REPRESENTATIVE

MS. ELAINE PAUW- STAFF REPRESENTATIVE

MISS KYRA KENT- STUDENT REPRESENTATIVE

MR. JEFFERY WILKERSON-ALUMNI REPRESENTATIVE

JOAN CUECHE- BOARD OF TRUSTEES REPRESENTATIVE

OAKLAND CITY UNIVERSITY