



**SUNY Oneonta PRODiG**

**GOALS (revised December 1, 2020)**

GOAL	ACTION STEPS	RESPONSIBILITY	ASSESSMENT
<b>I. Faculty Hiring.</b> Increase the percentage of URM/WSTEM faculty to mirror or exceed the percentage of student URM/WSTEM at SUNY Oneonta over a ten-year period (based on current percentages: 23% URM, 13% WSTEM)	Review and reform search processes, and hiring policies and practices, with a focus on enhancing and expanding URM and WSTEM recruitment	Chief Diversity Officer (CDO), Affirmative Action Officer, Chief Human Resources (HR) Officer, Deans, PRODiG committee, President’s Council on Diversity (PCOD)	
	Increase representation at national recruiting fairs (e.g., SREB, NCORE, Compact for Faculty Diversity, Leadership Alliance, HERC) and discipline-specific conferences and resources	CDO and Provost designees	
	Utilize additional job posting boards (e.g., Wiki pages, H-net, Facebook groups, extra ‘blasts’ through Higher Ed Jobs) and diverse advertising sites (e.g., Insight into Diversity) for direct outreach	HR/Employment Opportunities	
	Create recruitment and outreach materials specific to PRODiG program	PRODiG committee, Office of Communication & Marketing	
	Engage departments with searches in training and professional development on inclusive searches	HR/Employment Opportunities, CDO, Affirmative Action Officer, Faculty Center	
	Annually revisit target goal based on annual URM/WSTEM student population	PRODiG committee	

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<b>II. Faculty Development, Success, and Retention.</b> Retain at least 80% of current URM/WSTEM faculty and future URM/WSTEM hires through their continuing appointments	Conduct a historical analysis of faculty retention (overall and URM/WSTEM)	HR/Employment Opportunities	
	Implement funded incentives for PRODiG faculty, including: <ul style="list-style-type: none"> <li>• Startup funds/research support</li> <li>• Gap support for new hires</li> <li>• Professional development (meeting/ conference travel, publication costs, etc.)</li> <li>• Loan forgiveness of up to \$10,000/year</li> </ul>	PRODiG committee, Provost, Deans, Finance & Administration	
	Provide cohort-building programming and professional development for URM/WSTEM faculty <ul style="list-style-type: none"> <li>• Career and academic planning</li> <li>• Mentoring the mentor programming</li> </ul>	Faculty Center, CDO, Research Committee, senior faculty mentors	
	Participation of PRODiG cohort in SUNY System support programming/events	PRODiG committee, PRODiG faculty cohort	
	Conduct exit interviews of departing URM/WSTEM faculty	HR, CDO, Deans	
	Work with College Advancement to establish long-term funding for PRODiG initiatives	PRODiG committee, CDO, College Advancement	

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<b>III. Pipeline Building.</b> Increase the percentage of URM students attending graduate school by a minimum of 8% (from ~3% in 2018) and WSTEM students attending graduate school by a minimum of 15% (from 7% in 2018)	Participate in the Pipeline to PRODiG – Fellowships program (support late-stage pre-[ABD] and post-doctoral students interested in exploring academic careers)	PRODiG committee, Provost, Deans	
	Support series of information sessions for URM u/g students to explore SUNY Oneonta graduate programs	Access and Opportunity Programs (AOP), Graduate Admissions, Graduate Program Directors	
	Offer graduate school information sessions and application workshops to URM/WSTEM students	AOP, Career Development, faculty mentors from departments with high grad school attendance by majors	
	Facilitate applications of EOP students for Graduate Educational Opportunity Program (GEOP) scholarships	AOP	
	Explore potential partnerships/agreements with schools offering advanced degree programs that align with URM/WSTEM interests/majors and pipeline goals	Office of Academic Programs (Associate Provost)	
	Sponsor trips for URM/WSTEM students to various institutions offering relevant degree programs to meet with admissions counselors	AOP, Career Development, Pre-health Professions Advisor, faculty mentors	
	Offer a series of meet & greet sessions for URM/WSTEM cohorts with URM/WSTEM alumni, regional professionals, and STEM industries	CDO, PRODiG committee, Office of Multicultural Initiatives, Alumni Engagement	
	Partner with academic clubs/teams to diversify membership through special programming/events that highlight activities and academic endeavors	AOP, 31 curriculum-based SA organizations, various offices/ departments	
	Create a multi-year PRODiG URM Student Research Program; attract 5-8 new students/year to create a cohort of 15 students retained in the program over 3 years (priority of PRODiG faculty serving as mentors)	College Senate Committee on Research, PRODiG committee, College Advancement, AOP, Program Director	

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<b>IV. Campus Climate.</b> Assess PRODiG goals in line with campus goals for diversity, equity and inclusion as measured by analysis of responses to various categories of the Campus Climate Survey (April 2016 survey to updated survey); and by percentage increase of individuals and departments/offices participating in PRODiG-related programming year-to-year	Build a campus presence tied to college-wide goals <ul style="list-style-type: none"> <li>• Build and maintain a PRODiG website</li> <li>• Promote PRODiG goals and activities through campus communication channels</li> </ul>	PRODiG Steering Committee, CDO, Office of Communication & Marketing,	
	Ensure input of PRODiG committee on Climate Study Survey Working Group	PRODiG committee, Climate Study Survey Working Group, PCOD	
	Review relationship of University Police with campus community, overseen by a presidential Task Force	Task force (led by chair of Africana & Latinx Studies)	
	Align PRODiG initiatives to the newly redesigned PCOD and Bias Acts Response Team’s (BART) committee and procedures	PRODiG committee, PCOD, BART	
	Review admission practices to ensure increased recruitment of underrepresented students	CDO, Admissions, Enrollment Management	
	Revise orientation modules to include more robust language related to diversity, inclusion and social justice	New Student Services, Multicultural Initiatives, Faculty Center, HR, CDO	
	Include diversity, equity and inclusion into new General Education learning outcomes	General Education Committee	
	Consider implementing a graduation requirement on the topic of social justice, overseen by a faculty group	Faculty group (led by chair of PCOD)	
	Build and support engagement in activities for students, faculty and staff aligned with existing college events/traditions (e.g., Black List Day, Common Read)	CDO, Common Read Committee, PCOD	
	Create pathways for social and economic mobility for all students, especially targeting URB/WSTEM (including ‘pipeline’ and other career prep and networking initiatives and opportunities) <ul style="list-style-type: none"> <li>• Peer Mentor Program</li> <li>• Intersectionality mixers</li> <li>• Monthly URM newsletter</li> <li>• Student Diversity Leadership Conference</li> </ul>	Multicultural Initiatives, Residence Life, AOP, Career Development	