

SELECT HIGH IMPACT, LOW RESOURCE RECOMMENDATIONS FOR IMMEDIATE IMPLEMENTATION

We recommend that a few items from various subcommittees, which appear to require minimum institutional resources and are urgent, be implemented as early as the fall 2006 semester with the approval of the President. Only the actual recommendations are listed here. For more complete information, including the identification of the parties responsible for implementation, the implementation date, the expected outcomes, and the means of assessing each, see the full reports of the subcommittees that follow the bulleted items below. The urgent and high impact, low resource recommendations are:

BUILDING INTERNAL COMMUNITY

- Create LGBTQ Resource Center. Establish a new line within the Wo/men and Gender Resource Center to serve as a Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ) counselor and programmer.
- Enhance the UNITI Cultural Center. Establish a new line within the UNITI Cultural Center to provide support, and serve as coordinator and programmer.
- Implement a Two-Stage Safe Zone program; with stage one focused on the LGBTQ community, and stage two focused on other marginalized groups.*
- Implement and institutionalize an ongoing series of town hall meetings - organized around pertinent themes and simulcast to other parts of campus as well as Stony Brook Manhattan, and Southampton.
- Establish an institutional mechanism for formally acknowledging and officially recognizing faculty and staff groups such as Union Universitaria Latinoamericana (UUL), Black Faculty and Staff Association (BFSA), Asian American Faculty and Staff Association, and the LGBT Faculty and Staff Network (Pride @ SBU) and provide these organizations space on the University's web site.†

PARTICIPATION AND EMPOWERMENT

- Establish broadly based advisory groups for administrators (Deans, Vice Presidents, Provost).
- Establish regularly scheduled VP Town Hall meetings.

HIRING AND EMPLOYMENT

- Accelerate the hiring process. Implement the recommendations made in 2005 by the Presidential Search and Selection Task Force.
- Simplify the checklist of requirements and engage greater support of Human Resources and the Office of Diversity and Affirmative Action from the onset.
- Reduce the mandatory position posting time from 30 days to 15 days.

- Hold Vice Presidents and high-level managers accountable for concrete and evidence-based plans and actions aimed at diversifying the workforce.
- Enforce compliance with performance evaluations and include an evaluation of the steps taken to diversify the department, and implement a campus policy that will require all performance evaluations to be conducted annually in the same date range.
- Establish mechanisms for employees within units to provide ongoing feedback on favorable and unfavorable aspects of the work environment, perhaps a hotline and an on-line suggestion box.

BUILDING EXTERNAL COMMUNITY

- Create an administrative structure for directing and overall coordination of all community outreach.
- Utilize fields in PeopleSoft software to capture information regarding community activities that employees are performing individually or as representatives of the University.
- Add a reference about the importance of the external community to the University's mission statement.

MANDATORY EMPLOYEE EDUCATION

- Expand the Diversity Fellows program by creating a train-the-trainer track for Fellows who have the aptitude to facilitate training sessions. Include criteria for certification, evaluation and feedback; use the program for students' diversity peer education; establish a recognition program for Fellows and include participation as a fellow in career development plans.
- Include the University's commitment to diversity and inclusion in all orientations and annual recertification days.
- Emphasize diversity themes throughout the University's activities.

* With the Participation and Empowerment subcommittee

† With the Building External Community subcommittee