

College of Interdisciplinary Studies				
Action Area 1: Retention and Recruitment (faculty, staff, students)				
Goal	Strategy	Objective	Measures	Progress/Updates
The College will continue to improve its recruitment and retention of diverse faculty, staff, and students.		The College will actively implement mentorship and other activities designed to increase faculty and staff interaction and involvement in college activities.	Annual report of diversity within College faculty and staff and students.	<ul style="list-style-type: none"> - Tenure track position added to African/African American Studies program
			Implementation of mentorship/support system for new faculty and staff.	Brooks College has implemented a coaching system for new faculty and interested leaders. Coaches provide monthly consults on topics such as: preparing for tenure, time management, dealing with personal issues... and other topics of the faculty choosing.
			Implementation of College-wide activities designed to increase faculty/staff interaction.	<ul style="list-style-type: none"> - KOAGY (kick off event) emphasized collaboration, study abroad - BRRR (midyear event) presentations and activities for all faculty and staff - "Soups on" final exam week to bring faculty together around lunch during finals - Brooks College Research Colloquium (faculty presenting their scholarship) Mondays.
Action Area 3: Diversity in Curriculum/Co-curriculum				
Goal	Strategy	Objective	Measures	Progress/Updates
The College will promote curricular and co-curricular activities and events that increase opportunities for engagement in inclusive experiences.		The College will identify and increase inclusive experiences within the classroom.	Courses that contain content and/or activities that promote inclusion (syllabus and course description)	<ul style="list-style-type: none"> - US 201 US Diversity - US 280 "Change U" Social change course focusing on LGBT - Oral History project - Freshman Academy, blocked sections for Lib 100, supplemental learning added to course. Blended with other students.

		The College will identify and increase co-curricular, inclusive activities.	Identify courses that link to inclusive co-curricular activities (syllabus and course description)	Lib 100- Linked to co-curricular events. As of 12-9-11 there were 88 scheduled Lib 100 co-curricular events Lib 201- recently added co-curricular component. As of 12-9-11 there were 32 co-curricular events.
			Identify co-curricular, inclusive activities sponsored by the College (Examples include: Model Arab League, Lib 100 activities, Area Studies Events)	For Co-curricular activities see http://www.gvsu.edu/integrativelearning/
Action Area 4: Organizational Learning				
Goal	Strategy	Objective	Measures	Progress/Updates
The College will increase staff and faculty training and participation in inclusion activities		The College will seek to achieve a 70% or higher participation of faculty and staff in inclusion activities and training (activities such as Institute on Healing Racism, Allies and Advocate, intercultural awareness)	Proportion of faculty and staff who have participated in inclusion training. (survey of faculty)	14 inclusion advocates in the College (12%) 1 Inclusion Champion (1%) 20 have completed Allies and Advocates (17%) 7 (6%) attended Crucial conversations workshop 10 (8%) have attended healing racism workshop
			Participation rates annually for faculty and staff in ongoing inclusion events. (survey of faculty)	See above
The College will actively pursue partnerships and collaborations, both internal and external, that seek to promote inclusive interaction.		The College will leverage programs and offices to partner with external constituents to promote inclusion.	Inclusion activities of programs within the College, (such as the Kutsche Office of Local History, Sustainable Community Development Initiative, Area Studies, Continuing Ed and Padnos International Center)	Dec 13: Allies & Advocates: Gender Identity and Expression in the Classroom Dec 7 2011 Blacks in Latin America- Documentary Dec 6 2011 Privilege & Power: Art

			Activism
			Nov 30.Ghana Study Abroad Trip: Information about finances and expenses
			Mon Nov 28- African Diaspora conversation series
			Nov 17 A People's History of the LGBTQ Community in Grand Rapids
			Nov 16 Student Veterans writing workshop
			Nov 9 Collision: Traditional Lakota Values and Contemporary Life
			Nov 2- In the name of people
			Oct 31 Noches de cine argentino: Argentine Film Nights
			October 17-22 Campus Sustainability Week
			Oct 13 Rhetorics of Racism in the Post- racial Era, Keynote Speech by Victor Villanueva
			Oct 13 The New Racism
			Oct 12 El Sistema - Documentary
			Oct 7- Faculty Friday (writing center Fridays in Sept and Oct)
			Oct 3-6 Middle East Film Festival

			<p>Sept 29 Looking Through the Wall: Exploring Immigration on the Border with Students</p> <p>Sept 14 Which Way Home - Documentary</p>
		<p>The College will work across disciplinary boundaries to provide inclusion activities and educational opportunities</p>	<p>See above</p>