

**SUNY Potsdam
Administrative Unit Assessment Plan**

Administrative Unit: Center for Diversity (CFD), Division of Diversity, Equity and Inclusion

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Mission Statement: Comprised of Collegiate Science and Technology Entry Program (CSTEP), North Country Science and Technology Entry Program (NCSTEP) and Native American Affairs (including the Native American Teaching Initiative), The Center for Diversity exists to assist all students, with an emphasis placed on students of color and diverse backgrounds, in their educational and personal transition and development at SUNY Potsdam. It is the expressed goal of the center to provide educational and social programs and services to help students meet their personal and professional goals. In its continued effort to afford students empowering opportunities, the center provides academic and personal advising as well as referral to other campus services. The center also coordinates diversity training sessions, skill development workshops and leadership opportunities to assist in the college-wide appreciation for multiculturalism and diversity.

Goals	Desired Outcomes/Objectives	Assessment Methods and Targets/Measures
Provide educational and social programs and services to help students meet their personal and professional goals	<ul style="list-style-type: none"> A. Coordinate and Implement educational and social programs B. Coordinate leadership opportunities C. Coordinate skill development workshops 	<ul style="list-style-type: none"> A1) List of all programs offered and number of participants B1) List of leadership opportunities provided and number of participants C1) List of skill development workshops provided and # of participants
Provide academic and personal advising as well as referral to other campus services	<ul style="list-style-type: none"> A. Students who participate in CFD sponsored events will become aware of the diverse program offerings and lend feedback for future events. 	<p>Students will fill out an evaluation form after each CFD sponsored event.</p> <ul style="list-style-type: none"> 1) At least 75% will say they are satisfied with the programs CFD sponsors.

	<p>B. Students will be able to build a community of peers from diverse backgrounds that will assist in their personal transition and development at SUNY Potsdam.</p>	<p>2) Target numbers for events: 40 – 100 students, based on the program offered</p> <p>A1) At least 75% of students will become aware that the CFD offers a variety of events.</p> <p>B1) At least 75% of students will acknowledge that the CFD programs assist them in building a community that enriches their personal transition and development at SUNY Potsdam.</p>
<p>Assist in the college-wide appreciation for multiculturalism, diversity and inclusion</p>	<p>A. Coordinate diversity training sessions</p> <p>B. Coordinate skill development workshops</p> <p>C. Students and staff feel respected on campus</p> <p>D. Underrepresented students and staff see themselves reflected in curriculum and campus activities.</p> <p>E. Initiate on-going education and training about respect for differences and fostering a welcoming community for campus students, staff, and faculty.</p> <p>Diversity and Allyship Training SLOs:</p> <p>SLO 1 - Student leaders will be able to engage in personal reflection about their own identity.</p> <p>SLO 2 - Student leaders will have an understanding of how privilege, unconscious bias, and stereotyping plays a role in our society.</p> <p>SLO 3 - Student leaders will be provided strategies on how to interrupt bias and develop their own ally identity.</p>	<p>A1/SLO1/SLO2/SLO3 - Student leaders will fill out an evaluation form after each training session in which 75% will respond positively to the desired outcomes/objectives</p> <p>A2/B2– List of training sessions/workshops provided and number of attendees</p> <p>C1/D1 – Institutional surveys (Campus Climate, SOS, NSSE)</p> <p>E1 – List of on-going education and training started/continued/provided</p>