

## UNIVERSITY OF LOUISVILLE

### Diversity, Equity, and Inclusion Strategy Revision Request

University of Louisville is requesting to move forward with the following proposed strategies:

List all of your current strategies as of the 19-20 reporting year below

#### OPPORTUNITY:

1. *Implement best practices related to outreach to increase the enrollment of underrepresented minorities (Up Close and Personal, Order Your Educational Steps (OYES), Think College Now, Woodford R. Porter activities, site-based recruiters).*
2. *Implement best practices related to financial aid/scholarship assistance to increase the enrollment of underrepresented minorities (reduced application fees and scholarships).*

#### SUCCESS:

3. *Open Living Learning Communities for the African American Male Initiative and the Porter Scholars to focus on academic success, mentoring, developing peer connections and leadership skills.*
4. *Invite students to participate in the summer bridge programs (early arrival programs) and continue to support African American and Hispanic/Latino student participation.*
5. *Expand the Cultural Center Retention Program to include supplemental support for African American and Hispanic/Latino students.*
6. *Implement mandatory midterm grades to support the retention of URM students through early intervention and support.*
7. *Create student learning outcomes for advising (Advising Assessment Committee).*
8. *Utilize proactive advising through the CardSmart predictive analytics program.*

#### IMPACT:

9. *Provide mentoring and coaching for career advancement.*
10. *Create an apprenticeship program for physical plant staff to provide them with promotional opportunities.*
11. *Hiring search firms that have a proven record of identifying qualified women and diverse people in their applicant pool.*
12. *Providing training to search committees to reduce the incidences of unconscious bias.*
13. *Implement cultural competency/diversity training for faculty and staff.*
14. *Make use of the AAC&U Intercultural Competence VALUE Rubrics to assess learning outcomes.*
15. *Continue requiring that all students take courses in U.S. Diversity (D1) and courses in Global Diversity (D2).*

Please list the strategies that you would like to revise and provide a detailed explanation for each proposed strategy revision.

Opportunity		
Current Strategy #	Proposed Strategy #	Justification
Current Strategy #	Proposed Strategy #	Justification
Success		
Current Strategy #6	Proposed Strategy #6	Justification for Revision
<i>Implement mandatory midterm grades to support the retention of URM students through early intervention and support</i>	<b>Implement midterm progress reports and interventions with specific campaigns for classes with high D, F, W rates and for all other undergraduate classes to support the retention and the successful credit hour completion of URM students through early intervention and support.</b>	We are still challenged with implementing mandatory midterm grades. While some faculty are supportive of this initiative, others have not been as responsive. Rather than continue to list this as our strategy, we believe that the revised strategy better reflects the support that is currently being provided, and will allow us to collect better data needed to determine if and how this is making a difference in student retention and progression.
Current Strategy #8	Proposed Strategy #8	Justification for Revision
<i>Utilize proactive advising through the CardSmart predictive analytics program</i>	<b>Provide proactive and mandatory academic advising at key intervention points including, but not limited to, upon university matriculation, during the first year, if major is still undeclared in the second year, and due to academic performance below good standing to support URM student success.</b>	While the CardSmart predictive analytics program is used by many faculty and advisors, the proposed strategy better represents what is being done currently and appears to be more effective in using advising to support student success.
Impact		
Current Strategy	Proposed Strategy #	Justification for Revision