

# **Assessment Approaches Preliminary Report Office for Diversity & African American Affairs**

April 2003

DRAFT

Submitted by Joanne G. Woodard, interim vice provost for diversity & African American affairs

## **Unit Mission:**

The vice provost for diversity and African American affairs directs the activities of the Office for Diversity and African American Affairs (DAAA). The goal of the Office for Diversity and African American Affairs is to develop and implement a comprehensive and programmatic approach to diversity. The position advocates for, assists with, encourages, evaluates and monitors the University's diversity efforts. The **African American Cultural Center (AACC)** is a unit that reports to the vice provost for diversity and African American Affairs through the assistant vice provost for African American Affairs.

The Office for Diversity and African American Affairs represents a merger of two important functions at the University. In 1999-2000, the diversity functions previously housed in the Chancellor's Office and directed by an Assistant to the Chancellor were merged with African American Affairs previously led by a senior associate vice provost. The newly created office was designed to reflect the university's commitments to diversity (by placing it under the provost and vice chancellor for academic affairs) and African American affairs (by leaving this description prominent in the title of the new office).

The Office for Diversity and African American Affairs has the primary responsibility of forging a shared vision concerning the recruitment, retention, and graduation of a diverse student body. The office is the focal point in the Office of the Provost for advocating, assisting, encouraging, evaluating, and monitoring African American undergraduate and graduate student success. The vice provost facilitates communication about diversity as being at the core of the University's academic mission. NC State has a commitment to excellence in a comprehensive range of academic disciplines that foster academic maturation, inclusion of all students and facilitating a learning environment that is conducive for a diverse population of students to succeed. NC State embraces diversity as essential for effective participation in the global community. Achieving diversity requires the active cooperation and participation of all.

## **Program Assessment:**

DAAA programs are assessed continuously throughout the academic year. In addition, two formal program reviews of the African American Cultural Center (AACC) were conducted in 2000 and 2002. The 2000 review was an external review of the AACC. See the *Final Report on the External Review of the African American Cultural Center* at the following URL:  
[http://www.ncsu.edu/provost/offices/diversity/pubs/aacc\\_external\\_report.html](http://www.ncsu.edu/provost/offices/diversity/pubs/aacc_external_report.html). The 2002

program review was an internal review of the AACC. See *the AACC Internal Review, December 2001-March 2002* at the following URL:  
[http://www.ncsu.edu/provost/offices/diversity/pubs/aacc\\_internal\\_review\\_report\\_april\\_2002.pdf](http://www.ncsu.edu/provost/offices/diversity/pubs/aacc_internal_review_report_april_2002.pdf) The information gathered from both assessments led to *the Development Plan for the African American Cultural Center*. See the following URL:  
[http://www.ncsu.edu/provost/offices/diversity/pubs/AACC\\_development\\_report.pdf](http://www.ncsu.edu/provost/offices/diversity/pubs/AACC_development_report.pdf)

## 1. Unit-Level Assessment

### **DAAA Advisory Committees**

There are three committees that are advisory to the Office for Diversity and African American Affairs:

- Diversity Advisory Committee
- African American Cultural Center Advisory Council
- African American Coordinating Committee
- SPACE Parents' Advisory Council

Faculty, staff and students from across the university comprise DAAA's advisory committees. In addition, the AACC Advisory Council has members from the Chancellor's African American Community Advisory Council and the NC State Black Alumni Society. The Diversity Advisory Committee will play a major role in developing and implementing the campus climate surveys over the next two academic years (2002-03 and 2003-04). It is anticipated that the surveys will provide information useful to DAAA as it assesses its programmatic offerings.

### **Compact Plan Assessment**

As a relatively new office, DAAA does not have a long history of assessment activities. Each initiative in the DAAA compact plan, 2003-06 includes assessment measures. For example, an assessment will be conducted of "gender affairs" to determine how best to structure this area of the diversity office. This assessment will include surveys of women faculty, department heads and deans. In addition, the African American Cultural Center is conducting evaluations at the conclusion of its programs; feedback from the evaluations is used to inform AACC program development and enhancement. The results of the fall 2002 classroom climate survey will be used to develop diversity programming targeted to the needs identified by students in the survey.

## 2. Specific DAAA programs

The programs of the Office for Diversity and African American Affairs can be found at the office website: <http://www.ncsu.edu/provost/offices/diversity/>. Some selected DAAA programs include:

### **Dialogues on Diversity**

Begun in the spring of 2002, the "Dialogues on Diversity" provide DAAA with "immediate" feedback on its programmatic activities. The dialogues are open to faculty, staff, students and the general public and are intended to promote meaningful and

unfettered dialogue regarding key issues such as racism, harassment, and privilege. Participant evaluations provide an assessment of each program's effectiveness in fostering open and honest dialogue about issues of diversity.

### **Campus Climate Surveys**

Over the next two years (2002-03 and 2003-04) DAAA will collaborate with Undergraduate Affairs and University Planning and Analysis to conduct climate surveys. The results of the surveys of NC State's students, faculty and staff will provide a good baseline for future diversity efforts. During fall 2002, the classroom climate survey was conducted at the university. An online survey was administered to over 10,000 undergraduate and graduate students to identify students' perceptions of the classroom climate in regards to diversity.

### **Saturday Program for Academic and Cultural Education (SPACE)**

SPACE is a Saturday supplemental instruction pre-college program for fifty middle school students that enhances students' academic skills while encouraging positive leadership within students' home, school and community. **SPACE** began in the spring of 1993 and targets underachievers, particularly those from under-represented groups in science, technology, engineering, teaching and mathematics. Since its first spring semester offering in the Jane S McKimmon Center, more than 500 middle school students have participated. Many of the first participants are college graduates; several others are enrolled at NCSU and other institutions throughout our state and country; and still others are high school students anticipating their NCSU college matriculation. SPACE conducts a pre- and post-test of student achievement in order to measure the effectiveness of the SPACE curriculum. Also, the Director of SPACE is continuing to track the program's graduates and is developing reliable measures of academic and social performance that will assist in evaluating the effectiveness of SPACE.

Many of DAAA's assessment activities will be developed more fully under the leadership of a new vice provost scheduled to be selected during spring 2003.