



**Fostering Respect,
Creating Community**

**Human Relations
Strategic Directions
2002-2006**

Fostering Respect, Creating Community

MISSION

The mission of Human Relations at Purdue University is to enhance the quality of life for students, faculty and staff through the development and implementation of policies and programs that assure equal access and equal opportunity for all and that improve the climate for diversity, equity and educational and professional growth for all members of the University community.

VISION

Through collaborative relationships within and outside of Purdue University, Human Relations will increase access to and opportunity within the University and serve as a model for other institutions of higher education by fostering respect for human dignity and creating an inclusive community that enhances the ability of each of its members to achieve their educational and professional goals.

GUIDING PRINCIPLES

A Learning Community

Purdue University offers its students, staff and faculty a stimulating learning environment and a desirable place to live, study and work.

Valuing People

Purdue University values the contributions of its students, faculty and staff. It believes that all members of its communities should be treated fairly and consistently and have opportunities for educational and professional growth.

Diversity within Community

Members of the Purdue University community welcome the full range of human diversity, including race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability and veteran status, that characterize our campus communities and realize that this variety contributes significantly to the excellence with which we accomplish our academic mission.

Free Expression

Purdue University welcomes the free expression of all points of view and respects the right of every individual to think and speak from personal beliefs limited only by forms of expression which go beyond constitutional guarantees or the established traditions of academic freedom.

GOALS

1. Develop and implement policies, programs and services to foster a University climate that values inclusivity and equity, assures respect for human dignity, and positions Purdue as a place of choice, support and pride.
2. Initiate and implement policies, procedures, programs and services to ensure equal access and equal opportunity at Purdue University.
3. Establish benchmarks, surveys and instruments for measuring Purdue University's climate and progress in achieving diversity and equity and monitor and provide reports on such climate and progress on a regular basis.
4. Increase the efficiency and effectiveness of the activities of Human Relations.

STRATEGIES

Goal 1: Develop and implement policies, programs and services to foster a University climate that values inclusivity and equity, assures respect for human dignity, and positions Purdue as a place of choice, support and pride.

- Encourage and communicate Purdue's commitment to maintaining a community that recognizes and values the inherent worth and dignity of every person; that fosters tolerance, sensitivity, understanding and mutual respect among its members; and that encourages each individual to reach his or her own potential.
- Provide additional resources for programs and services that are intended to improve gender equity or multicultural understanding or that address the cultural needs of specific faculty, staff and student populations.
- Provide opportunities for members of the University community to share their experiences and backgrounds and to discuss their concerns.

Goal 2: Initiate and implement policies, procedures, programs and services to ensure equal access and equal opportunity at Purdue University.

- Ensure that Purdue's commitment to equal access and equal opportunity is communicated in all of its publications.
- Review and monitor Purdue's policies and practices to ensure compliance with applicable law and regulations.
- Provide resources for programs and services that educate faculty, staff and students regarding their rights and responsibilities under University policies and applicable laws and regulations.
- Work collaboratively with other units to increase the recruitment or retention of women, minorities, persons with disabilities and veterans among Purdue faculty, staff and students.

Goal 3: Establish benchmarks, surveys and instruments for measuring Purdue University's climate and progress in achieving diversity and equity and monitor and provide reports on such climate and progress on a regular basis.

- Develop and disseminate information and reports regarding faculty, staff and student demographics.
- Develop, conduct and publish periodic surveys of faculty, staff and students.
- Collect and disseminate annual data regarding the University's diversity initiatives and expenditures.
- Encourage units to undertake surveys or audits of their climate or progress in achieving diversity and equity.
- Undertake periodic assessment of offices, programs and services designed to enhance diversity among faculty, staff and students.

Goal 4: Increase the efficiency and effectiveness of the activities of Human Relations.

- Expand resources for Human Relations through grants and contracts.
- Make more effective use of information technology.
- Undertake periodic assessment of offices and programs.

METRICS

Goal 1: Develop and implement policies, programs and services to foster a University climate that values inclusivity and equity, assures respect for human dignity, and positions Purdue as a place of choice, support and pride.

- Investment of funds for diversity and gender equity initiatives
- Results of campus climate audits and surveys

Goal 2: Initiate and implement policies, procedures, programs and services to ensure equal access and equal opportunity at Purdue University.

- Results of federal and state audits
- Results of faculty and staff salary equity studies
- Faculty, staff and student demography
- Retention rates for underrepresented faculty, staff and students

Goal 3: Establish benchmarks, surveys and instruments for measuring Purdue University's climate and progress in achieving diversity and equity and monitor and provide reports on such climate and progress on a regular basis.

- Results of campus audits and surveys
- Annual reporting of results of benchmarks, surveys and audits

Goal 4: Increase the efficiency and effectiveness of the activities of Human Relations.

- Number and value of grants and contracts
- Focused resource allocations and reallocations
- Evaluation of effectiveness of service to constituents through periodic surveys
- Results of periodic peer reviews
- Improvements and expenditures

FUNDING

In developing its strategic plan, Human Relations has assumed a constant level of allocations from the University's general fund. In order to achieve the goals of its strategic plan, Human Relations must focus existing resources and undertake efforts to increase its existing resource base. The ability of Human Relations to achieve its goals will depend on how effectively it assists the University in increasing its resources and how effectively it allocates new and existing resources to implementation of its strategic plan.