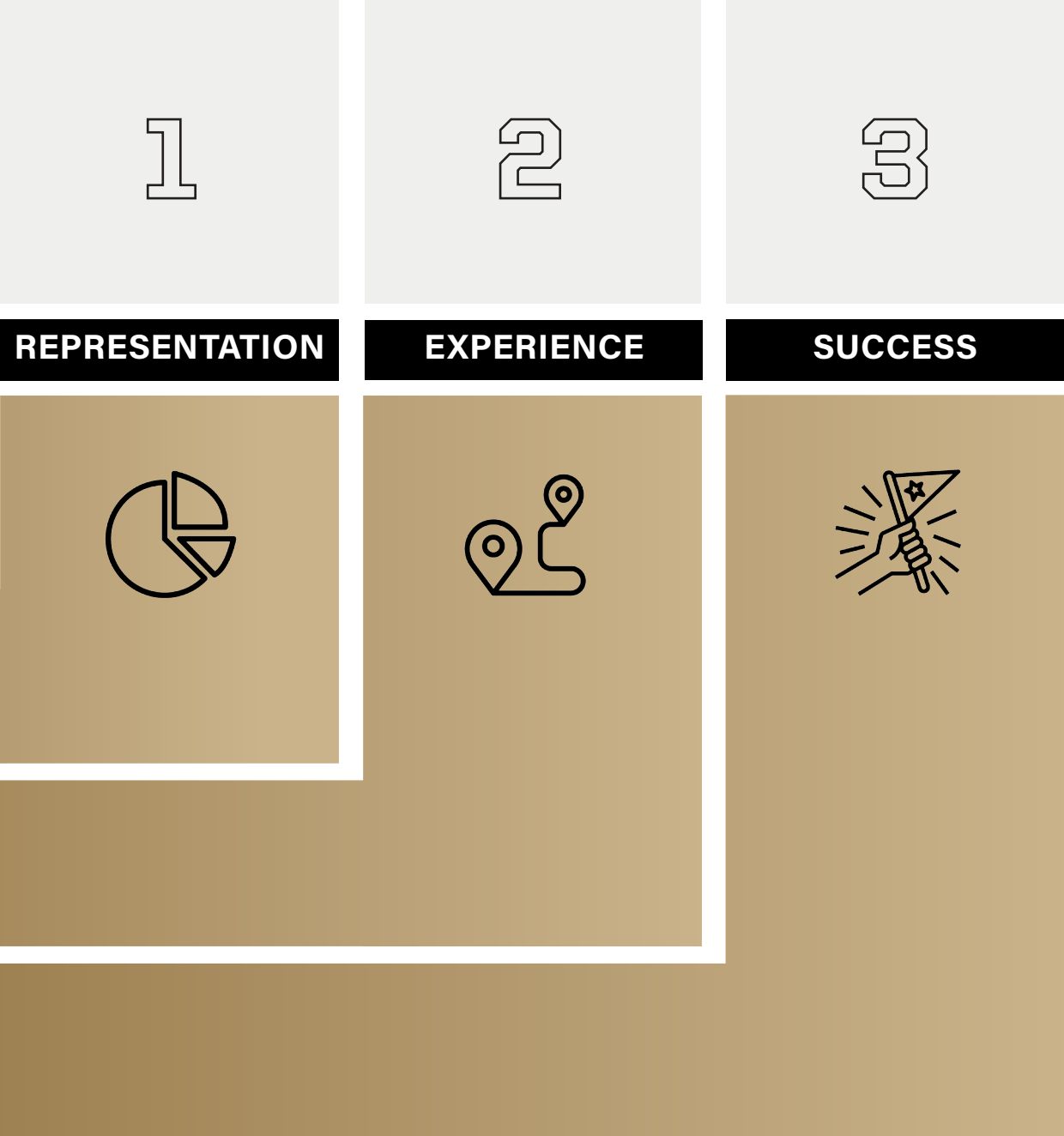


# Strategic Pillars

Our work focuses on delivering measurable improvement regarding the representation, experience and success of Black Boilermakers.



# 1. REPRESENTATION



## UNDERGRADUATE STUDENTS

- Launch new scholarship programs and increase participation in existing programs
- Develop recruiting plan and hire recruiters/ high school relationship managers, build family and community connections
- Leverage Black alumni to support recruiting efforts

## GRADUATE STUDENTS

- Expand research and academic partnerships with HBCU/other institutions, develop recruitment pipelines with current students and alumni
- Increase participation in Summer Research Opportunity Program
- Expand Graduate Diversity Visitation Program

## FACULTY

- Develop faculty recruitment plans; plan **and implement cluster hire program to recruit Black faculty**
- Implement 'post-doc to faculty' program to grow talent pipeline
- Expand African American Studies through new faculty positions in the School of Interdisciplinary Studies

## STAFF

- Develop a staff recruiting plan to diversify the candidate pool – local, regional, national
- Participate in Indiana Black Expo and other like events to create high-touch opportunities with Black candidates

# 2. EXPERIENCE

## UNDERGRADUATE STUDENTS

- Enhance student onboarding programs and resources
- Enhance/expand mentoring /professional development programs that will leverage faculty, staff, and alumni
- Invest in existing and new college-level programs (BOP, MEP, etc.)

## GRADUATE STUDENTS

- Expand early entry academic bridge programs
- Expand and support career pathway, networking and professional development opportunities
- Create opportunities to connect Black graduate students with Black graduate alumni

## FACULTY

- Increase number of named and distinguished professor positions recognizing Black scholars
- Expand faculty mentoring and professional development programs
- Support activities that strengthen faculty professional networks

## STAFF

- Increase staff involvement in professional development programs
- Promote and expand career planning / mentoring / professional networking opportunities
- Add 'Diversity at Purdue' module to new hire onboarding curriculum

# 3. SUCCESS



## UNDERGRADUATE STUDENTS

- Number of Black undergraduates at Purdue WL
- Black student awards and recognitions
- SERU student experience data
- Black student success metrics (4- and 6-year graduation rates, etc.)
- Placement of Black undergraduate students

## GRADUATE STUDENTS

- Number of Black graduate students
- Student success metrics for Black graduate students (graduation rate, time to degree, etc.)
- Graduate SERU experience data
- Placement of Black graduate students

## FACULTY

- Number of Black faculty
- Retention and promotion of Black faculty
- Black faculty awards and recognitions
- Number of Black faculty who hold named and distinguished professorships
- COACHE results on Black faculty experience

## STAFF

- Number of Black staff
- Retention and promotion of Black staff
- Increased participation of Black staff in development / networking programs
- Staff Engagement Survey results for Black Staff