

University of Colorado Minority Equity Action Plan for Improvement

1997 First-Cycle Action Plan

2001 Interim Report

Study Item	Op Principle	Intended End Result	Specific Strategies	Specific Individual/Office Assigned the Responsibility	Specific Timetable	Task Complete?	Action Taken	Date	Explanation
#1 Minority	2	Add minorities to the department staff and retain such staff	a. Recruit minority individuals for Senior Administration and other professional staff positions	Athletic Director and Search Committees	Ongoing	Y	The University of Colorado Department of Athletics ratios have not changed significantly since 1997.	Ongoing	A three (3) year composite of senior administration, coaching staffs, exempt and classified employees has been compiled by the Sr Associate AD for Internal Affairs [Attachment I]. A checklist has been developed by the University's Office of Diversity and Equity for referral during the hiring process. This checklist is utilized during the search process.
#1 Minority	2		b. Utilize the Department's Diversity Committee in key hiring processes	Athletic Director and Search Committees	Ongoing	Y	The Department has re-constituted a Diversity/Gender Equity Committee		
#1 Minority	2		c. Encourage participation of external resource groups in enhancing the department's diversity	All department administrators	Ongoing	Y	The Department of Athletics has utilized the University's Department of Diversity and Equity during the hiring process of upper administration.	Ongoing	

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#1 Minority	2		d. Recruitment & hiring of new staff members through a central office	Athletic Director		N	The Department of Athletics continues to hire individuals by unit. A central human resources reference pool accessible by all units of the department has not been made available when filling vacancies.		The current Director of Athletics (June 1997) has highlighted focus upon diversity issues. The original recommendation to centralize hiring was revisited in order to determine its intent. Upon further review, a decision was made to continue with the process of the individualized search for exempt positions which was enhanced with special attention paid to: the active recruitment and hiring of minorities; the avoidance of prejudice based on the three (3) principles of diversity training, communication to staff and follow-up. Additionally, due to the nature of the specialized positions within the department, utilizing a central pool of candidates in order to fill vacant positions is often not possible. Classified positions are filled based on a pool of candidates received from the Boulder Campus, those individuals are then screened individually.
#1 Minority	2		e. Athletic Director participate in the Diversity Committee	Athletic Director	Immediately	Y	The Department has re-constituted a Diversity/Gender Equity Committee as of the Fall of 2003 and anticipates regular involvement by the AD		The Director of Athletics reviews all new hire packets to insure that all avenues were exhausted during the hiring process.
#1 Minority	2	Add minorities to the department staff and retain such staff	f. Develop a staff mentoring program	Athletic Director	Ongoing	Yes and No			

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#1 Minority	2	Develop opportunities for minority athletes to connect with non-athletes at CU and in the community	a. Seek advice from the community to implement a program	Associate AD for Student Services	Fall 1999	Y	UCAMP (University of Colorado Athletic Mentor Program) has been established to provide training to expose CU's student-athletes to the real world: its demands, rules and rewards.	1999 to present	UCAMP is directed by the new Asst. AD for Community Relations as part of the CU Life Skills initiative.
#1 Minority	2		b. Build a sense of community within the department	All department administrators, coaches	Immediately	Y	Department of Athletics has implemented various programs including "staff nights" at volleyball and men's and women's basketball games, however these events are poorly communicated. Events should be expanded to include other sports (track & field, soccer, tennis).	Ongoing	Staff community and issues relating to overall staff well-being are addressed in Athletics 2010 . "Culture" is one of the 4 key areas for the department's strategic plan for the next 9 years. See Attachment E.
#1 Minority	2		c. Faculty Assembly include a member to represent issues affecting minority athletes	Faculty Senate	Fall 1997	Y	The Boulder Faculty Assembly has added a member whose emphasis lies on the well-being of minority student-athletes. The Department of Athletics is represented on the Staff Council as two of the thirty members are Athletics employees.	2002	