2020-2021 DIVISIONAL GOALS

Goal 1: Foster a total campus environment that respects differences and encourages inclusiveness, by developing and implementing impactful training programs.

1.1. Develop and conduct cultural competency training for employees (e.g. faculty, staff, RA, Greek life leaders and student organizations, including SGA and program leaders).

1.2. Develop and conduct intercultural competency training for peer-to-peer mentoring programs serving: first-generation, underrepresented, under-served, and socio-economic disadvantaged students.

1.3. Promote and assess Division-wide application and adoption of Universal Design concepts to comply with Federal Regulations.

Goal 2: Develop and execute a comprehensive Diversity-Communication Plan to promote the public understanding of the Division and its Programs.

2.1. Keep current divisional websites and/or social media outlets.

2.2. Develop and maintain a comprehensive divisional “event calendar” at the beginning of each semester to share GLODIIA Programs and Services with the University Community.

Goal 3: Develop “a culture of monitoring performance progress” by collecting data and assessing Divisional, as well as Departmental goals and accomplishments.

3.1. Each department in the Division will develop means of evaluating and assessing the success of its programs and events.

3.2. Annually report data collected to the Division leader.

3.3. Each department will ensure SACS compliance (WEAVE Assessment).

3.4 Periodically celebrate Divisional accomplishments.

Goal 4: Develop programs and events to promote, enhance, and to celebrate Global Diversity and International Awareness.

4.1. Organize academic, educational, cultural, and social programs and events to advance the Division’s mission.
4.2. Develop partnerships with university stakeholders and local communities to identify and support the educational, cultural, and social needs of faculty, staff, and students.

4.3. Develop and implement initiatives to celebrate the achievements of Lamar University’s multicultural and international communities.

4.4. Implement comprehensive academic, educational, cultural, and social programs/events for the university community.

Goal 5: Develop and implement initiatives to facilitate the retention, academic success, and timely graduation of students in the following GLODIIA Programs:

5.1. Disability Resource Center
5.2. Lamar University Pathway Program
5.3. McNair Scholars Program
5.4. Men of Excellence Program
5.5. UNIDAD Scholars Program

Goal 6: Explore and secure external funding sources to support the overall mission of the Division.

6.1. Each department leader will actively seek out and obtain external, as well as internal funds to support Divisional initiatives.

6.2. Each department leader will actively obtain goods and services to support Divisional initiatives.