

Audit Questionnaire Step 4: Evaluation of the Strategic Diversity Infrastructure

Measures of Centrality

1. Does the institution have a CDO?

___ Yes ___ No

2. What is the reporting relationship of the CDO or lead diversity officer?

- To the president or chancellor
 - To the provost
 - To the vice chancellor for student affairs
 - To the CEO of the medical center
 - Other (please explain);
-

3. If the CDO or lead diversity officer does not report to the president or chancellor, is there a dotted line reporting relationship to that position?

___ Yes ___ No

4. Does the CDO or lead diversity officer sit in the president's or chancellor's cabinet?

___ Yes ___ No

5. Does the CDO or lead diversity officer have tenure?

___ Yes ___ No

6. Which diversity officer model best describes the organizational design at your campus?

- Collaborative officer model (single CDO)
 - Unit-based model (CDO with staffing including research and other diversity officers)
 - Portfolio divisional model (vertically integrated portfolio with units reporting to CDO)
 - Multi-institutional model
 - Matrix or shared leadership model (horizontally integrated)
 - Other variant (please explain):
-

7. If the model selected is the portfolio divisional model, please indicate the units within the CDO portfolio.

8. Does the CDO oversee compliance-related functions?

___ Yes ___ No

a. If yes, which functions does the CDO oversee?

- Affirmative action
- Code of conduct
- Disability services
- Sexual harassment
- Title IX
- Other (please explain):

b. If not, how are these functions handled?

9. Does the CDO oversee complaints or grievances related to discrimination?

___ Yes ___ No

a. If not, how is this function handled?

b. Is the CDO involved in dispute resolution including mediation?

___ Yes ___ No

10. Does the central diversity office have staffing for research and data analysis?

___ Yes ___ No

If yes, please indicate staffing levels and full-time equivalent (FTE):

Title _____ FTE _____

Title _____ FTE _____

Title _____ FTE _____

11. Is the annual operating budget for the central diversity office exclusive of salaries consistent with the goals of the diversity strategic plan?

___ Yes ___ No

a. If no, please explain:

b. Is the annual operating budget exclusive of salaries comparable to peer institutions, of similar size? (See, e.g., Williams, 2013, p. 117.)

____ Yes ____ No

Please explain:

12. Please attach an organizational chart for the diversity and inclusion function(s) at your institution.

Measures of Pervasiveness

13. What other diversity officer positions exist on campus?

Title	Location	FTE	Reporting Relationship	Tenure (Y/N)
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

14. How is the work of these positions coordinated?

15. Does the campus have a presidential taskforce or commission on equity, diversity, and inclusion?

____ Yes ____ No

a. If yes, how many years has the taskforce or commission been operating?

b. If yes, is an annual report with recommended action steps provided to the president?

____ Yes ____ No

c. Taking last year's report as an example, what action steps recommended are in progress or are implemented?

16. What governance bodies have subcommittees, councils, or taskforces related to diversity?

Governance Body	Subcommittee/Taskforce
_____	_____
_____	_____
_____	_____

17. What independent commissions or grassroots groups have been formed related to diversity and inclusion?

18. Does the institution have diversity affinity groups?

____ Yes ____ No

a. If yes, please name the groups:

b. Does each group have an executive sponsor?

____ Yes ____ No

c. How is the work of the groups coordinated?

19. Does the institution have specific centers for different identity groups?

____ Yes ____ No

If yes, please list here.

Name

Reporting Relationship

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Measures of Integration

20. What formal mechanisms or practices facilitate the integration of diversity efforts across the campus?

21. How would you rate the integration of diversity efforts (see Knox & Teraguchi, 2005)?

- Nominal
- Limited to certain sectors
- Balanced
- Institutionalized

22. What specific aspects of the diversity infrastructure would benefit from further review or study?

Summative Evaluation: Please provide a summative evaluation of the results of this questionnaire and identify specific steps for enhancement:

Goals for Enhancement

1.

2.

3.
