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.

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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?

<table>
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<th>Location</th>
<th>FTE</th>
<th>Reporting Relationship</th>
<th>Tenure (Y/N)</th>
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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?

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<th>Subcommittee/Taskforce</th>
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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.

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**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
AUDIT QUESTIONNAIRE STEP 4

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. ________________________________________________________________________________