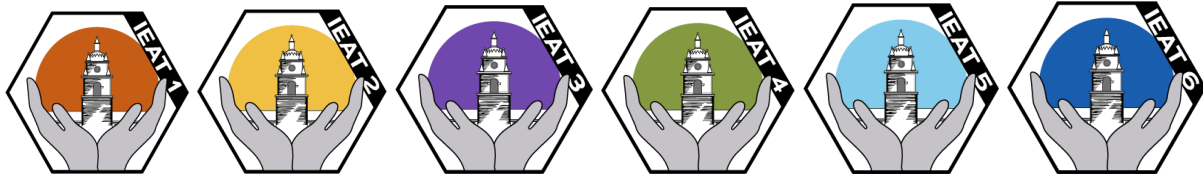


IEAP Initiative Status Report

Spring 2023



Initiative Title: DEIA training for all newly hired & existing faculty & staff (IEAP 2.1)

Initiative

Lead(s): Laurie Nichols (SAVP – HR), William DeGraffenreid (AVP – FA)

Due: 8am May 1, 2023 – email to Kaia Tollefson in Word format

A. 2022-23 Findings

1. **Metrics/Data for Evaluation:** What metric(s) did you use to evaluate the achievement and/or impact of this initiative’s goals?

No metrics have been used to evaluate achievement.

2. **Findings & Recommendations:** There is no length requirement or word limit for your narrative responses. Please be thorough yet succinct, keeping in mind that IEAP status reports are shared with the Strategic Resource Planning Committee (SRPC) and published via the [IEAP website](#).
 - a. What did you learn?
 - b. Were the values of diversity, equity, inclusion, and/or accessibility measurably advanced through this initiative in 2022-23? How do you know? (Please attach or link to your data and/or analysis of data.)
 - c. Based on what you experienced and learned through this initiative in 2022-23, what are your recommendations specifically relative to the value of, ongoing need for, and/or necessary revisions to this initiative, going forward?

In short, little progress has been made on this program. Both original leads have left the University and we have had some challenges in seeing what their original viewpoint was in comparison to other programs on campus. The lack of a Faculty Hiring Handbook and Staff Hiring Handbook makes it difficult to plan for how to determine a cohesive plan with interlinked scaffolding.

3. **Other:** Is there anything else about this initiative that you would like to add? (e.g., Have new questions or opportunities come up through your experience in leading this initiative?)

B. Budget.

1. **Budget Report.** Provide a summary of the categories by which funds were spent, the amount spent per category, and anticipated balances as of 4/28/2023 and 6/30/2023. For example:

IEAP Initiative Number and Title	2.1” DEIA training for all newly hired & existing faculty & staff
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Total Budget	\$52,957
Expense Category #1	
Expense Category #2	
Etc.	
Expenditures to Date as of 2/28/23*	0
Anticipated Remainder 6/30/2023	

*Attached: Directions for how to generate financial report

2. Reflections.

- a. Will you have expended allocated funds for FY23 for this project by 6/30/23?
- b. When do you anticipate having expended funds allocated for this initiative?
- c. If funds have not been expended by the end of FY23, what are the roadblocks you have experienced in not being able to complete the initiative by 6/30/23?
- d. Were funds sufficient, too much, or too little for the initiative this year? What do you recommend going forward? Are ongoing efforts/funding needed for this specific initiative?

This is a program that has stalled not only by change in leadership, but also due to competing priorities (HR staff shortages, CHRS rollout, etc). It should remain a high priority, however.