

Diversity Strategic Plan

In support of an increasingly diverse student body, Texas State University-San Marcos uses a diversity management system based on a shared responsibility model that supports progress towards meeting our diversity goals. Annually Texas State participates in a reporting process that provides analysis on our progress.

- A. Texas State will increase the recruitment and retention rates of Black/African-American and Hispanic/Latino students with a special emphasis on achieving HSI designation (*At least 25% Hispanic/Latino full-time equivalent (FTE) undergraduate enrollment*)

Measure #1: Annually Texas State will demonstrate an increase in the matriculation yield of first-time freshmen and transfer applicants with an emphasis on Black/African-American and Hispanic/Latino students.

Measure #2: Annually Texas State will demonstrate an increase in the retention rate for new Black/African-American and Hispanic/Latino freshmen and new Black/African-American and Hispanic/Latino transfer students.

Measure #3: Annually, Texas State will demonstrate progress towards achieving HSI status.

- B. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of Black/African-American and Hispanic/Latino faculty and the curriculum will reflect multicultural content and perspectives.

Measure #1: Annually Texas State will demonstrate an increase in Black/African-American and Hispanic/Latino faculty hires considering the availability of Black/African-American and Hispanics/Latinos within the discipline.

Measure #2: Annually Texas State will demonstrate an increase in the retention rate in the Black/African-American and Hispanic/Latino tenure track faculty.

Measure #3: Annually two courses in each college will be newly developed or modified to reflect a multicultural content, multicultural perspectives, or multicultural content and perspectives.

- C. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of Black/African-American and Hispanic/Latino staff and will continue to build a work environment welcoming of diverse people, ideas, and perspectives.

Measure #1: Annually Texas State will demonstrate an increase in the number of Black/African-Americans and Hispanics/Latinos in each of the EEO categories with a special emphasis on senior administrative levels.

Measure #2: Annually Texas State will demonstrate improved utilization of HUB products and services, as in its performance against the Texas Building and Procurement Commission HUB goals.