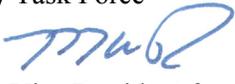




MEMORANDUM

To: Provost's Diversity Task Force

From: Michael W. Quick 
Provost and Senior Vice President for Academic Affairs

Date: February 16, 2016

Subject: Recommendations from Your February 9, 2016 Memorandum

Thank you very much for the recommendation you provided in your February 9, 2016 memorandum to me. It is clear from the thoughtful and detailed recommendations that the committee has been performing its duties diligently and carefully. I take seriously the advice you are providing; we will be a better institution for the work you are doing. Your recommendations will help inform the strategic planning process that is currently running in parallel with your work.

Thank you for your recommendations on data transparency. I agree fully with the rationale of why making these data available more easily to our community is important. Thank you for information about how our peer institutions provide their data; we will use those as guides as we prepare our data. I am presently working with the Vice Provost for Academic and Faculty Affairs and the Vice President of Admissions and Planning to verify our most recent diversity data for faculty and students, respectively. We are presently on track to have these data available in the next month, but certainly before the end of the semester. I will be discussing staff data reporting with Todd Dickey, Senior Vice President for Administration, who oversees staff.

Thank you also for your work in helping to define the roles and responsibilities of our diversity liaisons. I am especially appreciative of the five-year milestone plan that you have outlined, as it helps me to better understand the timelines of success for our schools. Our first meeting of the liaisons is scheduled for the week of February 22, 2016; I will be using your recommendations as the base upon which we formalize expectations for each school, as well as for how the provost's office will coordinate best practices across schools, and evaluate progress.

I realize that there is still much to do, but I wish to express my deepest appreciation for the work that you have been doing, and continue to do, for the university in the area of diversity, inclusion, opportunity and access.