

Professional Competency: Diversity, Equity and Inclusion

Performance Benchmark	Performance Rating
Envisions and conceptualizes the institutional mission through a narrow definition of diversity.	Does Not Demonstrate
Does not understand the importance of equity, inclusion and diversity to the broader educational mission of the institution.	Does Not Demonstrate
Does not understand the contexts, cultures, and politics that impact the implementation and management of effective diversity change efforts.	Does Not Demonstrate
Has no knowledge or understanding of the educational benefits to students through diversity, inclusion and equity.	Does Not Demonstrate
Does not understand how diversity education efforts may be used to advance the diversity mission of the institution.	Does Not Demonstrate
Does not understand how institutional programming may be used to advance the diversity mission of the institution	Does Not Demonstrate
Does not know the procedure for responding to bias incidents when they occur on campus	Does Not Demonstrate
Has no knowledge of how various forms of institutional data may be used to benchmark and measure outcomes to support the diversity mission of the institution.	Does Not Demonstrate
Has no understanding of the importance of campus climate in supporting the diversity mission of the institution	Does Not Demonstrate
Does not understand the diversity-related issues facing faculty recruitment and retention	Does Not Demonstrate
Does not understand federal laws and regulations regarding nondiscrimination, access and equity in higher education	Does Not Demonstrate
Has no current knowledge related to various institutional policies and procedures related to equity, diversity and inclusion	Does Not Demonstrate
Envisions and conceptualizes the institutional mission through a somewhat narrow definition of diversity	Developing
Somewhat understand the importance of equity, inclusion and diversity to the broader educational mission of the institution	Developing
Somewhat understand the contexts, cultures, and politics that impact the implementation and management of effective diversity change efforts	Developing
Somewhat understands the educational benefits to students through diversity, inclusion and equity	Developing
Somewhat understands how diversity education efforts may be used to advance the diversity mission of the institution	Developing
Somewhat understands how institutional programming may be used to advance the diversity mission of the institution	Developing

Is somewhat aware of the procedure for responding to bias incidents when they occur on campus	Developing
Has some knowledge of how various forms of institutional data may be used to benchmark and measure outcomes to support the diversity mission of the institution.	Developing
Has some understanding of the importance of campus climate in supporting the diversity mission of the institution	Developing
Somewhat understands the diversity-related issues facing faculty recruitment and retention	Developing
Somewhat understands federal laws and regulations regarding nondiscrimination, access and equity in higher education	Developing
Has some knowledge related to various institutional policies and procedures related to equity, diversity and inclusion	Developing
Envisions and conceptualizes the institutional mission through a broad definition of diversity	Proficient
Understands the importance of equity, inclusion and diversity to the broader educational mission of the institution	Proficient
Understands the contexts, cultures, and politics that impact the implementation and management of effective diversity change efforts	Proficient
Has adequate knowledge and understanding of the educational benefits to students through diversity, inclusion and equity	Proficient
Understands how diversity education efforts may be used to advance the diversity mission of the institution	Proficient
Understands how institutional programming may be used to advance the diversity mission of the institution	Proficient
Knows the procedure for responding to bias incidents when they occur on campus	Proficient
Understands how various forms of institutional data may be used to benchmark and measure outcomes to support the diversity mission of the institution.	Proficient
Understands the importance of campus climate in supporting the diversity mission of the institution	Proficient
Understands the diversity-related issues facing faculty recruitment and retention	Proficient
Understands federal laws and regulations regarding nondiscrimination, access and equity in higher education	Proficient
Has current knowledge related to various institutional policies and procedures related to equity, diversity and inclusion	Proficient
Envisions and conceptualizes the institutional mission through a broad definition of diversity and a deep understanding of inclusion	Advanced

Deeply understands the importance of equity, inclusion and diversity to the broader educational mission of the institution	Advanced
Deeply understands the contexts, cultures, and politics that impact the implementation and management of effective diversity change efforts	Advanced
Has vast knowledge and understanding of the educational benefits to students through diversity, inclusion and equity	Advanced
Deeply understands how diversity education efforts may be used to advance the diversity mission of the institution	Advanced
Deeply understands how institutional programming may be used to advance the diversity mission of the institution	Advanced
Deeply understands the procedure for responding to bias incidents when they occur on campus	Advanced
Has vast knowledge of how various forms of institutional data may be used to benchmark and measure outcomes to support the diversity mission of the institution.	Advanced
Has deep understanding of the importance of campus climate in supporting the diversity mission of the institution	Advanced
Deeply understands the diversity-related issues facing faculty recruitment and retention	Advanced
Deeply understands federal laws and regulations regarding nondiscrimination, access and equity in higher education	Advanced
Has vast knowledge related to various institutional policies and procedures related to equity, diversity and inclusion	Advanced
<p>The Expert category is strictly reserved for the TOP/LEADING performers who clearly surpass the Advanced category by:</p> <ol style="list-style-type: none"> 1. exhibiting the behaviors listed in the Advanced category and 2. using Diversity, Equity and Inclusion in achieving a consistently demonstrated and extraordinary impact on results that: <ol style="list-style-type: none"> a) Yield a real utility/dollar value impact on the bottom line; or b) Have a significant impact on applicable category or PEOPLE or SERVICE or c) Meet a strategic University objective. 	Expert