**Strategic Theme: Cura Personalis – (Care for the Whole Person)**

**Preamble:** The Office of Equity & Diversity views ‘cura personalis’ as fundamental to the notions of social justice and balance. As such, this notion is central to policies and practices that guarantee all members of the University family a fair, accessible and inclusive learning/working environment.

*Cura Personalis* in education means: dignity of each individual, unique, student centered pedagogy, eclectic and personal, persons for others. It also means a collegial and diverse campus community based upon Catholic Jesuit ideals of justice and concern for each person.

**Priorities:**

- Increase the diversity of our campus and expand opportunities for multicultural experiences for our community.
- Identify and assess the effectiveness of academic and co-curricular student support strategies that promote retention, academic achievement and success in timely graduation rates of low income, first generation, and ethnic minority students.
- Create and disseminate college awareness programs that will inform families and prospective first generation, low income, or ethnic minority students, of what is required to succeed at the University of Scranton.
- Increase and diversify learning communities that will increase mentorship and support for students, particularly students of color and students with disabilities.
- Cultivate opportunities for and integrate international study, service and research opportunities for students, faculty and staff.
- Promote an environment of respect and care for one another as a faculty, staff and administration, encouraging the individual growth and development of all members of the University community.
- Create support systems for minority faculty including faculty of color, lone faculty in non-traditional fields and faculty with disabilities.

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<th>Tactical Goals &amp; Objectives</th>
<th>Actions</th>
<th>Timeline/Owner</th>
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<td>1. To identify and assess the effectiveness of academic and co-</td>
<td>Develop tools to assess current student support strategies through Student Affairs, CTLE, &amp; Student Advising for access and effectiveness</td>
<td>Timeline: Ongoing</td>
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<td>Collaborators:</td>
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<td>2. To identify and assess college awareness programs that will inform families and prospective first generation, low income, or ethnic minority students of what is required to prepare for, gain access and succeed at the University of Scranton</td>
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| **● Collaborate with CTLE in ensuring compliance with ADA and providing reasonable accommodations for students with disabilities.**
**● Develop a written ADA Transition Plan which will identify the actions required to eliminate barriers.**
**● Maintain meetings with the AA/ADA Advisory Committee to provide a forum for campus-wide discussions regarding ADA compliance and other issues that impact students, faculty, and staff with disabilities.**
**● Create opportunities for a holistic approach for academic excellence through the collaborations of academic advising, career services, student affairs and alumni.** |
| **Timeline:** Ongoing  
**Collaborators:**  
- CTLE  
- Dean’s Offices  
- OED  
- Provost’s Office |

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<th>curricular student support strategies that promote retention, academic achievement and success in timely graduation rates of low income, first generation, or ethnic minority students.</th>
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| **● Work in conjunction with the Physical Plant, the Assistant Director of Utilities and Plant Engineering, and the AA/ADA Advisory Committee to identify physical and programmatic barriers to programs and services.**
**● Collaborate with Multicultural Affairs to identify creative ways to keep diverse student actively engaged in campus life.**
**● Advertise in media visited by diverse populations such as El Mansajero, La Vos Latina**
**● Provide materials in multiple languages and multiple media.**
**● Conduct college access workshops for first generation families.**
**● Show case faculty mentors, particularly those who are bilingual and or engaged in interdisciplinary research.** |
| **Collaborators:**  
- CTLE  
- Residence Life  
- Multicultural Affairs  
- Counseling Center  
- Physical Plant  
- Office of Equity and Diversity  
- Faculty |
| 3. To increase the diversity of our campus and expand opportunities for multicultural experiences for our community. | Develop creative ways of outreach to diverse students  
Invest in bridging programs that assist with college preparedness  
Explore and track opportunities offered by potential students currently enrolled in Cristal Rey Schools & University of Success Programs | Office of Admissions  
Office of the Provost  
Deans  
Financial Aid Office |
|---|---|---|
| 4. To increase and diversify learning communities that will increase mentorship and support for students, particularly students of color and students with disabilities. | Create learning communities that affirm and promote the gifts of diverse students  
Create opportunities for diverse students to form mentorships partnerships  
Encourage diverse faculty and diversity conscious faculty to engage in student/faculty mentorship partnerships  
Create academic as well as social forums to encourage an exchange of ideas | Faculty  
Residence Life  
Office of Equity & Diversity |
| 5. To cultivate opportunities for and integrate international study, service and research opportunities for students, faculty and staff. | Increase support for study abroad programs that take scholars ‘off the beaten path’ (e.g. Latin America, Southern Africa, West Africa, Slovenia, Romania, etc)  
Strengthen existing MOUs with institutions in Europe, Central & Latin America and Africa  
Encourage Fulbright Scholars to interact with the wider campus  
Ensure the continued support of the travel courses through Latin Studies, Asian Studies, Women Studies, etc. | Study Abroad Program  
Office of the Provost  
Deans’ Offices  
Faculty & Academic Programs  
Office of Equity & Diversity  
Fulbright Program |
| 6. To promote an environment of respect and care for one another as a faculty, staff and administration, encouraging the individual growth and development of all members of the University community. | - Invest in skills and professional development of staff and faculty through conferences, workshops, training sessions  
- Promote cross cultural competency development  
- Affirm and promote personal growth through a system of incentives  
- Encourage research and innovation for all scholars (including tenured faculty) | - Office of the President  
- Vice Presidents and Divisional Heads  
- Deans  
- Program directors  
- Office of Human Resources |
|---|---|---|
| 7. Create support systems for minority faculty including faculty of color, lone faculty in non-traditional fields and faculty with disabilities. | - Create affinity groups and learning communities that support the development of different identities in a scholarly environment  
- Support current and create new opportunities for mentorship in teaching, learning and research  
- Strengthen and clarify processes for needed accommodations for faculty with disabilities to maintain or raise levels of performance and contribution.  
- Highlight scholarship by diverse faculty. | - Office of Equity and Diversity  
- Office of the Provost  
- Academic Dean’s Offices |

For Diversity Strategic Plan on *Magis*, click [here](#)