

The University of Toledo

Diversity Plan  
College of Adult and Lifelong Learning

October 21, 2011

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College of Adult and Lifelong Learning  
2011-2012 Diversity Committee Members

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## Executive Summary

**The University of Toledo College of Adult and Lifelong Learning (CALL) was established June 2010 and is located in Rocket Hall. It joined together an array of academic programs and student support services into one college led by Dean Dennis Lettman. The former University College is now the College of Adult and Lifelong Learning comprised of the degreed programs of Individualized Program (IDVP) and Adult Liberal Studies (ALS). In addition to the degree programs, CALL is comprised of four major divisions: Prior Learning Assessment, Career and Life Planning, Program 60 and the Military Service Center. The degreed programs and associated services provide support for the adult population of The University of Toledo.**

**This diversity plan represents the collective ideas of colleagues in the College of Adult and Lifelong Learning, the Office of Accessibility and Rocket Solutions. It is important to note that CALL places diversity as a very high priority in its operations. Diversity is part of our mission statement. It is part of our value system. This new plan will add to an already strongly engaged, diversity-focused unit.**

## **Mission Statement**

### **CALL Mission Statement:**

The College of Adult and Lifelong Learning provides access, career and life coaching, degree completion, and academic support to new, continuing, and reentering adult learners in a respectful and nurturing environment. We view student and staff diversity as a constant that is woven into the total collegiate experience.

## Diversity Action Items, Goals, Initiatives, and Strategies

Action Item	Timeline	Resource Needs	Person/s Accountable	Assessment Measures
Incorporate Diversity training into faculty/staff training	Fall 2011 and on-going	Persons to conduct sessions Space - RH 1546 Advertising	all committee members	pre-post tests pass rates

Action Item	Timeline	Resource Needs	Person/s Accountable	Assessment Measures
Create links from website for cultural events and offices on campus	Fall 2011 and on-going	Time	committee/ CALL webmaster	Track hits on website

Action Item	Timeline	Resource Needs	Person/s Accountable	Assessment Measures
Place pictures, posters around the office and waiting area depicting diversity	Summer 2011 and on-going	funds? Photos from commencement/scholarship dinners frames	committee members	E-mail survey after office visit

Action Item	Timeline	Resource Needs	Person/s Accountable	Assessment Measures
Highlight accomplishments of students from different demographics and cultures on our Webpage	Fall 2011	MAR-COM	Accessibility Specialist  CALL webmaster	increase in a more diverse population of students

Action Item	Timeline	Resource Needs	Person/s Accountable	Assessment Measures
CALL will assume a leadership role in creating a better understanding of the educational, personal and social needs of adult learners at UT through webinars, newsletters, programs, research studies and other means	Ongoing	Membership in the Council for Adult and Experiential Learning (CAEL) Conference attendance, state of Ohio information	Dean and staff of CALL	Programming and growth of adult enrollment

## Trend Data and Analysis

Appendices that list faculty/staff ethnic group and gender, student ethnic group and gender from 2007 to 2011.

### CALL Staff Ethnic Group/gender 2010/2011

14 staff

Ethnic group: African American 2

Latino 2

White 10

Gender: 12 female

2 male

### CALL Part-Time Faculty Fall 2011

29 part-time faculty

Ethnic group: African American 6

Latino 1

White 22

Gender: 18 female

11 male