Logic Model
Change Agent State
10/29/08

KSRE Situation:

- 96% white non-hispanic
- There are gender differences
    - More females in field staff
    - More males in specialist staff
    - Females paid less for same position

<u>Administrators</u>
- Many will turnover due to retirement soon
- New administration make more than those who have been here a while

<u>Salary Inequities</u>
- Para professionals make less than support staff
- Women make less than men (generally)
- Tends to be salary compression

Diversity in the big sense

<u>Inputs</u>

Outputs

1. "Create", recruit, hire under-represented groups
2. Address "jobism"
    - Team approach vs. internal competition
3. Address fairness in policy and procedures:
    - Salaries
    - Gender
    - Title/position
    - Department
    - Team
    - Rank
4. Conduct cultural competency training
    - Faculty
    - Staff
    - Boards
5. Administrative "tone"
    - Need to reflect desires of catalyst team
    - Top down – be a good example
    - Need a consistent message
6. Other - Mentoring of:
    - New faculty
    - Staff
    - Students
    - 4-Hers

Short-Term Outcomes (Learning, skills, attitudes, etc)

- All have an appreciation of importance of having a diverse staff

- All have an understanding of difference among cultures

Medium-Term Outcomes (Behavior Change)

Long-Term Outcome

-Staff reflects the population
- Race
- Ethnicity
- Age
- Gender

- Equal pay for equal work
- Administration reflects population
- Be realistic
- KSRE "staff" will be culturally competent

Faculty and staff are culturally cognizant and positively engaged with the diverse citizenry through educational programming.