

### 2006 Department/School/College Diversity Plan—Fine Arts

Please describe your most significant activities you will implement, expand, or continue in order to accomplish your short term goals for a more diverse and inclusive department/school/college and will help MTU accomplish its short and long term diversity goals.

	Specific Objective	Activity Description	Person(s) responsible for this objective	Timeline	Internal Dollars to be allocated	External Dollars to be sought	Other Comments
For Faculty	Recruit new faculty: Director of Bands	Formal Search	Chair	Spring 07 hire	Line in budget		Encourage apps from under-represented groups
	Professional development in gender and ethnic issues	Outside consultant who specializes in these issues in the arts	Chair, faculty	Fall 06	50%	50%	
For Students	Continue to attract women and minorities to participate in Dept. programs, including majors and minors	Recruiting trips to high schools that have women and minorities who wish to major in entertainment technology.	Chair, faculty	Spring & Fall 06	\$1000-\$3000?	\$1000-\$3000	
For Staff	Professional development in gender and ethnic issues	Outside consultant who specializes in these issues in the arts	Chair, faculty	Fall 06	50%	50%	

## Enrollment Mix TARGET PERCENTAGES (TBD)

Graduate Enrollment Targets by Enrollment Mix 2004 – 2010					
Type of Student	2004 Actual	2005 Actual	2007 Target	2010 Target	2004 – 2010 Difference
Domestic Resident	34%	33%			
Domestic Non-Resident	21%	23%			
International	45%	44%			

Graduate Enrollment Goals by Gender 2004 – 2010				
Gender	2004 Actual	2005 Actual	2007 Target	2010 Target
Female	34%	34%		
Male	66%	66%		

Graduate Diversity Goals 2004 – 2010 *					
Ethnic Group	2004 Actual	2005 Actual	2007 Target	2010 Target	2004 – 2010 Difference
African American	1.0%	1.7%			
Asian American	1.0%	1.0%			
Hispanic American	1.9%	1.8%			
Native American	0.5%	0.2%			
Multiracial	0.4%	0.6%			
White	47.7%	46.8%			
International	44.5%	44.1%			
Undeclared	3.0%	3.8%			

## Enrollment Mix TARGET PERCENTAGES

Undergraduate Enrollment Targets by Enrollment Mix 2004 – 2010					
Type of Student	2004 Actual	2005 Actual	2007 Target	2010 Target	2004 – 2010 Difference
Domestic Resident	72%	72%	63%	60%	- 12%
Domestic Non-Resident	24%	24%	29%	30%	6%
International	4%	4%	8%	10%	6%

Undergraduate Enrollment Goals by Gender 2004 – 2010				
Gender	2004 Actual	2005 Actual	2007 Target	2010 Target
Female	23%	22%	26.5%	30%
Male	77%	78%	73.5%	70%

Undergraduate Diversity Goals 2004 – 2010 *					
Ethnic Group	2004 Actual	2005 Actual	2007 Target	2010 Target	2004 – 2010 Difference
African American	1.8%	1.7%	2.75%	3.5%	1.7%
Asian American	1.1%	1.1%	2.55%	3.8%	2.7%
Hispanic American	1.2%	1.4%	2.05%	3.0%	1.8%
Native American	1.0%	0.9%	1.25%	1.5%	0.5%
Multiracial	0.5%	0.7%	1.00%		0.5%
White	87.4%	87.1%	82.30%	77.2%	- 10.2%
International	4.3%	3.8%	7.65%	11.0%	6.7%
Undeclared	2.7%	3.3%	0.45%		- 2.25%

\* Enrollment diversity goals were established by the University Diversity Committee and approved by the Deans in 2005. These goals, however, were established for 2015. Therefore, the 2010 percentages denote the median between 2004 and 2015. These percentages do not include distance education students.