**TAMIU MPA Equal Opportunity Plan**

**2020 - 2025**

**Equal Opportunity Mission**

Our equal opportunity mission is focused on integrating social and educational sustainability in all operations—research endeavors, teaching pedagogy, service opportunities, hiring practices, and community engagement. We do so by promoting tolerance and respect among faculty, staff, and students. By pursuing the mission we aspire to embrace the process of being strategically oriented.

**Purpose of the Plan**

Following constructive feedback obtained from COPRA and NASPAA’s Site Visitors in 2012-2013, the Program convened several meetings to deliberate on issues relating to growth and equal opportunity. The conversations both at the meetings and outside via email exchanges emphasized the Program’s responsibility to assure compliance with accreditation standards and to grow the Program in a sustainable fashion. As a result, the formulation of the plan has focused on aligning the mission and goals, policies and practices, and the context in which Program operations are happening. The plan aims to arm faculty, staff, and students with transactional knowledge to implement good policies and practices and transformational competencies to help graduates to lead and manage effectively in public organizations.

**Plan Goals**

(1) To create a learning and work environment for faculty, staff, and students that is hospitable and open to people with different backgrounds so that they can thrive and achieve their full potential.

**Objectives**

a. Develop an equal opportunity mission and post it at the MPA website.

b. Appoint Program equal opportunity coordinator responsible for tracking practices.

c. Recruit faculty, staff, and students from social and economic backgrounds.

d. Ensure that courses meet universal design for learning principles and standards.

e. Provide support services that meet the needs of faculty, staff, and students.

f. Assess admission and hiring practices to ensure fair and effective practices.

(2) To expose faculty, staff, and students to and connect them with the academic and political contributions of different nationalities to foster the exchange of ideas and mutual learning.

**Objectives**

a. Evaluate the climate of opportunity to determine how well it is catering to all populations.

b. Schedule a lecture each academic year that focuses on a sense of respect and openness

c. Review curriculum and dedicate a course to equal opportunity management.

d. Encourage faculty, staff and students to participate in equal learning practices once a year.

e. Encourage faculty, staff, and students to participate in history months celebrations.

(3) To leverage the program, department, college, and university portals, class discussions, social media, and print and electronic media to promote learning from and with one another.

**Objectives**

a. Integrate equal learning topics into all MPA core courses and media events.

b. Globalize the curriculum by removing barriers to teaching, research, and service.

c. Evaluate faculty and students perceptions of equality of learning experiences

d. Develop public service digital research projects around equal opportunity

e. Dedicate a part of the MPA website to highlight innovation in equal opportunity.

**Outputs**

(1) Increase in the representation of all people in the Program.

(2) Increase in students and faculty reporting that they will recommend the Program.

(3) Increase in student graduation rates.

(4) Increase in faculty promotion and tenure.

(5) Increase in satisfaction with the Program among faculty and students.

(6) Increase in research presentations and publications on equal learning opportunity.

**Outcomes**

a. Graduates will have competencies needed to lead and manage different organizations.

b. Faculty will present and publish equal opportunity-related research.

c. Graduates will have successful and satisfying public service careers.

d. Continuous enrollment growth over a 5-year period.

e. Employers will agree that graduates have skills to lead and manage in diverse environments.