

**Assurance Argument**  
**Illinois State University - IL**

**Review date: 10/28/2024**

## 1 - Mission

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The institution's mission is clear and articulated publicly; it guides the institution's operations.

### 1.A - Core Component 1.A

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The institution's mission is articulated publicly and operationalized throughout the institution.

1. The mission was developed through a process suited to the context of the institution.
2. The mission and related statements are current and reference the institution's emphasis on the various aspects of its mission, such as instruction, scholarship, research, application of research, creative works, clinical service, public service, economic development and religious or cultural purpose.
3. The mission and related statements identify the nature, scope and intended constituents of the higher education offerings and services the institution provides.
4. The institution's academic offerings, student support services and enrollment profile are consistent with its stated mission.
5. The institution clearly articulates its mission through public information, such as statements of purpose, vision, values, goals, plans or institutional priorities.

## Argument

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### *Illinois State's Mission Statement*

*Illinois State University prepares diverse, engaged, and informed members of society through collaborative teaching, scholarship, and service.*

#### [1.A.1]

The mission statement guides all operations. Developed and adopted in accordance with shared governance processes, it is shaped by and reflective of the institution's unique nature and culture. It articulates the foundational concepts for the University's strategic plan and grounds and guides all institutional operations. The institution is currently transitioning between strategic plans. *Educate Connect Elevate: Illinois State 2018-2023 (ECE)*, was active through spring 2024. The new action-oriented strategic plan, *Excellence By Design*, was approved by the Board of Trustees on May 10, 2024. The core of the University's strategic plan, the mission statement is subject to review and revision as each new plan is compiled. A revised mission statement was developed and adopted by the Academic Senate, the University's primary governing body, on February 7, 2024.

#### [1.A.2]

University-wide priorities are articulated and set forth in the strategic plan. Each university division's and unit's programs, services, and planning documents are designed and aligned with the mission of the institution. In the Division of Academic Affairs, academic program review (see 3.A.1 & 4.A.1) is used to evaluate programs for their contributions to the University mission; strategic plan; and *A Thriving Illinois*, the Illinois Board of Higher Education's strategic plan. The division's annual budgeting process exemplifies how institutional processes are designed to promote such alignment. Each college annually submits a report to the Office of the Provost that includes a summary of current-year initiatives, a plan for the coming year, and requests for any additional funds needed to implement its plan as well as its overall alignment with the strategic plan. The Division of Student Affairs has created a comprehensive, systematic, and consistent approach to strategic planning, program review, and accreditation reporting for its numerous support services. Programs and services of the Division of Finance and Planning and the Division of University Advancement are also guided by its mission and vision.

As the need arises, planning initiatives are commissioned to provide more detailed guidance than what is included in the strategic plan. Specifics regarding the future of instruction and scholarship at the institution are documented in the Framework for Inclusive Teaching (FITE) and a Strategic Plan for Research, Scholarship, and Creative Expression. The Framework for Inclusive Support and Service Excellence (FISSE) also connects staff development to the strategic plan.

### **[1.A.3]**

Illinois State University, a public institution, has a Carnegie Research 2 (high research activity) classification. The University's mission statement identifies the nature and scope of the institution's academic programs, research, service, and intended constituents. The strategic plan expresses the University's mission through its statement of vision, values, strategic directions, objectives, and actions. The vision identifies high-achieving, motivated students as its primary constituency and envisions state-, nation-, and worldwide contributions through institutional commitments to stewardship, civic engagement, cultural enrichment, and the development of global citizens. Illinois State's mission is fulfilled by its commitment to prepare diverse, engaged, and informed members of society. Through undergraduate programs, the University gives students a foundation in a range of majors and specialties; through graduate programs, the University provides students a deeper dive in their specialty area. Students at both levels are prepared for leadership and successful careers through engagement in the classroom, campus life, the wider community, and community organizations.

### **[1.A.4]**

Consistent with its mission, Illinois State primarily serves undergraduate students while offering graduate programs in selected areas of strength. Illinois State is chiefly a residential university with comprehensive student services and cocurricular programming, with interest in developing and increasing our online presence. The student population consists primarily of traditional-aged learners from Illinois communities. The percentage of students from historically underrepresented populations continues to increase, reflecting changing state demographics. Through its commitment to a small-college atmosphere and individualized attention, Illinois

State has maintained its student-to-faculty ratio at 19:1 since the 2015 HLC review through strategic enrollment and instructional capacity management. In fall 2023, over 74% of undergraduate classes enrolled fewer than 30 students, and 90% of undergraduate classes enrolled fewer than 50 students.

Programs and support services of each university division are designed to further the institutional mission (see 1.A.2). In addition to leading academic units and programs, the Division of Academic Affairs oversees several research and service centers and other units that support students. Each unit's activities support the mission of the institution. Undergraduate students receive academic support primarily through programs of University College (3.D.2) and individual academic units; graduate student support services are provided primarily by academic units and the Graduate School; University Assessment Services administers the Beginning College Survey of Student Engagement to incoming students to learn about their prior academic and cocurricular experiences and their expectations for their first year in college.

The Division of Student Affairs provides educationally purposeful programs and services that foster personal and professional growth, healthy behaviors, leadership development, and civic engagement. Students receive out-of-classroom support primarily through the Dean Students Office; Campus Recreation; Career Services; Health Promotion and Wellness; Event Management, Dining, and Hospitality; Student Health Services; Student Counseling Services; University Housing Services; the Multicultural Center; and other units within the division. There are numerous student involvement and support services opportunities in the Dean of Students Office. The Multicultural Center encourages students to embrace and flourish in their intersecting identities and engage in critical programs, service, and scholarship that promote anti-racism, equity, and justice, while fostering an affirming campus environment.

The Division of Finance and Planning provides a broad range of administrative leadership and services in budgeting, financial management, facilities services, human resources, information technology and business intelligence, environmental health and safety, energy management, parking and transportation, and institutional planning and research. The division includes the Budget Office; the Comptroller's Office; the Office of Environmental Health and Safety; Technology Solutions; Planning, Research, and Policy Analysis (PRPA); Human Resources; and Facilities. PRPA provides information, analysis, and planning support to assist in decision-making that advances the University mission; Technology Solutions provides information about technology products and support services for administrative and business functions; and Facilities is committed to providing a diverse and collaborative environment that supports teaching, learning, research, and service through the development, maintenance, and safety of campus buildings and grounds.

University Advancement enhances Illinois State's image, cultivates relationships, and secures funds. The division's units work collaboratively to contribute to the educational and scholarly pursuits that prepare future leaders who will approach problems creatively, engage with their communities fully, and pursue excellence long after graduation. In fiscal 2023, the Development Office raised over \$34 million through gifts by purpose. Alumni Engagement works with Illinois State's living alumni (over 235,000) to strengthen the University's traditions, future growth, and networks of influence. Alumni Engagement provides scholarship opportunities for current and

future students. University Marketing and Communications is Illinois State University's in-house marketing agency. It's award-winning team of designers, writers, communication strategists, and marketing and multimedia professionals assists units with targeted recruitment efforts and event promotion and produces and shares compelling print and video stories about Illinois State University's students, faculty, and staff. Advancement and Foundation Operations oversees the Illinois State University Foundation, which is a not-for-profit organization that manages private gifts to the University each year. These dollars support many student scholarships, professorships, research, and other opportunities for our students.

#### [1.A.5]

The mission statement is readily available to both on- and off-campus audiences through university webpages (e.g., the Office of the Provost) and widely distributed public documents. The statement serves to guide all university units' strategic planning.

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## 1.B - Core Component 1.B

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The institution's mission demonstrates commitment to the public good.

1. The institution's actions and decisions demonstrate that its educational role is to serve the public, not solely the institution or any superordinate entity.
2. The institution's educational responsibilities take primacy over other purposes, such as generating financial returns for investors, contributing to a related or parent organization, or supporting external interests.
3. The institution engages with its external constituencies and responds to their needs as its mission and capacity allow.

### Argument

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Illinois State University embraces its role as a state-assisted institution dedicated to providing the highest quality affordable public education to the residents of Illinois and beyond. The University continues to honor its roots as an educator preparation institution enhanced by service and emphasizing quality instruction informed by research, scholarship, and creative activities. In furthering its mission, the University engages external constituencies, primarily locally and regionally but also nationally and internationally, regarding issues of mutual interest and concern.

#### [1.B.1]

Illinois State has adopted the identifier "Illinois' first public university" as a reminder of its 1857 founding by an act of the Illinois General Assembly to prepare teachers for the state's common schools. The identifier is included in the University logo as a visual reminder and reinforcement of the institution's public obligations. While programs were expanded beyond educator preparation in 1964, university leaders' actions and decisions in all programs and services have continued to reflect an understanding of the University's public obligations.

The relationship between the University and the people of Illinois through the Illinois General Assembly is reiterated in the *Illinois State University Constitution*. The institution's public obligations are articulated in the University's strategic plan. Emphasis on civic engagement is echoed in the Legislative Bylaws of the Student Government Association (which established a Civic Engagement Committee), and in research and service centers, like the Center for Civic Engagement (which maintains an extensive database showcasing community collaborations).

University business is conducted publicly by a Board of Trustees, appointed by the governor, with advice from and consent of the Illinois Senate. University officials frequently interact with state officials by participating in meetings and hearings before the General Assembly and the Illinois Board of Higher Education (IBHE) and being involved in state-sponsored initiatives. The president meets regularly with leaders of the other 11 Illinois public universities to discuss issues of mutual concern.

Illinois State supports *A Thriving Illinois*, the state's strategic plan for higher education (see 1.A.2). Every academic program the University offers must further one or more of that plan's goals. Alignment of existing programs with the plan is monitored through the program review process (see sections 3.A.1 & 4.A.1), while alignment of new programs is promoted through the program proposal process.

**[1.B.2]**

Education is Illinois State's foremost responsibility, as articulated in the authorizing legislation of 1857 (written by Abraham Lincoln) and reiterated in subsequent statutes. The latest statute (the Illinois State University Law) states that "the object of Illinois State University is to offer such courses of instruction, conduct such research and offer such public services as are prescribed by the Board of Trustees of Illinois State University or its successor ...". The *Illinois State University Constitution* affirms "dedication [of the University] to the teaching-learning process through which it serves its students, the body of scholars, and the general public." As a nonprofit public and research institution of higher learning, Illinois State has no requirement to produce profits for investors. It does, however, have fiscal responsibilities to the citizens of Illinois and to its Board of Trustees, which provides oversight of the University's expenditures of state and other funds. Illinois State's mission to educate the citizens of the state and expand knowledge is balanced with its central duties to develop the economy and perform community outreach.

**[1.B.3]**

Illinois State University's strategic plan articulates the importance of engagement with external constituencies through mutually beneficial initiatives. Illinois State maintains strong ties with its host communities' governmental bodies. In 2022, the University hosted the Illinois gubernatorial debate. The president and administrators also meet periodically with mayors of the Town of Normal and the City of Bloomington, council members, and municipal staff to explore matters of mutual interest. One of the largest collaborative initiatives during the last decade is the ongoing development of Uptown Normal, which serves as a gateway to the University and provides goods and services to students, faculty, staff, and visitors. The University continues to lease office space in Eastland Mall as well as Uptown Crossing, a mixed-use development adjacent to campus, and holds events at the Marriott Hotel and Conference Center. The University Galleries, located in Uptown Station (town hall and transportation center), also hosts university events. And the University is one of the Illinois Innovation Network hubs that focuses on economic development, entrepreneurship, and serve as a business incubator for the community.

Illinois State maintains strong ties with regional businesses and industry. Business and industry leaders serve on numerous academic program advisory boards to help guide curricula and provide cocurricular opportunities for students. Scheduled to enroll its first students in fall 2025, the new College of Engineering has developed curriculum in direct consultation with corporations, including Caterpillar Inc., Deere and Co., and Archer-Daniels-Midland (ADM) Co. In addition to direct consultation, some corporations contribute financially to programs and services across all units of the University, while many others target a particular discipline's

programs. For example, the State Farm Cos. Foundation annually pledges over \$500,000 to support academic programs, intercollegiate athletics, and recruitment initiatives. More than 100 corporations and organizations contribute to the Katie School of Insurance and Risk Management to support College of Business research, scholarships, and cocurricular activities. The University reciprocates by preparing students to work in those businesses and industries and by providing professional development opportunities for their employees.

Illinois State maintains strong ties to local residents and organizations. University administrators and faculty members serve on nonprofit organization boards, and students volunteer for local programs and services. Civic engagement efforts are coordinated by the Center for Civic Engagement and service learning opportunities are reported with service-learning activities biannually by the center in its *Redbird Impact* publication. Students, faculty, and staff engage with the community through numerous center partners, such as the American Democracy Project, the Involvement and Leadership unit of the Dean of Students Office, and registered student organizations dedicated to service. Students also serve the community through their work in practicum assignments and graduate assistantships hosted by local organizations and businesses.

The University provides numerous specialized professional services and learning opportunities to residents of the region and state through its academic units or units affiliated with them. Examples include the Psychological Services Center, the Eckelmann-Taylor Speech and Hearing Clinic, and the Sports Medicine and Rehabilitation Therapy Clinic. Learning opportunities provided through community outreach projects include Community School of the Arts, String Project, Saturday Morning Visual Arts, and Saturday Morning Creative Drama. The University also enriches the local community and showcases students' and faculty's talents through art exhibitions; theatrical productions, including the Illinois Shakespeare Festival; recitals; and concerts. The University further serves communities of interest through its research and service centers.

The College of Education places more graduates in Illinois teaching positions than any other university and offers educator preparation services throughout the state. The college has Professional Development School partnerships with school districts throughout Illinois, including two partnerships in early childhood, seven in elementary (four with bilingual opportunities), five at the middle level, and two at the secondary level that together provide yearlong student teaching placements at 17 high schools. In collaboration with the two-year City Colleges and Chicago Public Schools, the College of Education has developed Teach Chicago Tomorrow to create and sustain a pipeline of diverse teachers for Chicago Public Schools. The Special Education Department has responded to the critical need for special educators by creating PULSE, which provides paraprofessionals with at least two years of experience the opportunity to earn a teaching license with a Learning Behavioral Specialist I endorsement, completing clinical experiences in their current setting while remaining on the job. In the University's home community, the college's two Laboratory Schools provide elementary and secondary education to area youth: Metcalf School and University High School. The laboratory school system at Illinois State is one of the oldest (dating to 1857) and largest in the nation.

In collaboration with Memorial Health, the Mennonite College of Nursing opened a new Springfield location to respond to the critical need for B.S.N.-prepared nurses in Illinois. This location welcomed 48 new students in fall 2023 and 28 more in fall 2024. In fall 2024, the college also opened a new Simulation Center, which provides space to grow the undergraduate nursing program enrollment by 400 students. These efforts will, in collaboration with external stakeholders, enable the college to adapt to the needs of the health care systems and state residents by preparing additional nurses in innovative spaces rich with technology.

A new College of Engineering was approved by IBHE in 2022 and anticipates welcoming 130 students in fall 2025. Following the approval of the new college, IBHE later approved Bachelor of Science degree programs in electrical engineering, mechanical engineering, and general engineering. The college will have an equity focus, with the mission and aim to increase access to an engineering career for students from underserved areas. That emphasis on the application of learning extends to the external relationships the college is developing with local industry leaders and to improvements to university buildings. For example, the new engineering spaces will be purposefully designed to house unique engineering program instructional space, including interdisciplinary collaborative spaces throughout the building. Infrastructure will be designed to support student engagement and experiential learning within the building, extending courses' hands-on learning opportunities to collaborative learning spaces where students can work together on course assignments and meeting spaces for registered student organizations spaces.

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## 1.C - Core Component 1.C

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The institution provides opportunities for civic engagement in a diverse, multicultural society and globally connected world, as appropriate within its mission and for the constituencies it serves.

1. The institution encourages curricular or cocurricular activities that prepare students for informed citizenship and workplace success.
2. The institution's processes and activities demonstrate inclusive and equitable treatment of diverse populations.
3. The institution fosters a climate of respect among all students, faculty, staff and administrators from a range of diverse backgrounds, ideas and perspectives.

### Argument

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Through its mission statement and strategic plan, Illinois State University acknowledges its responsibility for serving and preparing students to succeed in a diverse, multicultural society. Equity, Diversity, Access, and Belonging is a core institutional value addressed in policies, procedures, programs, and services.

#### [1.C.1]

All Illinois State undergraduate students have the opportunity to learn about multiculturalism through three components of our curriculum. The first is the General Education program, which has gaining knowledge of diverse human cultures and the physical and natural world as one of its four broad learning goals. All undergraduate students take courses related to Individuals and Civic Life and United States Traditions. The second component requires undergraduate students to successfully complete at least one course related to the cultures and traditions of societies or peoples from Asia, the Middle East, Africa, Latin America, or Indigenous Peoples of the World (AMALI). The Undergraduate Catalog lists almost 90 courses that meet the AMALI requirement. The third, which began in fall 2023, requires students to complete an IDEAS (Inclusion, Diversity, and Access in U.S. Society) course, designed to generate dialogues that center the experiences of culturally diverse groups who make up our nation.

Illinois State has received numerous honors for integrating community service, service learning, and civic engagement into the curriculum (3.B.3), including the Elective Classification for Community Engagement from the Carnegie Foundation for the Advancement of Teaching and Learning in 2020. The Center for Civic Engagement (CCE), which changed its name from the Center for Community Engagement and Service Learning in 2020, coordinates and documents engagement efforts within our local community. The center aims to make equity-centered civic learning and democratic engagement an integral part of the student experience and provides faculty and staff resources to integrate civic engagement and service learning into the curriculum. For example, the center coordinates a Deliberative Dialogues program and trains

faculty, staff, and students to facilitate conversations about controversial issues in classes and the community.

The Office of International Engagement has the mission “to lead the comprehensive internationalization of Illinois State University to be a globally connected university.” It serves international students as they become Redbirds through International Admissions, Academic English and Pathways Programs, and International Student and Scholar Services. The office encourages shared living experiences through International House, as students from diverse backgrounds live and learn together, and coordinates student abroad experiences.

The Division of Student Affairs provides educationally purposeful programs and services that foster personal and professional growth, healthy behaviors, leadership development, and civic engagement. Students receive out-of-classroom support primarily through its individual units (1.A.4) that support the institution’s mission.

Career Services offers a full-service portfolio designed to support students with developing, evaluating, and implementing career decisions. This office provides career advising and résumé and interview tips; maintains an online internship and jobs board (Hire-A-Redbird); and hosts several career fair events. The University Academics and Careers Council reviews Illinois State’s career development and career readiness practices. Housed in the College of Education, the Larry and Barbara Efaw Center for Educator Excellence provides resources and activities for future PreK-12 educators from all education majors to succeed in diverse classrooms.

### [1.C.2]

The University’s previous strategic plan, *Educate Elevate Connect*, articulated its role in developing global citizens and serving the residents of Illinois. Diversity and inclusion, civic engagement, respect, and collaboration represent four of the plan’s seven core values. Diversity and inclusion were addressed more specifically as one of four strategic directions of the University’s plan: Nurture Diversity and Inclusion. The plan set forth three objectives and 10 actions for doing so, which the University community worked toward implementing. Progress was reviewed through annual reports compiled for University leadership and the Board of Trustees. These reports highlight selected accomplishments, such as the creation of a new cabinet-level assistant to the president for diversity and inclusion (now the Chief Equity and Inclusion Officer) and the president’s Diversity and Inclusion Advisory Council. Other examples include the Faculty Diversity Enhancement Program, the Multicultural Center, the Search Advocate Program, and the IDEAS graduation requirement. *Excellence By Design* similarly guides the institution’s future activities.

The University periodically evaluates the effectiveness of its efforts to maintain a learning environment characterized by tolerance and inclusiveness. The 2015 Assurance Argument references a Diversity Task Force appointed by then-President Al Bowman. In summer 2016, then-president Dietz appointed a Campus Climate Task Force to update and expand the prior task force’s work. Members of that task force spent a year gathering faculty, staff, and student feedback and compiled a report with short- and long-term recommendations to address the concerns raised by the campus community. Components of each suggestion include proposed

actions, connections between the actions and university priorities articulated in the strategic plan, and the units responsible for implementing the actions. In 2017, then-President Dietz appointed an Implementation Team to move forward with the task force suggestions.

In 2019, he appointed members of the campus Interdisciplinary Studies, faculty/staff affinity groups, and student leadership to the President's Diversity and Inclusion Advisory Council (DIAC), a more permanent group to continue the efforts of previous Climate Task Forces. Members appointed to the Council represent the rich diversity of identities and constituency groups across campus, including Student Government representatives. DIAC works proactively to create an equitable path ensuring student success is obtainable and accessible for all. Members gather monthly to share ideas, receive updates on campus initiatives, and provide insights on immediate needs while working toward long-term planning and retention. In its advisory capacity to the Office of the President, DIAC provides a knowledge base of campus-wide equity, diversity, access, and belonging (EDAB) initiatives, efforts, and challenges, while offering guidance and exploring solutions to challenges.

### **[1.C.3]**

Illinois State's policies, processes, and activities reflect and attend to human diversity. The University seeks to foster an environment that recognizes and respects individual and cultural differences through a respect for diversity within its student body, faculty, staff, curriculum, and cocurricular activities (see 3.B.4).

In its Equal Opportunity/Non-discrimination Statement and Policy, the University affirms its commitment to equal opportunities in employment, educational programs and activities, and admissions for all persons, regardless of race, color, religion, sex, national origin, sexual orientation, order of protection, gender identity and expression, ancestry, age, marital status, disability, genetic information, unfavorable military discharge, or status as a veteran. Through adoption of its Reasonable Accommodation Procedure, the University affirms its commitment to inclusion of individuals with disabilities in programs and activities. Regarding mitigation of physical barriers, the University has addressed accessibility in its Master Plan. In its Anti-Harassment and Non-discrimination Policy, the University affirms its commitment to the free expression and open exchange of ideas.

The Office of Equal Opportunity and Access (OEOA) promotes a welcoming, supportive, and inclusive university environment free from discrimination and harassment for faculty, students, and staff. OEOA investigates allegations of civil rights violations, including student sexual assault. The office works closely with campus partners to create and deliver educational programming in civil rights compliance, diversity, equity, and inclusion. OEOA is charged with systematically examining employment and educational policies and practices to ensure they do not disadvantage any person based on protected class. At present, OEOA is led by an interim director and Title IX coordinator as a search for a permanent director is carried out. That role is supported by an ADA (Americans with Disabilities Act) coordinator and one administrative aide who carries out mandatory reporting training. Title IX staff are also housed in OEOA and include an assistant director who is the deputy Title IX coordinator, two equal opportunity investigators, and an equal opportunity case manager who is a hearing officer.

The Division of Academic Affairs assists academic units with efforts to recruit and retain diverse faculty, providing multiple-year packages for startup investments in teaching or research, travel, graduate assistant funding, or faculty-mentor support. In fiscal 2017, the provost launched the Educational Diversity Enhancement Program, which was expanded into the Faculty Diversity Enhancement Program (FDEP). The University also participates in the Diversifying Higher Education Faculty (DFI) initiative sponsored by the Illinois Board of Higher Education. DFI provides scholarships to graduate students from underrepresented populations pursuing careers in higher education. The fiscal year 2020 DFI fellows cohort included 10 Illinois State students. The Search Advocate Training Program further promotes equity and diversity, as all faculty search committees are encouraged to include a trained Search Advocate.

Faculty and staff retention has become an important focus at the University. In spring 2022, faculty perspectives were sought through the Collaborative on Academic Careers in Higher Education (COACHE) survey. Staff perspectives sought through the Staff Success Survey data were analyzed during the 2022-23 academic year and were shared during the fall 2023 semester, with action steps shared during the 2023-2024 academic year. Illinois State has an institutional membership with the NCFDD, which provides faculty with tools to increase scholarly productivity and enhance work/life integration. The Center for Integrated Professional Development (previously the Center for Teaching, Learning, and Technology) supports faculty to develop evidence-based, inclusive teaching practices that encourage student success. That center also developed the Framework for Inclusive Teaching Excellence (FITE), which provides structures for pedagogical development programming, and the Framework for Inclusive Support and Service Excellence (FISSE), which highlights staff diversity and inclusion and serves to organize Academic Affairs staff development with an equity, diversity, and inclusion lens.

The Division of Academic Affairs sponsors services to support students from underrepresented populations. For students across all majors, University College offers several such academic support programs, including the STEM Alliance; TRIO/Student Support Services; and the Mentoring, Academics, Scholarship, and Achievement Initiative. Some academic units have programs to support students in their majors who self-identify with traditionally underrepresented populations. In the Mennonite College of Nursing, for example, the EMPOWER program provides financial, academic, peer, mentorship, and professional development support for diverse nursing students. In 2018, a consortium composed of Illinois State University, Illinois Wesleyan University, and Heartland Community College received a \$4.6 million National Science Foundation grant to increase recruitment and retention of talented, socioeconomically underrepresented students in STEM programs.

The Division of Student Affairs offers several services to support and advocate for students from underrepresented populations, including the Inclusive Community Response Team, Student Access and Accommodation Services, and Student Conduct and Community Responsibilities. The Dean of Students Office provides support services to 458 registered student organizations (as of June 2023), including 81 organizations that advocate for people or communities facing adversity and 61 organizations that promote, support, and provide education regarding a culture or an ethnicity. The Multicultural Center opened to the campus community in fall 2021 to enhance the sense of belonging among all students through the design of intentional spaces.

Illinois State celebrates its faculty and staff diversity in several ways. The president annually hosts a diversity appreciation reception for university employees. The Media Relations unit publishes Identity, an electronic newsletter that includes news of university programs, events, and issues related to diversity. Faculty and staff EDI-oriented teaching, scholarship, and service are featured in the University's Equity, Diversity, and Inclusion Annual Report. The University recognizes four faculty/staff affinity groups: AsiaConnect, the Association of Black Employees, the Organization of Latino/a Employees, and the Queer Coalition.

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- 1.C.1.GeneralEducationProgram
- 1.C.1.IDEASRequirement
- 1.C.1.IHouse
- 1.C.1.OIE
- 1.C.1.StudentAffairsHomePage
- 1.C.2.AssistantToThePresidentForDiversityAndInclusion
- 1.C.2.CampusClimateImplementationTeam
- 1.C.2.ClimateTaskForce
- 1.C.2.ClimateTaskForceReport
- 1.C.2.ClimateTaskForceSuggestions
- 1.C.2.DIA
- 1.C.2.DIAC
- 1.C.2.ECEAnnualReports
- 1.C.2.FacultyDiversityEnhancementProgram
- 1.C.2.IDEASRequirement
- 1.C.2.ISUCoreValues
- 1.C.2.MulticulturalCenterTaskForce
- 1.C.2.OrganizationonLatinoEmployees
- 1.C.2.SearchAdvocateTrainingProgram
- 1.C.2.SharingTheECEAnnualReports
- 1.C.3. 4.6 million grant
- 1.C.3. EMPOWER program
- 1.C.3.2020DFICohort
- 1.C.3.AntiHarassmentandNonDiscriminationPolicy

- 1.C.3.AsianConnect
- 1.C.3.AssociationofBlackAcademicEmployees
- 1.C.3.COACHESurvey
- 1.C.3.DiversifyingHigherEducationFacultyinIllinois
- 1.C.3.EqualOpportunityNonDiscriminationStatementAndPolicy
- 1.C.3.EquityPlanReport
- 1.C.3.FacultyDiversityEnhancementProgram
- 1.C.3.FISSE
- 1.C.3.FITE
- 1.C.3.Identity
- 1.C.3.InclusiveCommunityResponseTeam
- 1.C.3.MAISAIwebpage
- 1.C.3.MasterPlanwithAccessibilityEnhancement
- 1.C.3.MultiCultCenterSpaces
- 1.C.3.MulticulturalCenterwebpages
- 1.C.3.NCFDD
- 1.C.3.OfficeofEqualOpportunityandAccessWebpage
- 1.C.3.ReasonableAccommodationProcedure
- 1.C.3.RegisteredStudentOrganizations
- 1.C.3.RegisteredStudentOrganizations\_Advocacy
- 1.C.3.RegisteredStudentOrganizations\_CultureEthnicity
- 1.C.3.STEMAlliance
- 1.C.3.Student Conduct and Community Responsibilities
- 1.C.3.StudentAccessandAccommodationServiceswebpages
- 1.C.3.StudentConductandConflictResolutionwebpages
- 1.C.3.TriangleAssociationwebpage
- 1.C.3.TRiOStudentSupportServiceswebpages

## **1.S - Criterion 1 - Summary**

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The institution's mission is clear and articulated publicly; it guides the institution's operations.

### **Summary**

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Strategic planning provides a strong foundation for programs and services at Illinois State University, and the current strategic plan focuses the efforts of the many largely decentralized campus units on a common vision and mission. Sustained efforts have been made since 2000, when the first institutional strategic plan was adopted, to ensure that units continue to align their respective visions, missions, and goals to reflect the University mission.

This Criterion's evidence documents how the institution's widely understood and inclusive mission guides operations across all divisions. In addition, it informs institutional policies and processes to effectively respond to internal and external constituencies' needs and to prepare graduates to be responsible members of a multicultural society.

### **Sources**

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*There are no sources.*