

College of Natural Sciences
Diversity Blueprint 2018-2019

In 2018 – 2019, the College of Natural Sciences (CNS) will prioritize its diversity efforts in alignment with the College of Natural Sciences’ Strategic Plan 2021, the Strategic Implementation Plan 2021, and analysis from the *Green Paper: Enhancement and Integration of Diversity and Inclusion* with the University Diversity Goals 2 and 3.

University Goal 2: Improve retention and promotion of marginalized faculty, staff, and students -- Actively support efforts to increase retention and promotion of faculty, staff and students from marginalized and excluded populations.

University Goal 3: Develop cultural competency of all faculty, staff, and students – Build an environment where students and employees are more culturally competent and have skills to work in a diverse global workplace.

The College of Natural Sciences’ Strategic Plan 2021 “Discovery Begins Here” is organized around five central goals: 1) Inclusive Community 2) Student Success 3) Research Excellence 4) Faculty Excellence and 5) Global Impact. The Strategic Implementation Plan 2021 includes strategic objectives and action items for each goal. For 2018-2019, the College will focus its Diversity efforts on CNS Goal 1: Inclusive Community:

CNS Goal 1: Inclusive Community: The College will be a strong, diverse, and cohesive community of students, faculty, staff, alumni, and friends committed to excellence in the sciences.

- 1.1 Encourage mutual support and recognition among employees and students at all levels
- 1.2 Build a diverse community of scholars and promote excellence and equity
- 1.3 Include broad participation in College and departmental decision-making processes
- 1.4 Foster the academic, personal, and professional growth of all members of the College community

FIVE GOALS FOR 2018-2019

1. ENCOURAGE MUTUAL SUPPORT AND RECOGNITION AMONG EMPLOYEES AND STUDENTS AT ALL LEVELS

Analysis

- The College of Natural Sciences Dean’s Standing Committee for Inclusive Excellence, an advisory committee, was formed to represent the College’s departments in fostering a College environment that respects and welcomes diversity, enhances and expands on the College’s diversity and inclusion initiatives as well as to garner input and feedback from the departments. The College is committed to developing a more culturally competent climate for employees and students.

Design

- Direct and facilitate faculty and staff to participate in professional development programming and training to increase their cultural competency and supervisory skills. Disseminate opportunities through communication from the CNS Office of Inclusion

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newsletter, Vice President for Diversity, Diversity and Education Training, and the CNS Dean's Standing Committee for Inclusive Excellence.

Implementation

- Engage departmental faculty, staff, and students on topics of diversity and inclusion, through communicating and encouraging participation in training initiatives, workshops, symposiums and conference attendance during the Fall 2018 and Spring 2019 semesters. Encourage cohort participation and recognize completion in Inclusion Newsletter.

Evaluation

- Track distribution and readership of CNS Office of Inclusion Newsletter, bimonthly edition beginning August 2018.
- Provide access and information about professional development opportunities, track attendance quarterly and request an update from each department Chair of their unit's professional development activities. Reports will be due to the College Executive Council in December 2018 and May 2019.

2. INCREASE MENTORING, RECRUITMENT, AND RETENTION OF WOMEN STUDENTS AND FACULTY

Analysis

- The CNS Director of Inclusion and her team, wrote a *Green Paper: Enhancement and Integration of Diversity and Inclusion* that included an assessment of the College's populations and a data summary review. The paper identifies high impact practices in STEM from other peer institutions and formulating concepts within CNS to develop a comprehensive action plan for undergraduate and graduate students, faculty and staff towards inclusive excellence for the College. This year, the College focus is on building the scientific community for women. In spring 2018, 49% of undergraduates and 20% of graduate students in the College identified as female. In the faculty ranks female faculty represent 33%. While the percentages may seem reasonable at first glance, when broken down by department, it is clear there is a great deal of work to do, in particular in the Departments of Physics (10% women faculty; 18% women students) and Computer Science (15% women faculty, 14% women students).

Design

- Support increased programming and visibility of Women in Natural Sciences (WINS), especially those related to mentoring, recruiting, and retaining female faculty and students in the College.

Implementation

- Summer 2018 create marketing campaign for awareness and visibility of WINS program.

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- Fall 2018, engage WINS membership in establishing an action plan to inform how to address recruitment and retention of women faculty and students.
- Provide financial support to WINS for programming, in particular for departments with lower student and faculty recruitment and retention rates.

Evaluation

- Review and track marketing strategies to increase awareness and visibility of WINS at the end of Fall 2018 and Spring 2019.
- WINS action plan and recommendations to the Dean by end of Fall 2018.
- WINS will track programmatic participation in networking, mentoring and educational opportunities at the end of Fall 2018 and Spring 2019.

3. INCREASE THE SUCCESS AND RETENTION OF STUDENTS FROM UNDERREPRESENTED GROUPS

Analysis

- Moving towards 2021, with the Dean's and the College Executive Council's leadership, the College's strategic plan charges the College with becoming a strong, diverse and cohesive community of students, faculty, staff, alumni, and friends committed to excellence in the sciences. The Strategic Implementation Plan 2021 identifies strategic objectives and specific action items to address inclusivity and student success.

Design

- Expand programming with first year students living in Laurel Village.
- Enhance informal faculty/student mentoring programs established for special interest floors/clusters.
- Formulate "Departmental Action Teams" in the Departments of Biology and Psychology specifically addressing the sophomore and junior years.
- Expand international opportunities created for student engagement during Summer 2018.
- Engage College Natural Sciences Learning Center (CNSLC) with Little Shop of Physics to develop programming in Todos Santos, Mexico.

Implementation

- Hire an assistant coordinator for the CNS Learning Community in Laurel Village.
- Develop and implement strategies for recruiting and increasing the success of students from underrepresented groups by enhancing Student Success Initiatives 2 throughout the College of Natural Sciences, particularly within the CNS Learning Community and the Community for Excellence populations.
- Align College efforts with the four Student Success Initiative 2 Gaps Action Teams.

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Evaluation

- Collaborate with the Office of Financial Aid, Student Employment Services to identify and outreach to CNS students with work-study awards living in CNSLC during the Summer 2018, Fall 2018 and Spring 2019 for employment within the College.
- Track program components of faculty/mentoring initiatives for special interest floors and clusters, record attendance at events and activities – conduct monthly reviews from August 2018 – May 2019.
- Identify programmatic changes during AY18/19 in CNSLC focusing on enhancing the learning communities for AY19/20.
- Review and report on progress and challenges of Gap Action teams in biology and psychology at the end of Fall 2018 and Spring 2019.
- Report on international opportunities engaged by students by May 2019
- Assess progress on program development in Todos Santos, Mexico.

4. FOSTER THE ACADEMIC, PERSONAL, AND PROFESSIONAL GROWTH OF ALL MEMBERS OF THE COLLEGE COMMUNITY

Analysis

- The Director of Inclusion met with the dean, associate deans, the eight department chairs, the College Executive Council, departmental faculty meetings and the CNS Dean's Standing Committee for Inclusive Excellence for continuous feedback and input for the development of the College's strategic plan. In addition, the College initiated the CNS Diversity Plan Employee and Student Survey to garner feedback about the diversity blueprint goals.

Design

- Establish a communication plan with materials to involve the faculty, staff, and students in the College's initiatives to address and enhance cultural competencies.
- Establish professional development plan, criteria and process for annual reviews and promotion of non-tenure track faculty.
- Present the CNS Diversity Strategic Plan at an all College meeting in Fall 2018.

Implementation

- Distribute communication materials for diversity and inclusion to all departments, College personnel and students from Fall 2018 to Spring 2019.
- Develop a College Expectations document for departments to assure annual review and promotion path is defined for non-tenure track faculty by Fall 2018.

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Evaluation

- Development of communication plan with College Director of Communication with specific action steps for distribution, Summer 2018.
- Department chairs report to Dean and Executive Committee by end of Fall 2018 with plans for non-tenure track hiring, promotional criteria process, raises and status of voting rights.

5. BUILD A DIVERSE COMMUNITY OF SCHOLARS AND PROMOTE EXCELLENCE AND EQUITY

Analysis

- Created and administered the College of Natural Sciences Diversity Plan Employee and Student Survey to gather input on identifying the top goals for diversity. Utilized survey results plus feedback from other venues to establish the College's short-range goals for 2018-2019, which is the precursor to the development of a long-range plan to address the strategic objectives and actions items outlined in the Strategic Implementation Plan 2021.

Design

- Engage faculty in each department to review the College of Natural Sciences Strategic Implementation Plan 2021 and prioritize the top 2 to 3 goals for the department in alignment with the strategic objectives and action items.
- The departmental representatives from the CNS Dean's Standing Committee for Inclusive Excellence and the Director of Inclusion will meet with the department chair and/or attend departmental meetings to assist with establishing the departmental strategic plan.

Implementation

- Submit departmental proposal to College Executive Council outlining diversity and inclusion action items by end of Fall 2018.
- Formulate a 2-year departmental strategic implementation plan with goals, objectives and metrics aligned with the College's plan by end of Spring 2019.

Evaluation

- Submit departmental written report to College Executive Council evaluating success and challenges of initiative with a mid-year, Fall 2018 and end of year report Spring 2019.
- Submit 2-year departmental strategic plan written report to College Executive Council by Spring 2019.