

College of Sciences and Arts Diversity, Equity, and Inclusion (DEIS) Strategic Plan

This document was created in a grassroots effort, starting at the level of departmental meetings, discussions with undergraduate and graduate students, and then finally multiple discussions at College Council and with our CSA Diversity Council representatives over the course of the 2021-22. There are three broad goals, each followed by action items with timelines where appropriate. The plan and timelines will be reviewed and updated annually.

Goal #1: CSA will leverage its disciplinary expertise to ensure DEIS content is incorporated into our curriculum and into Michigan Tech's general education curriculum.

Action Items:

- CSA will lead the effort to incorporate DEIS into the Essential Education proposal. If it passes we will complete at least one DEIS themed pathway and develop/revise DEIS tagged classes in at least five of our departments within six months of the proposal's approval.
- We will build on the existing Diversity Studies minor, housed in Humanities, increasing enrollment (by 20%) and course offerings (by at least two new electives) in this minor. (2023-24). We will revise it if appropriate to fulfill the requirements of any new Essential Education program.
- Utilizing Senate procedures, we will propose a Social Justice minor, housed in Social Sciences, and meeting any new essential ed requirements that may be approved. (2023-24)
- At least \$20,000 annually will be available from the College and Departments to buy out faculty teaching or provide extra or summer compensation to assist with DEIS related curriculum development efforts. Chairs will ensure this work is reflected in merit evaluations. (2022-23)
- Each department will review materials for at least one course per year to ensure that the accomplishments of diverse scholars are represented and expand the diversity of the authors in reading lists/assignments where necessary to maintain the high-level of excellence of the course.

Goal #2: CSA will improve both recruiting yield and first-year retention of underrepresented students. This should include improving recruiting from and collaboration with community colleges and minority serving institutions.

Action Items:

- In partnership with admissions and University Marketing and Communication, we will create customized communications for underrepresented minority (URM) applicants before the Fall 2023 cycle.
- Through improved communication and outreach we will increase the admissions yield on our URM admits to equal our overall yield.
- We will submit at least one NSF REU proposal in the college each academic year. (2023-24)
- We will work with existing student organizations and the Wahtera center to provide peer to peer mentoring to improve sense of belonging and retention. We will compensate this work hourly at a professional rate.
- Each department will establish a budget for undergraduate conference travel and professional development (2023-24).
- Establish faculty collaborations with Minority Serving Institutions where MTU has signed agreements.
 - At least two new faculty partnerships with these institutions in the 2023-24 academic year.
- Survey our faculty during Spring 2023 to find out who has existing ties and/or colleagues at minority serving institutions, especially ones that MTU has signed partnership agreements with.
- Support sending faculty to graduate recruiting events like SACNAS etc. to recruit underrepresented students. Coordinate with the Graduate School and VPDI office.
 - CSA Dean will provide support for at least three recruiting visits each year.
- Review course articulations between tribal colleges and CSA degree programs to see if there are roadblocks to student success. Reevaluate existing curricula to make 2+2s easier; eliminate long prerequisite chains where possible.
 - Review all existing articulation agreements over a two year period.

Goal #3: CSA will highlight scholarship and creative activities in areas related to DEI in order to increase the visibility of our work in this area.

Action Items:

- We will create a dedicated website highlighting work in this area (2022-23).
 - We will review analytics at least twice annually to measure its impact in terms of shares and views.
 - We will highlight programs offerings and events, integrated with the University Calendar.
 - We will drive traffic to the website with at least three social media posts each month.
 - The website will let users contribute feedback and suggestions to improve our efforts.
 - We will highlight programming and presentations at the Rosza Center. We will work together with the Rosza center to achieve its equity and accessibility goals.
- We will create a CSA Dean's DEIS showcase to highlight and reward scholarly and teaching contributions.
 - We will have at least two features each semester starting with Spring 2023.
 - There will be modest financial rewards for DEIS honorees similar to the current honorees from the Dean's teaching showcase.
 - We will nominate at least one scholar with DEIS expertise to present at a BOT meeting in the 2023-25 time frame.