

## Michigan Tech DEIS Strategic Planning and Reporting Template

**Unit/College Name: College of Business**

**Date: 19JAN2024**

<b>Goal #1:</b> Foster DEIS among students		
<b>Benchmark/Best Practices</b> (where possible):		
<b>Projected Outcomes from Baseline:</b>	<b>Timeline:</b>	<b>Actual Outcomes</b> (report at end of the project):
1. Increase diversity. For example, gender, sexual orientation, ethnicity, socioeconomic conditions, religious practices, age, ability, and individual and shared experiences (AACSB 2021)	Fall 2022-2027	
2. Augment equity: e.g. ensure that all individuals can grow, develop, and pursue their full potential through education (AACSB 2021).	Fall 2022-2027	
<b>Action Items:</b>	<b>Timeline:</b>	<b>C/I:</b>
1. Establish and disseminate the Diversity Calendar at Faculty Meetings and COB's Main Lobby.	Fall 2022-2027	
2. Additional Action items could include A Student Inclusion Advisory Board, increase diversity in Business Advisory Board, a Speaker Series, Maintain a Non-gender Bathroom, Create a Student-led Mentorship Program (e.g. pairing Sophomores with Freshman, Juniors with Sophomores, etc.), Create and award the Mickus Endowed Faculty Fellow in Business Impact, Create and promote DEIS activities in the Professional Blueprint Program.	Fall 2022-2027	
<b>Notes/Assessment Plan:</b>		

This table should be filled in by someone with adequate skills to modify it as needed (increase column widths, delete unused rows, etc.). The cells automatically expand, and the Outcomes and Action Items sections can have cells added or subtracted for more or fewer points. To add rows, select the entire row by clicking just to the left of the row (the arrow will turn from angling left to right), hit CTRL+C then CTRL+V. Actual Outcomes and the "C/I" (Complete/Incomplete) sections are filled in later as reporting on progress occurs. Further goals may be added as needed by copying and pasting the template/table into new pages (insert a page break in front of new template/tables to keep them on separate pages).

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**Unit/College Name: College of Business**

**Date: 19JAN2024**

<b>Goal #2:</b> Improve Faculty and Staff sense of belonging		
<b>Benchmark/Best Practices</b> (where possible):		
<b>Projected Outcomes from Baseline:</b>	<b>Timeline:</b>	<b>Actual Outcomes</b> (report at end of project):
1. Use quantitative and qualitative data to update the DEIS plan every 5 years	Fall 2022-2027	
2. Improve overall climate survey measure by 10%	Fall 2022-2027	
<b>Action Items:</b>	<b>Timeline:</b>	<b>C/I:</b>
1. Elaborate or Adopt a Climate Survey for COB that also tracks DEIS (e.g. Adopt MTU’s climate survey)	Fall 2022-2027	
2. Conduct a COB Climate Survey every 5 years	Fall 2022-2027	
3. Conduct survey analytics and track the performance of key metrics	Fall 2022-2027	
4. Identify DEIS weaknesses and strengths at COB	Fall 2022-2027	
5. Enhance strengths to end or reduce weaknesses	Fall 2022-2027	
<b>Notes/Assessment Plan:</b>		