

Michigan Tech DEIS Strategic Plan

Unit/College Name: College of Business Date: 19JAN2024

Goal #1: Planning domain: Climate. Foster inclusive engagement and belonging among students			
Projected Outcomes from Baseline:		Timeline:	Actual Outcomes (report at end of the project):
1. Provide support for enhanced diversity through space and programs that support inclusion. Implementation of actions listed below will indicate achieving both outcomes.		Initiated in 2022 and continuing through 2025	
2. Support equity through communications about programming designed to help ensure that all individuals can grow, develop, and pursue their full potential through education.		Initiated in 2022 and ongoing through 2025	
Action Items:			Timeline:
1. Establish and disseminate the Belonging Calendar at faculty meetings and COB's main lobby.			Initiated in 2022 and ongoing to 2025.
2. Implement actions that support diverse populations. These will include <ul style="list-style-type: none"> ● Developing a student inclusion advisory board or similar student organization, ● Broadening participation in the Business Advisory Board, ● Developing a speaker series to reflect accomplishments in business ● Continuing to maintain a gender neutral bathroom, , ● Creating and awarding the Mickus Endowed Faculty Fellow in business impact, ● Creating and promoting DEIS activities in the Professional Blueprint Program. 			Ongoing since 2022 and in place by Fall 2025
Notes/Assessment Plan:			

Michigan Tech DEIS Strategic Plan

Unit/College Name: College of Business Date: 19JAN2024

Goal #2: Planning domain: Climate. Enhance Faculty and Staff sense of belonging		
Projected Outcomes from Baseline:	Timeline:	Actual Outcomes (report at end of project):
1. Identify the status of the current (baseline) climate in COB.	Fall 2024 to Spring 2025	
2. Identify key metrics to be used to indicate the success of efforts to improve climate, and initiate actions and plans aimed to improve these metrics.	Spring 2025-Fall 2025.	
Action Items:	Timeline:	C/I:
1. Identify a climate survey tool that can be modified for use by COB (e.g. MTU’s climate survey).	Fall 2024	
2. Conduct a COB Climate Survey to develop baseline data about the current climate.	Fall 2024	
3. Analyze results of climate survey and develop a report to share with faculty that includes baseline metrics.	Spring 2025	
4. Identify areas of needed improvement in the COB climate and develop plan to address these. This will form the basis of a subsequent diversity plan in Fall 2025.	Spring 2025	
5. Implement short term actions identified as a result of discussions of the Fall 2024 climate survey. Develop timeline for implementing follow-up climate survey in Fall 2026.	Spring and Fall 2025	
Notes/Assessment Plan:		