### 2016-2019 Department/School/College Diversity Plan

1. Describe the most significant strategies you will implement, expand, or continue. These short and/or long term objectives and strategies should result in increased diversity and a more inclusive department/school/college that supports student, faculty and staff success. The outcomes should help Michigan Tech accomplish its short and long term diversity goals.

<table>
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<tr>
<th>Objective – Data for 2016</th>
<th>Brief Descriptions Of Strategies</th>
<th>Person(s)/area(s) Responsible for leading this</th>
<th>Measures of success or progress</th>
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<tr>
<td><strong>For Faculty</strong></td>
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| Support long-term University goals for 50:50 (F:M) ratio, improve our 2016 ratio and increase racial diversity.  
2016 39:61 (F:M) all faculty (n=18). TT fac 31:69 (F:M) (n=16)  
Diversity = 33% | Find and use new avenues to recruit applications for open positions, racially diverse pool.  
Mentor untenured faculty, Support growth/opportunities for tenured faculty | University recruitment connections  
All faculty  
Search Committees  
Chair | Intentionally move toward 1:1 gender ratio,  
Diversity measured where possible.  
Gap closes on reaching 1:1 ratio for gender and number of faculty increases |
| **For Students – Undergrads** | Biology currently leads University in gender ratio.  
2016 = 67:33 (F:M) SBL n= 215  
Racial diversity unknown at this time. | Improve interviews and tours  
Reach out to minority institutions  
Offer summer scholarships?  
Improve diversity, recruit more widely | Admissions/Marketing  
Recruiting  
Chair  
HS advisors | Continue to watch ratios  
Personal contact by faculty |
| **For Students – Grads** | Improve balance in graduate student diversity – both gender and minority opportunity.  
**MS 60:40** (F:M) Diversity 24%  
**PH.D. 29:71** (F:M) Diversity 54% | Have faculty create personal videos and post  
Make more effort to recruit nationally | All Faculty  
Grad Director  
Chair  
Graduate School | Balance in gender and diversity run close to university goals 50:50 gender and >14% diversity |
| **For Staff** | Seek diversity when interviewing if possible.  
Current 75:25 (F:M) Diversity 0% | Due to low number of full-time staff this may not be reflected in effort. | Chair  
Those involved in hiring | Current turnover and future replacements pending. |