

2016 Geological and Mining Engineering and Sciences Diversity Plan

Below is a brief description of the most significant strategies we will implement, expand, or continue in our efforts to reach our diversity goals. These short and/or long term goals, and strategies formulated to achieve them, 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.

Diversity Goals, Priorities, Recommended Actions, Persons Responsible

Goal 1: Attract, Retain, and Graduate a Diverse Student Body

Recruit a diverse undergraduate and graduate students. Undergraduate recruitment through networks with K-12 and other educational partners; in particular, in underrepresented communities through direct outreach and recruitment.

Action Plan:

Continue student recruitment from more diverse pools through visits to minority-serving institutions and conferences.

Expand outreach to state community, two-year, and tribal colleges to expand the network of underrepresented students.

Retention and graduation of these students will be achieved through proactive advising and creation of a welcoming learning environment.

Goal 2: Provide Rich Learning Experiences and Prepare Students for Global Citizenship

Broaden participation in study abroad, internship, service learning, and research. Increase opportunities for attracting diverse students for summer research (undergraduates) and graduate studies. Increase number of study abroad participants.

Action Plan:

Continue to offer, advertise, and support study abroad programs, internships, service learning, and undergraduate research opportunities.

Increase opportunities for attracting diverse students for summer research (undergraduates) and graduate studies by encouraging more faculty to lead the development and implementation of these research projects with continued incentives and assistance from the Department Chair.

Goal 3: Attract and Retain a Diverse Faculty and Staff

To utilize and increase awareness of best practices in faculty searches for increasing diversity.

Action Plan:

Increase awareness for consistent faculty search and hiring procedures to promote equity in hiring, mentoring, and faculty development through regular discussions in faculty and committee meetings where hiring, mentoring, and promotion/tenure progress is discussed.

Assess department climate for inclusiveness and determine whether more formal mentoring activities are needed or desired.

Improve diversity literacy through certification process for all faculty and staff.