

Name of Department/College: Biological Sciences

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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.

	Objective – Data for 2016	Brief Descriptions Of Strategies	Person(s)/area(s) Responsible for leading this	Measures of success or progress
For Faculty	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.