

Michigan Tech Strategic Planning and Reporting

Unit Name: College of Forest Resources and Environmental Science

Date: 11/19/21

Goal #1: Understanding existing and long-term diversity and sense of belonging at CFRES and threats to sense of belonging			
Projected Outcomes from Baseline:	Timeline:	Actual Outcomes:	
1. In consultation with CFRES constituents, use the results of climate surveys specified in the Action Items below to identify key areas (e.g., fall camp, gender dynamics within majors, LGBTQIA+) that impact sense of belonging in CFRES, both positively and negatively.	Spring 2022		
Action Items:			Timeline:
1. Administer CFRES baseline climate survey and compare results to MTU-wide survey along with national surveys, such as the 2019 AAU Campus Climate Survey , and quantify gaps.		Spring 2022	
2. Present results of survey and comparisons to constituents (students and at faculty/staff meeting) to gather input and gain a better understanding of key survey measures (e.g., sense of belonging).		Spring 2022	
3. Develop CFRES DEIS website linked from CFRES website to house data, summarize survey findings, and share other DEIS resources.		Spring 2022	
4. Create a mechanism(s) to report concerns by students/staff/faculty anonymously to either the dean or the College Diversity Committee, basing and coordinating the mechanism(s) on existing MTU reporting processes and pathways.		Spring 2022	
Notes:			

Michigan Tech Strategic Planning and Reporting Template

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Goal #2: Improve sense of belonging at CFRES		
Projected Outcomes from Baseline:	Timeline:	Actual Outcomes:
1. In comparison to the baseline survey, the follow up survey will show an average of a 10% improvement across the items identified in the Actual Outcomes of Goal #1.	Spring 2024	
2. Develop articulation agreements with two institutions that serve historically underrepresented groups.	AY 2021-22	
Action Items:		Timeline:
For Outcome #1		Y/N:
1. Based on planning conducted in Goal #1, especially the Actual Outcomes, develop interventions that have the greatest potential to accomplish the Projected Outcome of this Goal, whether it is an area of concern or a strength.		Fall 2022- Spring 2024
2. The Action Items below are currently being developed, but they may be modified based on planning for Goal #1.		
a. Add a gender neutral bathroom(s) to the U. J. Noblet Forestry and Wood Products Building.		Fall 2022
b. Add a lactation room to the building with clear signage and identified on the University list.		Fall 2022
c. Display annual additions of murals or other art representing our local and diverse community.		Spring 2022
d. Continue to build relationships with contemporary tribal nations with the following results:		
i. Coordinate at least one partnership event.		Fall 2022
ii. Schedule at least one meeting between tribal partners and CFRES.		Fall 2022
iii. Develop at least one joint grant proposal or formal agreement with a tribal partner.		Spring 2023
iv. Construct a statement that acknowledges that Michigan Tech resides within ancestral and contemporary tribal nations' homelands ceded in 1842, with actions that demonstrate this acknowledgement and our shared responsibilities to this land and the lives of indigenous peoples, such as placing this statement on the CFRES website.		Spring 2022
3. Develop and administer a follow-up climate survey specific to CFRES to quantify differences in sense of belonging from the baseline survey (i.e., items identified in the Actual Outcomes of Goal #1 for reporting in Goal #2, Actual Outcome #1).		Spring 2024
For Outcome #2		
1. Contact various offices (e.g., Vice President for Diversity and Inclusion, Graduate School, Research) to determine if any existing MOUs could be used to develop articulation agreements.		Spring 2022
2. Participate in work to develop relationships with institutions that serve historically underrepresented populations with the goal of articulation agreements that increase access to CFRES programs at the undergraduate and graduate levels.		AY 2021-22
Notes:		