

**MICHIGAN TECHNOLOGICAL UNIVERSITY**

***School of Business and Economics – Diversity Plan 2012-2015 (updated Jan. 24, 2013)***

	Objective	Strategy	Responsibility	Assessment
For Faculty	Recruit and retain a diverse faculty; promote an understanding of the value of diversity	<ol style="list-style-type: none"> <li>1. Recruitment process: Identify a diverse applicant pool for open positions using multiple resources such as faculty networks, conferences, and the PhD Project, etc.</li> <li>2. Retain diverse faculty using mentoring and faculty support.</li> <li>3. Provide opportunities for interaction with diverse constituents by participation in diversity activities, faculty exchanges, and sabbatical leaves.</li> </ol>	Faculty, Dean	<ol style="list-style-type: none"> <li>1. Is our applicant pool in line with the available diversity in that field?</li> <li>2. Over time, monitor the gain &amp; loss of faculty for disproportionate changes in diversity.</li> <li>3. Are these activities being done?</li> </ol>
For Students	Recruit and retain a diverse student body; promote an understanding of the value of diversity	<ol style="list-style-type: none"> <li>1. Recruit a diverse pool of entering students using effective advertising and publicity, scholarships, and the MICUP program.</li> <li>2. Retain a diverse student body with diversity orientation, minority guest speakers, meetings with alumni, and the Presidential Council of Alumnae program.</li> <li>3. Increase student awareness of the value of diversity in the world with the study abroad program, the minor in Global Business, and guest speakers.</li> </ol>	Student recruiters, the faculty, and the Dean	<ol style="list-style-type: none"> <li>1. Is our applicant pool in line with the available diversity in potential students?</li> <li>2. Over time, monitor the gain &amp; loss of students for disproportionate changes in diversity.</li> <li>3. Are these activities being done?</li> </ol>
For Staff	Recruit and retain a diverse staff that has an understanding of the value of diversity	<ol style="list-style-type: none"> <li>1. Recruitment process: Identify a diverse applicant pool for open positions that is in line with the regional population.</li> <li>2. Retain diverse staff using mentoring and support.</li> <li>3. Provide opportunities for interaction with diverse constituents by participation in diversity activities and programs</li> </ol>	Dean	<ol style="list-style-type: none"> <li>1. Is our applicant pool in line with the available diversity for staff positions?</li> <li>2. Over time, monitor the gain &amp; loss of staff for disproportionate changes in diversity.</li> <li>3. Are these activities being done?</li> </ol>