

# Diversity Action Plan CAS Natural Sciences 2017-2020

GOAL #1 (I: Inclusion): Create an inclusive and welcoming environment for all.

**School, College, Research, or Administration Strategy 1** – Create a more welcoming, respectful and inclusive climate for all

Tactics	Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
1.1 Creation of diversity committees in all units of CAS Natural Sciences, including, as appropriate, faculty, students and staff. These committees will be charged with considering ways to address and improve department climate generally and specifically for underrepresented groups.	Participation of units (goal of 100%) and reasonable regularity meetings.	Service time of participants.	Heads and Dean's Office	By end of AY2016-17. Committee chairs will meet in a group with CAS deans in S17 to check in and discuss plans and expectations.
1.2 Creation of CAS diversity program awards, which will help fund ongoing or new programs that promote diversity, equity and inclusion.	Award a program from CAS Natural Sciences annually.	\$25,000	Dean's Office	First awards in spring 2017
1.3 CAS diversity web page to collect information about efforts and achievements of faculty, staff, and students in diversity work and recognize their accomplishments, offer examples for others; include links to campus DEI resources and access to unit DEI inventories	Track number of internal and external visits to the page.	CAS financial resources to update and maintain webpage	Dean for Faculty and Operations; Director of CAS Communications	Launch in W17; update regularly

Describe the evaluation tool that you will utilize to measure progress and ensure accountability.

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Committees: Units will need to communicate membership of their Diversity Committee to the Dean's Office by May 1, 2017. Smaller units may need to be combined. After the S17 meeting with CAS deans and Diversity Committee chairs, the Dean's Office will establish a reporting plan, so we are kept apprised of committee efforts in units and can share good ideas and best practices with the college. Web page: CAS Diversity inventories for faculty and staff will be updated annually and made available on the CAS diversity page; this is both a tracking tool and a source for information and ideas. Grants/awards: make awards and publicize them in the media and on the web page.

**School, College, Research, or Administration Strategy 2** – Incorporate promising practices that eliminate implicit bias and combat racism as well as other forms of discrimination. Incorporate promising practices to increase equity, inclusion and inter-cultural understanding in onboarding, performance evaluations, tenure and promotion, and other unit processes and policies in ways that allow all members of the unit to thrive and succeed.

Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
At least one training per academic quarter.	Service time of participants.	Heads and Dean's Office	Begin spring 2017
Track participation in the program.	Service time of participants. Modest financing from college.	Divisional Dean for Natural Science	Spring 2017

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Mentoring groups established by Spring 2017. Number of assistant professors invited by to mentoring group by end of Spring 2017. Number of new hires invited into mentoring group during Fall 2017. Whether mentoring groups meet at least once per term. Compare rates of retention and tenure for female and male assistant professors in Natural Sciences.

GOAL #2 (D: Diversity): Increase the representation of diverse students, faculty, staff, and community partners at all levels of the university.

**School, College, Research, or Administration Strategy 1** – Incorporate active recruitment strategies, processes to eliminate conscious and unconscious bias, and other promising practices to recruit diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally under-represented communities.

Tactics	Target Measures	Resources to be used for this tactic	Name/title of lead personnel	Timeline
1.1 Have follow-up conversations with departments about implicit bias training effectiveness after searches conclude.	Annual meeting with follow-up actions for recruitment in the following year.	Service time of participants.	Heads and Dean's Office	First meeting in spring 2017
1.2 Require that all job candidates provide a diversity statement as part of their application materials; Encourage departments to also express preference for faculty who can advise and mentor students from underrepresented backgrounds when appropriate	Participation of units (goal of 100%).	Guidance from dean's office, and service time of participants.	Heads and Dean's Office	Spring 2017
1.3 Require that all units provide and follow an active recruitment plan for faculty and staff searches	Participation of units (goal of 100%)	Service time of participants, support from HR and DEI.	Heads and Dean's Office	Spring 2017
1.4 Create 3 new STEM diversity post-doctoral positions, which will be allocated through a competitive internal application process.	Add 3 new post-docs from under-represented backgrounds to UO	Each post-doc will cost about \$80k annually for a total cost of \$240k annually.  To fully fund, CAS will need to partner with others. CAS can provide 1/3 of the resources. Supervising faculty will need to provide 1/3 of the resources. This leaves a gap of \$80K annually still to be filled.  This program can be scaled up if more resources can be found, e.g. from	Divisional Dean for Natural Sciences	Establish funding and structure in Spring-Summer 2017.  First post-doc search in 2017-18.

Tactics	Target Measures	Resources to be used for this tactic	Name/title of lead personnel	Timeline
		philanthropy.		
1.5 Coordinate and encourage recruiting trips to Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) to raise awareness of our graduate programs.	Numbers of graduate applicants who are underrepresented minorities.	Coordination efforts from dean's office, matching funding for travel, development of materials.	Divisional Dean for Natural Sciences	Plan in Spring/Summer 2017. Implement in 2017-18.

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1.1-1.3: The annual spring meetings to discuss implicit bias training and search processes are accountability meetings. We will review and approve job ads for all searches to be sure that they include the diversity statement among the application materials. Again, the spring meeting to debrief on searches will be an occasion to check in about the efficacy of the statements. Active recruitment plans will be reviewed and approved prior to approval to proceed with searches. Active recruitment plans will be reviewed and approved prior to approval to proceed with searches.

1.4: Successful recruitment of a diverse pool of postdocs under this program.

1.5 Regular visits to SACNAS conferences, graduate application demographics.

**School, College, Research or Administration Strategy 2 – Use promising practices and effective strategies to retain diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally-underrepresented communities.**

Tactics	Target Measures	Resources to be used for this tactic	Name/title of lead personnel	Timeline
2.1 Interventions in core first year science classes aimed at increasing knowledge about the financial viability of graduate school.	Number of core classes participating in the intervention	Attention of appropriate faculty, limited use of class time.	Divisional Dean for Natural Sciences	First set of interventions in Fall 2017.
2.2 "Learning Chemistry" intervention for undergraduate science majors with low readiness scores or low scores on first exam in General Chemistry.	Up to 200 students per term in Fall and Winter who meet criteria for this program.	Funding from Department of Chemistry and Biochemistry and from CAS Dean's Office.	Tom Greenbowe, Deb Exton	Transitional implementation Fall/Winter 2017/2018. Full implementation Fall/Winter 2018/19.

Tactics	Target Measures	Resources to be used for this tactic	Name/title of lead personnel	Timeline
2.3 CAS dean diversity awards will make this goal a priority. See tactic 1.2 in Goal 1 for more details.				

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2.1: Would like to use graduate school acceptances by underrepresented minorities, but do not know how to get this measure.

2.2: Increase percentage of underrepresented students passing year-long general chemistry course.

**GOAL #3 (A: Achievement):** Facilitate access to achievement, success, and recognition for underrepresented students, faculty, staff, and alumni.

**School, College, Research, and Administration Strategy 1** – Eradicate any existing gaps in achievement between majority and under-represented students, faculty and staff in graduation rates, tenure and promotion, professional opportunities, leadership opportunities and recognition.

Tactics	Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
1.1 See Goal 2, Strategy 2.3.				
1.2 See Goal 1, Strategy 2.1				
1.3 Provide full funding for the Faculty Success Program “boot camp” from the National Center for Faculty Development and Diversity for all new tenure-track junior faculty members and select mid-career faculty members	Offer to 8 NS faculty members each year  Have 75% of the qualifying faculty members complete the boot camp.	CAS financial resources	Dean for Faculty and Operations	Immediately
1.4 Build diverse applicant pools and hire diverse advising team for new Tykeson College and	Diversity of applicant pools and hires.	CAS Dean staff and search committee time	Dean for Faculty and Operations	Year prior to the opening of the building in 2019

Tactics	Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
Careers building				
1.5 Expand "Learning Chemistry" program to Biology.	Number of students accessing this program	College and department financial resources.	Cristin Hulslander	Run pilot in 2017-18

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**School, College, Research, and Administration Strategy 2** – Increase faculty, student, staff, and alumni participation (with special focus on groups that are currently under-represented) in global leadership experiences, research, professional development opportunities, and scholarships (e.g. Rhodes Scholar and Marshall Scholar competitions) as well as other prestigious awards and recognitions.

Tactics	Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
2.1 Analysis of the demographic distribution of named/endowed chairs in CAS and assignment of vacated chair to underrepresented, high-achieving faculty	% of chairs assigned to women faculty as chairs become available; % of chairs assigned to underrepresented faculty as chairs become available	CAS endowments	Dean for Faculty and Operations	Analysis of current chair holders and identification of potential chairs for assignment, S17; inclusive assignment plan to go into effect as soon as chairs become available
2.2 Use groups representing women in science (CMiS and Women in Graduate Science) to raise awareness of prestigious awards and leadership opportunities	Establishing regular route for communication	Participant time, Divisional Dean time	Divisional Dean for Natural Sciences	Begin contact Spring 2017. Establish regular communication 2017-18.

Describe the evaluation tool that you will utilize to measure progress and ensure accountability.

GOAL #4 (L: Leadership): Leadership will prioritize and incorporate diversity, equity, and inclusion in plans and actions.

**School, College, Research, or Administrative Strategy 1** – Develop and promote programs that support, mentor and prepare members of under-represented groups for leadership opportunities (i.e. department heads, directorships, deanships, vice presidencies, etc.) at the UO.

Tactics	Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
1.1 Assess diversity of CAS leadership roles over the past decades	Level of diversity among CAS leadership roles	Dean and Dean's staff time.	Dean and Dean's staff	Summer 2017
1.2 Make diversity and inclusion a primary criterion when building pools of candidates for leadership roles in CAS from divisional deans to department and program heads to Dean's Advisory Committee members	Diversity of candidate pools; Level of diversity among CAS leadership roles	Dean and Dean's staff time.	Dean and Dean's staff	Ongoing
1.3 Begin conversations and develop ideas for creating leadership pathways in the College that would especially focus on those from underrepresented backgrounds	Number, frequency and inclusivity of conversations; Quality of implementable ideas;	Service time of participants	Dean and Dean's staff	Begin conversations with department heads in spring 2017 and continue through AY18. Implement in the subsequent years.

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**School, College, Research, or Administrative Strategy 2** – Utilize philanthropy and other resources to advance the work of diversity, equity, and inclusion in your unit and across the University.

Tactics	Target Measures	Resources to be used for this tactic	Name and title of lead personnel	Timeline
2.1 Identify and deploy underutilized resources from current Foundation accounts to target for diversity initiatives	Use of funds for diversity efforts; Levels of underutilized funds across CAS Foundation funds	Dean and Dean's staff time	Dean and Dean for Faculty and Operations	Assess funds in spring 2017 and deploy in the coming years
2.2 Assess how diversity and equity issues are currently embedded in development work and identify top ideas for donor "asks."	Number of diversity-related asks and funds raised	Dean and Dean's staff time	Dean and Sr. Director of Development for CAS	Assess in summer 2017 and implement Fall 2017

<p><b>Describe the evaluation tool that you will utilize to measure progress and ensure accountability.</b></p>
<p>Philanthropy will be supporting activities in this plan that require financial resources. Reviews of development should include a section on diversity and inclusion.</p>