Accomplishments

• Held open discussion/information sessions with faculty and staff as well as student organization leaders to communicate campus climate efforts and share diversity practices/ideas.

• Formalized 2011-2012 Unit Change Team Membership through invitation. Members include: Jennifer Mencl (UCT Chair and CCT Liaison), Rick Brill, Sharon Cripe, Nik Hassan, Jill Klingner, Lai La Lunde, Maureen O’Brien, Sara Pitterle, and Karen Salmela. All members participated on the UCT in addition to assigned school-wide committees.

• Held teams-training workshops for faculty (voluntary) through Fall and Spring – *UMD Strategic Action Step 8*. Content of the workshop included strategies for the effective use of teams in classes that also address issues raised by underrepresented students in focus groups conducted a few years ago, such as team selection/assignment, team forming activities, establishment of team norms, team monitoring, and team evaluation. Approximately 12 faculty members attended most of the training sessions.

• Established tutoring service in LSBE for students enrolled in FMIS 3301 and 3601 with the goal to provide underrepresented students academic support (the service was available to all students) – *UMD Strategic Action Step 8*.

• Emailed a message from the Dean to all students in early Spring semester with information about connecting with faculty and campus resources.

• Conducted audit of LSBE building facilities to determine accessibility for individuals with physical disabilities – *UMD Strategic Action Step 3*. Suggestions for low-cost, internal modifications from the audit report were sent to administrative personnel for implementation. The full report with recommendations for the LSBE Administrative Committee is forthcoming (June 2012).

• Invited Junhua Wang, FMIS faculty member who teaches Business Communications, to present her published research that examines the cultural competencies of LSBE students to all LSBE faculty – *UMD Strategic Action Step 8*. It was determined in January that the best venue to maximize exposure would be an LSBE Senate Meeting, but no Senate Meeting was held in Spring Semester. This event will be carried forward into next year.

• Garnered support for changing two restrooms on the 3rd floor of LSBE to unisex/gender-neutral restrooms (one men’s, one women’s; single-stall restrooms located by department offices).

• Initiated conversations with individuals in LSBE responsible for teams and sustainability initiatives to determine ways to communicate our efforts throughout the school. Holding an “in-service” day for faculty either prior to the start of the semester or during the semester (canceling classes) is an option to explore.
Continuing Efforts/Looking Ahead to Next Year

- In Fall 2011, the LSBE UCT discussed actions aligned with UMD Strategic Action Step 5-H – Assess the work of inclusion on a regular basis and incorporate assessment results. Specifically, we identified an action step to assess faculty, staff, and student perceptions regarding LSBE’s diversity climate to use as baseline measures to inform future UCT initiatives. Since the CCT initiated efforts to do this campus-wide, the UCT decided to put this action step on hold until after the CCT’s plan was formalized. The LSBE UCT will resume their conversations relative to assessment specific to LSBE in Fall 2012.

- Schedule a date and time for Junhua Wang to present her research (noted previously) in early Fall 2012.

- Demonstrate progress in modifying LSBE facilities to be more accessible to people with disabilities.

- Evaluate the effectiveness of FMIS tutors located in LSBE to determine whether underrepresented students have benefited from the service.

- Redesign the diversity segment that has been given the previous two years within the Welcome Week LSBE information session for 2012 (Friday afternoon segment).

- Establish the LSBE UCT as a formal committee within the LSBE governance structure.

Submitted by Jennifer Mencl
May 15, 2012