SCSE Multicultural & Diversity Committee: 2011-12 Annual Report

INVESTING IN PEOPLE
SCSE Multicultural and Diversity Team: Members

Interdisciplinary Members of the SCSE Unit Change Team:

- Richard Maclin (*Computer Science*)
- Shannon Stevenson (*Biology*)
- Jonathan Maps (*Physics*)
- Imran Hayee (*Electrical & Computer Engineering; CCT Liaison*)
- Michele Hatcher (*SCSE Students Affairs; co-chair*)
- Ahmed Heikal (*Chemistry & Biochemistry; co-chair*)

- Interim Dean Morton: November 2011
- Biweekly meetings in 2011-12 (9 meetings)
SCSE Multicultural and Diversity Team: 2011-12 Charges

- **Consult** the Dean of SCSE on diversity-related issues

- **Create and help implementing** an action plan

- **Construct** assessment rubrics in order to measure the SCSE diversity outcomes

- **Act as a resource** for the college and all participating units on diversity-related issues

- **Re-examine/adapt** our vision, action plan, and assessment as we move forward
Questions We Considered

1. Where does SCSE stand on diversity as compared with UMD and UM-TC?

2. Why does diversity matter in higher education?

3. Who should we consult from the current administrators & offices at UMD for learning from their experiences?

4. What do underrepresented students think about diversity/climate at SCSE & UMD?

5. What kind of goals, action plan, and assessment should we consider?

6. How should we proceed?
Why Does Diversity Matter for SCSE & UMD?

1. Diversity enhances our global perspective and prepares our students for a global workforce

2. Diversity increases our awareness of multicultural issues in our Society (becoming good citizens)

3. Diversity promotes creative thinking & new ideas while avoiding stagnation

4. Diversity enhances self-awareness and self discovery

5. Diversity is linked to social justice, equal opportunity for all, and creating healthy role models for change
Ethnicity Makeup (%) of SCSE & UMD

- UMN Data does not separate ethnicity from race, thus statistics in some categories may be misleading
- UMD has a lower percentage of female students than UMTC.
- UMD SCSE has roughly the same percentage of female students as UMTC Science and Engineering and Biological Sciences.
- UMD Computer Science and Engineering Departments: A problem.
Wider Perspective of Gender: Female
Recommendation: Increase SCSE African American students from 61 to 75 (to match UMTC Science & Engineering), long term to match UMTC, then MN
Recommendation: Increase SCSE Native American students from 24 to 36 (to match UMD level)
Hispanic Makeup (%) at SCSE & UMD

Recommendation: Increase SCSE Hispanic students from 33 to 47 (i.e., in line with UMTC Science & Engineering). Long term: match UMTC, then MN
- SCSE has *slightly higher* percentages of Asian, African American, and International students than UMD.

- The college has *slightly lower* percentages of American Indian and Hispanic students compared to UMD.

- A very low percentage of female students in the computer science and engineering departments.

- Overall, however, the *percentage is better than* the corresponding group at the UM-TC.
Updated SCSE Mission Statement on Diversity

- SCSE is committed to creating “a climate of diversity, equity, and inclusion” as an essential part of its mission.

- The college recognizes the importance of proactive recruitment and retention of a diverse community of students, staff and faculty.

- The college is committed to enlarge the talent pool and new ideas that will best prepare our graduates for success in the evolving demographics of our society as well as the global job market.
SCSE Goals on Students Diversity

Goal 1: Increase the percentages of American Indian, African Americans & Hispanic students to become more in line with UMD (American Indian & Hispanic percentages) or UM-TC (% of African American students).

Goal 2: Increase the percentage of female students by several percentage points, while understanding the underlying causes for such disparity. SCSE should aspire to reach at least the overall level of female participation to the UMD level.

Goal 3: Update UMN admission procedures such that information of both ethnicity and race will be available; like other institutions around the country.
1. **Students Awareness of the commitment of UMD to diversity/equity**: All SCSE students should be required to take a course (e.g., *Intercultural Communication, SCSE First-Year Seminar*) that will expose them to different cultures as a part of their liberal education. The “*Intercultural Communication*” and/or *SCSE 1st-Year Seminar* should be required for all SCSE students.

2. **Multicultural Awareness and Training of Faculty and Staff**: Faculty must be well trained on effectively handling cultural-based situations in either their classroom or laboratories. Cultural training for new faculty and staff should go beyond a simple, couple of hours “orientation”. Perhaps, such required training could take place *annually* for all existing/new faculty with case-studies that are related to SCSE.
3. Multicultural Awareness and Training of Teaching Assistants: A student-TA relationship is more problematic than student-faculty relationships when either the student or the TA is from an underrepresented group. As a result, cultural and diversity training tailored for TAs is rather critical.

4. Promoting Cultural Exchange in UMD & SCSE: Cultural events that promote inclusiveness, multicultural awareness and the understanding of diversity’s impact on careers and our society. Annual multi-cultural events should be encouraged where students, staff, and faculty are invited to participate with an aggressive advertisement.
5. Leadership Role: Following the steps of our Chancellor, Vice Chancellor, and the Dean, the departmental heads should also be committed to diversity-related issues in their own units. The department heads should discuss with their faculty how diversity and ethics issues could be integrated into their courses. The Dean’s office should work with all units to implement diversity/equity issues in the strategic plan of each department.

6. Learning from Peers: SCSE and other existing programs at UMD should collaborate and exchange ideas/experiences for better outcomes. For example, engaging Mikosa Redetzke, Academic Advisor at Advising and Academic Services, about VELCRO (a mentoring program involving community) would be beneficial. The Dean may also consider funding for a staff to administer and coordinate such a program in SCSE.
Coordination Among UMD Collective Efforts: How Can CCT Help CUT?

- Emphasize **why diversity matters** within the context of UMD Strategic Plan.

- Bring **all UMD units on board** in order to advance our goals on diversity.

- **Coordinate the effort** of all participating units here at UMD.

- Think of means to **engage the College of Pharmacy and the Medical School-Duluth**

- Ensure that **all members of UMD community** (students, staff, faculty, and leadership) **own** this concerted effort on diversity and **contribute** to this mission.
Recommended Priorities for 2012-13

1. Developing **specific plans & guidelines** for achieving student diversity goals for SCSE that were set this year.

2. Develop plans for enhancing diversity and making sure that the underrepresented students are retained and successfully graduate from UMD. For example, develop and implement a VELCRO program for this purpose. **Proactive recruiting**.

3. Do a similar **data gathering on faculty/staff diversity** as we did on student diversity this year, and come up with targets for faculty enhancement.
New Ideas & Talent Know **NO** Cultural, Racial, Gender or Socio-economical **Boundaries**

Thank You