

## CBE Diversity Action Plan

The College of Business and Economics (CBE) values diversity and fosters a climate that is grounded in respect and inclusion, enriches the educational experience of students, supports positive workplace environments, promotes excellence, and cultivates the intellectual and personal growth of the entire university community.

**Diversity** is recognizing and valuing the variety of backgrounds, perspectives and beliefs held by members of the College of Business and Economics community. Our diversity tenets include sex, sexual orientation, race and ethnicity, color, nationality, gender identity or expression, mental/physical ability, religious affiliation, age and veteran status. Diversity can also be shaped by our organizational/institutional structure (e.g., management status, classification, work location, division/department unit group).

**Committee:** The CBE Diversity Action Committee is comprised of one full- time faculty member elected from the electorate of each department and business excellence. The Dean of the College of Business and Economics, or his or her designate, shall serve as an ex-officio non-voting member.

### A. Curriculum & Pedagogy

#### **Objectives:**

*Promote diversity in the curriculum and pedagogy*

*Offer diverse learning opportunities.*

#### **Action Plan**

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Outcomes for 2018-2019 Academic Year
Include a statement of Towson University's Disability and Equal Access Policy, which reinforces that no students will be denied access to the course on the basis of race, color, religion, age, national origin, sex, disability or sexual orientation.	Course syllabi	CBE Department Chairs	Spring 2018	
Provide faculty with available resources on campus for international students.		CBE Council	Ongoing	
Infuse discussion of diversity issues, business ethics and respect for global cultures throughout the curriculum.	KSA question items	CBE Faculty	Ongoing	
Encourage teaching in foreign countries.	Faculty participation	CBE Department Chairs	Ongoing	
Encourage participating in the study abroad program.	Faculty & student participation	CBE Department Chairs	Ongoing	

**B. Faculty & Staff Professional Development****Objective:**

*Incorporate the diversity education in training and professional development of faculty and staff.*

**Action Plan**

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Outcomes for 2018-2019 Academic Year
Host guest speaker on issues of diversity.	Faculty & student participation	CBE Diversity Action Committee and CBE Learning Excellence Committee	Once a year	
Offer workshop for faculty training and development on the effective departmental meeting and conversations (Piloted to CBE Diversity Action Committee in Spring 2018)		CBE Diversity Action Committee in partnership with Diversity Faculty Fellows and Office of Institutional Equity and Inclusion	Fall 2018	
Offer workshop for faculty training and development to create classrooms free of micro aggression, bias, and other stereotypes (Piloted to CBE Diversity Action Committee in Spring 2018)		CBE Diversity Action Committee in partnership with Diversity Faculty Fellow – Lisa Simmons	Fall 2018	

### C. Faculty/Staff Recruitment and Retention Strategies

**Objective:**

*Recognize and value diverse faculty and staff through recruitment and retention.*

**Action Plan**

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Outcomes for 2018-2019 Academic Year
Promote diversity in faculty hiring	Diverse cadre of new faculty	CBE Dean and Search committees	Each academic search	
Ensure diverse composition of search committee		CBE Search Committee Chairs	Ongoing, as searches arise	
Ensure dissemination of advertisements to diverse sources <ul style="list-style-type: none"><li>Post the position on the PhD Project website</li><li>Develop relationships with HBCU business schools and partner with the department chairs for promising graduates</li></ul>		CBE department Chairs and search committee chairs	Ongoing as searches arise	
Offer new faculty mentoring program	CBE leadership & new faculty participation	CBE Dean	Each academic year	
Obtain resources from University to join organizations, such as the PhD Project, an award-winning and nationally-recognized organization seeking to increase workplace diversity by increasing the diversity of business school faculty.	Increased diversity representation of African American, Hispanic, and Native American faculty in faculty applicants.	CBE Dean	Each academic year	
Encourage and support faculty membership in minority group professional organizations		CBE Dean, CBE Diversity Action Committee	Annual	

#### D. Student Success

##### **Objectives:**

*Create a safe, supporting, and engaging classroom climate.*

*Be sensitive about multiculturalism and various diversity-related issues inside and outside classroom.*

*Enhance students' awareness of their own biases and stereotypes.*

*Enhance students' sense of belonging by valuing them and providing them with a safe and supporting college environment.*

##### **Action Plan**

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Outcomes for 2018-2019 Academic Year
Encourage SLC to volunteer with Communication Partners program.	Faculty, staff and student participation	SAC	Once a year	
Create a diverse subgroup from SLC to provide a safe environment to hear grievances.	Student utilization of grievance system	SLC	Every semester	
Encourage student organizations to develop and offer activities to promote diversity.	Faculty and student participation	SAC	Once a year	
Develop CBE Celebrates Diversity Series that spotlight student/faculty areas of diversity.		CBE Diversity Action Committee	Every month	
Monitor student success metrics for opportunities for improvement.	Minority Retention Rates received from Institutional Research	CBE Diversity Action Committee	Once a year	Minority retention rate data – 91%
Develop committee website with diversity topics and resources.		CBE Diversity Action Committee in partnership with Asst to the Dean for Strategic Communications	Spring 2019	

**E. Partnerships:****Objective:**

*Enhance communication with the external world about TU's diverse environment and the challenges TU community faces.*

*Build a long-term relationship with constituencies outside the campus--including alumni, business and community leaders, and local governmental agencies outreach.*

*Form an equal partnership with outreach where the ideas and activities flow in both directions.*

**Action Plan**

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Outcomes for 2018-2019 Academic Year
Get resources from the University to join organizations, such as the PhD Project, an award-winning and nationally-recognized organization seeking to increase workplace diversity by increasing the diversity of business.	CBE faculty advertisements to +1200 faculty of color	CBE Dean	When positions are open	