

College of Agricultural Sciences
Diversity Plan

Strategic Choice #1: Create an intellectual community and workplace that respects, welcomes, and promotes diversity through teaching/learning, research, scholarship and artistry, outreach and other university programs and practices.

University Goal 1: Ensure a teaching, learning, and work environment that welcomes and respects diversity of thought and experiences to prepare students for participation in a global society.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
#1: Expose students, faculty and staff to teachers and co-workers whose background is different from the majority Colorado (U.S.) experience.	Attain a level of 10 percent of faculty and staff originating in international and/or ethnic background different from the U. S. Caucasian population. The proportion of women on the faculty will be equal to the proportion of women with PhDs in the professions represented by the departments.	Count of faculty from diverse backgrounds: Count of women with PhDs on faculty.	2014	Dean and Department Heads
#2: Expose students annually to successful representatives of relevant agricultural professionals who are women, ethnic minorities, or foreign-born, to serve as examples of the range of people who can be successful in the agricultural professions (college-wide event at Ag Week and departmental seminars).	Each department and the college will have at least two seminars annually where the main speaker is a woman, an ethnic minority, or a foreign-born individual; the college will financially support and advertise the annual university diversity conference.	Count of seminar experiences with diverse presenters.	2009	Associate Dean for Academic Affairs, Dean and Department Heads
#3: Expose students to working environments with diverse populations.	Have 25 percent of students complete a study abroad experience; have 25 percent of students complete a working internship in workplaces with diverse workforces or customers.	Count of percentage of graduates with study abroad and internship experiences.	2014	Associate Dean for Academic Affairs, Dean and Department Head
#4: Broaden CSU's capabilities and resources by joining national organizations with similar diversity goals and missions.	Formalize and activate involvement with MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences), a national society that welcomes membership of people of all racial and	Activate the chapter.	Fall 2008.	Associate Dean for Academic Affairs

	ethnic group participation in agricultural and related sciences careers.			
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University Goal 2: Encourage and support research, scholarship, and artistry that illuminate major issues relating to a diverse global society.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Support faculty attendance at international research conferences, encourage multi-institutional research, build relationships with agricultural universities and research institutions in Mexico, Russia, Spain, France, Czech Republic, and New Zealand.	Have 25 percent of faculty involved in an international research relationship.	Count of faculty with international research relationships.	2014	Dean (serving as international coordinator for the college.)

University Goal 3: Ensure that diverse communities are served by our outreach and service.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
#1: Open all outreach programs to the total, relevant public; place more emphasis on smaller acreage agriculture and urban agriculture which serve a more diverse audience than traditional farming and ranching.	#1: Provide accessibility to all relevant users of specific program knowledge.	Advertising notices are shared with the general public and clearly state that programs are open to all interested.	2008	Dean, Associate Deans, Department Heads
#2: As part of the College's K-12 outreach, we will visit rural Colorado schools having high minority numbers specifically Alliance and Star Schools.	#2: Visit a minimum of 50% of the Star and Alliance Schools with Ag Ambassadors each academic year.	Number of schools visited	2010	Associate Dean of Academic Affairs

University Goal 4: Ensure that our outreach activities are reflective of our 21st century land grant mission.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Provide outreach activities which are relevant to today's Colorado agriculture and community development; assess relevance with a study of	A study will be completed on The Future of Colorado Agriculture and outreach activity will be research-based and guided in content	Presence of the study's completion; number of programs congruent	2009	Dean, Associate Deans, Department Heads

The Future of Colorado Agriculture.	by the study.	with the study's chief findings.		
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University Goal 5: Engage the university community in dialogue and action around the diversity of thought, expression, ideology, and culture with the goal of promoting a welcoming and respectful community and workplace.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Include cultural competency and diversity teaching in the freshman experience (A192, A180) and graduate student orientation. Perform a climate survey in the college and encourage faculty participation in the University Diversity Workshop.	Have 90% of freshmen and 90% of graduate students experience cultural competency and diversity training.	Student counts.	2009	Associate Dean of Academic Affairs

University Goal 6: Ensure that the teaching, learning and work environment is universally accessible.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Recruit in rural and urban areas, in Latino Serving Institutions. Establish a steering committee comprised of faculty and students to address how to be achieve successful recruiting	Increase the enrollment of ethnic minorities by recruiting from largely minority communities and colleges (Otero Junior College, Lamar Community College, Pueblo Community College, Trinidad Junior College). (The College already is more than half women in student count.)	Chart of student majors	2009	Associate Dean of Academic Affairs will serve as Administrative Advisor to the Steering Committee.

University Goal 7: Faculty, staff and students will demonstrate progress towards cultural competency.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
#1: Establish a Diversity steering committee within the College and complete a Cultural Competency Assessment for the College and individual departments. Take an initial	Increase the current competency level related to diversity.	Completion of Assessment; improvement in quality of scores and cultural	Fall 2010	Associate Dean of Academic Affairs and Diversity Steering Committee.

assessment of students (freshman orientation) and a final assessment (capstone course) to measure changes.		competency assessments.		
#2: Continue and build upon current diversity training and workshops offered to incoming (freshmen and transfer students) and continuing students in association with the Office of Conflict Resolution and the College of Agricultural Sciences Ag Ambassadors: Continue involvement in campus advocacy groups through Kaleidoscope, Pow Wow and other organizations.	Enhance cultural competency of students, both incoming and continuing.	Occurrence of training sessions and workshops: Presence of CAS personnel at events, etc.	Yearly: As opportunities allow	Associate Dean for Academic Affairs
#3: Create a diversity training experience and encourage all faculty and graduate students to participate.	90% participation rate in training experience of faculty and graduate students.	Attendance at diversity training experience	2010	Associate Dean for Academic Affairs and Department Heads.

University Goal 8: While responsibility for the creation of a diverse and welcoming environment rests with the entire campus community, University leadership, at all levels, will be held accountable for the diversity efforts.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
The Diversity Plan of the College will be completed.	The sum of goals of the college diversity plan will be completed.	Percentage goal fulfillment on time.	2014	Dean, Associate Deans, Department Heads

Strategic Choice #2: Recruit, retain and graduate a student body that supports the land-grant mission of the university to provide access and opportunity to individuals from all segments of society. Sufficiently increase the number of students from underrepresented groups to contribute to the creation of an effective learning environment that benefits all of its members.

University Goal 1: Enroll students from underrepresented groups such that CSU will place in the top quartile of an appropriate peer group.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Continue to focus recruitment of students from populations with underrepresented groups with	(Work with OEO to determine appropriate parameters based on percentage of ethnic	Top quartile percentage enrollment of ethnic	Fall 2010	Associate Dean for Academic Affairs

participation in such programs as PRIDE weekend and Discovery Day. Enhance participation in CAFTA as an avenue to reach such populations. Participate in Office of Admissions Alliance Schools programs targeted at underrepresented populations.	minorities.)	minorities		
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University Goal 2: Increase the rate of retention of students from underrepresented groups in order to achieve average first-year retention that will place us in the top quartile of an appropriate peer group.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
#1: Continue to offer opportunities to incoming and continuing students that demonstrate the College’s commitment to diversity. (establish a “buddy/mentor” system to help transfer students settle into college environment.) Current activities include RAM Camp, bi-lingual career services (in progress), and varied student club opportunities	Top quartile (as established by OEO.)	Percentage of students from underrepresented groups	Fall 2010	Associate Dean for Academic Affairs
#2: Encourage training for college advisors to equip them with necessary tools to meet the needs of a diverse student population.	100% of advisors will be trained.	Count of advisors who attend training	2010	Associate Dean for Academic Affairs, Department Heads

University Goal 3: Increase the six-year graduation rate for new freshmen from underrepresented groups in order to place us in the top quartile of an appropriate peer group.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
See Strategies #1 and #2 for Goal 10 above.	Six-year graduation rate in the top quartile.	Six-year graduation rate	Fall 2010	Associate Dean for Academic Affairs

University Goal 4: Increase the rate of retention and graduation of transfer students from underrepresented groups.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Same as Goal 10	Same as Goal 10	Graduation rate for graduate population.	Fall 2010	Associate Dean for Academic Affairs, Department Heads

University Goal 5: Increase the percentage of graduate and professional degrees awarded to students from underrepresented groups that will place us in the top quartile of an appropriate peer group.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
#1: Recruiting in minority serving institutions, especially Latino Serving Institutions of Colorado.	Percentage of graduate and professional degrees awarded will increase.	Percentage of graduate and professional degrees awarded.	Fall 2010	Associate Dean for Research
#2: Pursue minority graduate student recruitment grants.	Obtain such grants	Counts of grants awarded	One grant per academic year	Associate Dean for Research, Department Heads

University Goal 6: Increase the number of degrees awarded to students from underrepresented groups.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Recruit in minority serving institutions and greater than 50% minority populated towns.	Increase the number of degrees awarded to students from underrepresented groups.	Number of degrees awarded to students from underrepresented groups.	Fall 2010	Associate Deans for Academic Affairs and Research

Strategic Choice #3: Increase the number of academic faculty, administrative professionals and classified employees from all segments of society, especially those from groups that have been historically excluded, to contribute to the creation of an environment that respects and welcomes diversity.

University Goal 1: Recruit and retain faculty from underrepresented groups in order to achieve meaningful representation.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Recruit and keep salaries equitable.	Have 25 percent of faculty of an ethnic minority, women or foreign-born.	Percent of faculty who are women, minority or foreign-born (as established by OEO.)	2010	Dean, Associate Deans and Department Heads

University Goal 2: Recruit and retain administrative professionals from underrepresented groups in order to achieve meaningful representation.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Recruit and keep salaries equitable.	Increase administrative professionals from underrepresented groups.	Number of administrative professions from underrepresented groups	2010	Department Heads

University Goal 3: Recruit and retain classified staff from underrepresented groups in order to achieve meaningful representation.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Support the current state classified system and its mission to diversity.	Compliance with current state classified system.	Absence of policy violation grievances.	On-going	Dean, Department Heads

University Goal 4: Recruit and retain administrators from underrepresented groups in order to achieve meaningful representation.

CAS Strategy	CAS Goal	Metric	Timeline	Accountability
Enhance the number of women administrators in the college and of minority populations.	Attain a level of 25% female administrators in the college	Percent of female administrators.	2014	Dean