



# Department Diversity, Equity, and Inclusion Self-Study Highlights

## What is the department's mission regarding equity, diversity, and inclusiveness?

Diversity statement: "The nation and world have become fast-changing, stratified, and globally interdependent environments. They are fueled by knowledge. As a result, diversity comes in many forms – not just the ethnic, gender, and racial makeup of the workforce, but also the demographic and cultural dimensions of a changing marketplace and the individual differences that define us as participants on the world stage. If we are to prepare students to be leaders in this milieu, then we must work to educate them to be sensitive to multiple aspects of diversity. Our graduates should be inter-culturally proficient, tolerant of multiple viewpoints and able to harness the potential they hold, informed about the human and natural world, and empowered to achieve and act responsibly. [We are] committed to promoting a broad concept of diversity, particularly those elements which are represented in our region."

"Strategy 1.5 of our recently approved strategic plan states: 'Recruit, retain and value diversity (e.g. gender, age, and ethnicity) among students, staff, and faculty.'"

## What does the department see as the biggest challenge they face to promoting equity, diversity, and inclusiveness?

"Our biggest challenge in promoting equity is the lack of an institutional, systematic salary review backed up with resources to create pay equity, particularly for senior faculty and long-time employees."

"Only a third of PhD's in [this field] are earned by females and of these, only a small percentage of these choose to be tenure track faculty"

"As evident from the applicant pools, the pipeline issue is very real in engineering."

"The biggest challenge is faculty workload, including the high teaching load, a high service load for the female department faculty on campus. The service + teaching load can damage research productivity."

## What are the department's greatest strengths and successes in broadening the participation of women?

"Less than 10% of the top tier research active chemistry departments have female Department Heads. MSU does!"

"Female faculty will be available to mentor female students as they progress through degrees programs"

"I will note that two approaches to instruction are enculturated in our department: 1) most of our courses for majors do a large amount of collaborative and cooperative instruction, and group learning is encouraged; 2) our field programs are particularly effective in developing affective aspects that develop self-confidence, shared experiences, and building strong affiliative networks. This culture of sharing and group work, I think, is responsible for our ability to recruit and retain women in our major programs."

"We treat all of our faculty members alike and our expectations for participation of women are the same as for men. Perhaps because of that, the women faculty members in [this department] are very active in all areas of teaching, research and service."