



**BALL STATE
UNIVERSITY**

**College of Sciences
and Humanities**

INCLUSIVE EXCELLENCE PLAN

2020-2024

The College of Sciences and Humanities is dedicated to promoting diversity and inclusion in all our academic disciplines and throughout our teaching, scholarship, and service. We strive to foster an environment that values and is strengthened by the many different backgrounds, perspectives, and experiences that students, faculty, and staff bring to our learning community. We aim to accomplish our goals through instructional practices, collegial engagement, and continued reevaluation of the college atmosphere to ensure a sustained commitment towards progress. We pledge to keep Inclusive Excellence at the highest level of institutional importance and as a foundation in all that we strive to do.

Our over-arching goal in the college is to contribute to the university-wide Inclusive Excellence approach to academic, administrative support, and service functions across campus. We are deeply committed to removing barriers to inclusion and creating a climate and culture where students, staff, and faculty can thrive.

In the campus's strategic plan, inclusiveness is defined as a commitment "to respect and embrace equity, inclusion, and diversity in people, ideas, and opinions."

The terms "diversity" and "diverse" are used throughout this Inclusive Excellence Plan. Our definition of diversity recognizes the full gamut/broad spectrum of experiences and unique differences of all members of our community. We celebrate diversity in all of its dimensions as we endeavor to create and sustain an inclusive campus environment.

GOAL 1: RECRUITMENT

Achieve a more diverse and culturally representative undergraduate and graduate student body, faculty, and staff. Our goal is to have a campus that is accessible and equitable and that is representative of the rich diversity in our communities.

Objective 1: To create a more diverse undergraduate student body.

Initiative(s)
1. Assess current pipeline programs and implement selected pipeline recruitment initiatives to augment and support existing efforts.
2. Include CSH alumni from diverse backgrounds in marketing and student recruitment opportunities and programs in the college.
3. Implement tactics to enhance communication of our efforts and commitment to diversity and inclusion in the college.

Objective 2: To create a more diverse graduate student body.

Initiative(s)
1. Enhance our strategies to recruit a diverse graduate student population.
2. Utilize one or more campus pipeline programs to ensure diverse students are able to graduate and proceed further on their flight paths (i.e., getting a PhD or beginning their careers).

Objective 3: To create a more diverse staff and faculty.

Initiative(s)
1. Increase recruitment strategies that attract underrepresented and diverse groups when hiring new faculty and staff.
2. Require implementation of inclusive hiring 'checklist'.
3. Offer additional training around inclusive hiring and assessment of diversity statements and credentials of applicants.

GOAL 2: RETENTION

Ball State is committed to creating an atmosphere that will lead to the retention of diverse faculty and staff, increase graduation rates for diverse students and to identify and eliminate biases and practices that hinder the retention of diverse faculty, staff, and students.

Objective 1: To ensure the academic success of diverse undergraduate students.

Initiative(s)
1. Implement recommendations from the Campus Climate and Culture Survey.
2. Seek broad participation of diverse populations in undergraduate and graduate research, experiential, and Immersive Learning opportunities.
3. Implement recommendations generated from student exit surveys.

Objective 2: To ensure the academic success of diverse graduate students.

Initiative(s)
1. Support graduate students and faculty and alumni mentors in the Pathways Program and/or similar initiatives.
2. Create opportunities for diverse graduate and professional students to connect with future research and employment opportunities via career fairs, networking opportunities, and professional conferences.
3. Implement recommendations from current student exit survey.
4. Identify specific barriers (i.e., financial, culture/climate, academic, social, etc.) to the academic progress and achievement of diverse students.

Objective 3: To retain a more diverse faculty and staff.

Initiative(s)
1. Continue supporting faculty in mentoring programs like New Faculty Academy and create new mentoring initiatives/priorities based upon feedback and assessment from participants.
2. Assess whether there are barriers or bias in the promotion and tenure process and make changes if needed.
3. Use campus' exit survey data for faculty and staff departures for identification of issues and opportunities for continuous improvement.

GOAL 3: REWARDS & RECOGNITION

In the spirit of our “rewards reflecting our values”, we will recognize and celebrate the contributions of those who work toward the goals of Inclusive Excellence.

Objective 1: To acknowledge and reward students, faculty, and staff who contribute to Inclusive Excellence at Ball State University.

Initiative(s)
1. Promote scholarships, existing awards, and recognition events.
2. Provide an opportunity to celebrate diversity related scholarship and creative projects at an end of the year celebratory event.
3. Collaborate with the Ball State Foundation to seek and secure funding to support scholarships and recognitions.

Objective 2: To acknowledge and engage alumni and community members who strive to contribute to Inclusive Excellence at Ball State University or in their respective communities.

Initiative(s)
1. Identify and recognize community partners and alumni who have made contributions to Inclusive Excellence.
2. Support community based Inclusive Excellence and diversity recognition events in the community.

GOAL 4: INCLUSIVE EXCELLENCE TRAINING, DEVELOPMENT, & CURRICULUM

We will lead our campus and our community in Inclusive Excellence training, development, intergroup dialogue, and pedagogies. Our goal is to equip and prepare our campus community to be visionary in an increasingly diverse and complex world.

Objective 1: To offer Inclusive Excellence training, development, and strategies to students, faculty, staff, and the community.

Initiative(s)
1. Endorse development of and participation in training opportunities and experiences focused on Inclusive Excellence.
2. Support departments and colleges in the creation and maintenance of Unit Diversity Plans/Inclusive Excellence Plans.

Objective 2: To offer courses, curricula, and learning strategies/opportunities at the undergraduate and graduate levels that achieve diversity and inclusion learning goals.

Initiative(s)
1. Work with faculty and administrators to select and implement pedagogical strategies that enhance engagement, motivation and learning of diverse and underrepresented students.
2. Develop opportunities that help faculty and staff assess the achievement of diversity-related learning outcomes in class or extra-curricular experiences.
3. Support innovative and inclusive scholarship, research teaching, and administration through faculty, manager, and administrator development programs like the Diversity Associates Program.
4. Support innovative and inclusive curricular programs including African American Studies, Women and Gender Studies, Jewish Studies, and more.

GOAL 5: CULTURE & CLIMATE OF INCLUSION

Our goal is to create an open and inclusive campus community that values the intrinsic worth of all students, faculty, and staff. We will develop a campus climate and culture where all community members experience a sense of belonging and engagement – a place where everyone’s wellbeing is supported through respectful, authentic, and engaged relationships with each other.

Objective 1: Engage in ongoing and continuous assessment of our campus climate, culture, and community.

Initiative(s)
1. Implement recommendations from the Campus Climate and Culture Survey.
2. Add inclusive excellence question(s) to student evaluations of teaching.

GOAL 6: INCLUSIVE UNIVERSITY POLICIES, SYSTEMS, & INFRASTRUCTURE

We will create and sustain an institutional infrastructure that effectively supports progress in achieving the Inclusive Excellence goals outlined in the University Strategic Plan. Ball State's systems, policies, and procedures will facilitate diversity, inclusion, transparency, and accountability. We will evaluate, revise, and communicate changes in policies and protocols that will facilitate reports of bias and discrimination, improve clarity, provide transparency, promote fairness and enhance accountability.

Objective 1: To ensure implementation of university-wide policies, systems, and infrastructure to support the university's commitment to Inclusive Excellence.

Initiative(s)
1. Increase representativeness of volunteer boards in college.
2. Review and amend college policies, procedures, and systems to ascertain if they are inhibiting inclusive excellence or potential inequities.
3. Adopt the university-wide Accessibility policy

Objective 2: To provide economic inclusion opportunities for diverse suppliers in the state by increasing our engagement and stewardship of diverse suppliers.

Initiative(s)
1. Utilize campus' Diversity Spend Committee's recommendations to partner with minority, women, and veteran owned businesses throughout the state of Indiana.

Objective 3: To ensure that faculty and staff feel supported in reporting biased incidents.

Initiative(s)
1. Remind faculty and staff about policies and procedures related to bias reporting.
2. Explore implementing a system for supporting people who have experienced a bias incident.
3. Review bias incident reports from college and make recommendations.