

Oregon State University

College of Business

Diversity and Community Action Plan (Approved April 24, 2009)

Preamble

This Diversity and Community Action Plan is annually prepared by members of the Diversity and Community sub-committee. It is approved by College of Business (COB) faculty and staff. The Plan sets out COB diversity and community priorities and identifies existing and planned activities that will advance these priorities among COB constituents. The Plan aligns the COB diversity and community initiatives within a framework of institutional goals and planning objectives. Most importantly, it is intended to reflect and reinforce our commitment to diversity as a core value of Oregon State University.

The College of Business sets out diversity and community as important strategic objectives that will help achieve the COB vision and mission. Our strategic objective is to have a diverse, innovative and collegial culture that is responsive to faculty, staff and students. We intend to build the College's reputation globally by developing a diverse learning community of international and domestic faculty and students and by providing quality educational experiences. We believe that a diverse learning environment better prepares our graduates for future multicultural and multi-ethnic experiences. Our shared values, which include excellence in teaching and scholarship, integration, leadership, social responsibility and partnering, are all held within a commitment to create, maintain, and nurture a culture of innovation, cooperation, diversity, ethical behavior and mutual respect.

Unique Opportunity

The College of Business has a unique opportunity to enhance diversity within its programs and people because of the University's partnership with INTO. We intend to meet the challenge and leverage the opportunity by educating INTO students wanting an undergraduate or graduate business education. These efforts will increase diversity in the entering classes of both undergraduate and graduate students. We will develop our programs to include and emphasize diverse/ international perspectives on business with a view to enriching the educational experiences of all our students.

Diversity within the current faculty, staff and student body also provide an opportunity to forge new and strengthen existing partnerships with underrepresented groups both within Oregon and beyond. We intend to build on our human resources and existing infrastructure to develop and improve enrollment of diverse and underrepresented groups from Oregon in the programs of the College.

The Diversity and Community Sub-Committee comprises members of the COB's Executive Steering Committee. Current members of the subcommittee are (in alphabetical order) Jim Coakley, Ilene Kleinsorge, Malcolm LeMay, Thuy Tran and Zhaohui Wu. The leadership of the College will ensure positive progress is made to improve the overall diversity of our community for faculty, staff, and students.

This document serves as a record of implementation and assessment of progress on diversity and community initiatives at both the program and organizational levels. It is a continuation of a process initiated by the College of Business Diversity Action Task Force.

College of Business Diversity Snapshot (preliminary data only)

U.S. Minority Student Enrollment (Fall 2008)

Ethnic Code Description	Undergraduate	Graduate
Black	23	1
Native American	21	1
Asian/Pacific Islander	215	3
Hispanic	107	
	366	5

U.S. Minority Student Enrollment by Gender (Fall 2008)

Gender	Minority Students
Male	217
Female	154
	371

Total College Enrollment by Gender (Fall 2008)

Gender	Undergraduate	Graduate
Male	1377	56
Female	821	33
	2198	89

Faculty and Staff (April 2009)

Ethnic Code Description	Gender	Tenure Track	Tenured	Instructional faculty	Staff	Professional faculty	Emeritus	Total
American Indian/Alaskan Native	M	0	0	0	0	0		0
Asian, Asian American	F	0	0	0	0	2		2
Asian, Asian American	M	3	1	2	0	1		7
Black, African American, Non-Hispanic	M	0	0	1	0	0		1
Hispanic, H. Americano, Latino	F	0	0	1	0	0		1
White, Euro American, Non-Hispanic	F	5	4	4	8	17	1	39
White, Euro American, Non-Hispanic	M	12	10	13	0	12	2	49
		20	15	21	8	32	3	99

1. **Diversity Definition**

Diversity means difference. It is an inclusive term embracing but not limited to difference based on age, disability, ethnicity, gender, national origin, race, religion, sexual orientation, and socio-economic class.

2. **Mission**

The College of Business commitment to diversity is demonstrated through our mutual efforts to build a safe environment for all in which differences are respected and individuals valued. We believe these qualities are essential to a vital and sustainable community.

3. **Vision and Values**

Sustainability through Diversity: We envision a diverse learning community that is inclusive, safe and empowering for all. We commit ourselves to building an exemplary educational community that offers a nurturing and challenging intellectual climate, a respect for the spectrum of human diversity, and a genuine understanding of similarities and differences. Finally, we expect every member of our academic family to embrace the stated values of this vision and to demonstrate a strong commitment to attracting, retaining and supporting students, faculty and staff who reflect the diversity of our larger society.

4. **Planning Priorities**

- i. To ensure staff, faculty, and students have increased competency in cultural diversity and awareness;
- ii. Strengthen recruitment and retention of students, staff, and faculty from underrepresented groups; and
- iii. Strengthen a sense of community among faculty, staff and students.

ACTION ITEMS TO ADDRESS PLANNING PRIORITIES

Priority #1 To ensure staff, faculty, and students have increased competency in cultural diversity and awareness

Curriculum and Training			
Objective	Action Step	Timeline/ Progress	Responsibility
Ensure learning outcomes related to diversity are included in the business curriculum through core curriculum development and related initiatives.	Continue to address difference, power, and discrimination related issues in BA 352: Managing Teams and Individual Performance (core curriculum course).	Ongoing.	BA 352 instructors, Undergraduate Program Committee
	Encourage inclusion of diversity related content in other core/ elective courses.	Ongoing. BA 362 on Social Entrepreneurship includes coverage of diversity related issues.	
	Explore necessary cultural sensitivity instruction for students and faculty prior to INTO students arriving in the COB.	Fall, 2009.	Undergraduate Program Committee, Associate Dean of Academic Programs.
Cultivate understanding and appreciation of diversity through diversity training for faculty and staff.	Identify and create plan to increase faculty/staff participation at appropriate diversity/cultural sensitivity training seminars.	April, 2009.	Associate Dean for Faculty, Dean
	Continue to promote faculty participation in OSU's Difference, Power and Discrimination program.	Ongoing.	Associate Dean for Faculty
Maintain currency in sexual harassment awareness training for all faculty and staff.	Ensure that all faculty and staff have completed the OSU Office of Affirmative Action and Equal Opportunity on-line sexual harassment prevention educational program.	As of March 31, 2009, 100% of COB faculty and staff have completed the training program.	Associate Dean for Faculty

Priority #2 Strengthen recruitment and retention of students, staff, and faculty from underrepresented populations

Recruitment of students, staff, and faculty from underrepresented populations			
Objective	Action Step	Timeline/Progress	Responsibility
Increase visibility and participation in recruitment/promotional events and activities designed to attract potential undergraduate students from underrepresented populations in the state /region to OSU.	Continue to participate in OSU sponsored recruiting events that support diversity such as OSU Kaleidoscope, Si Se Puede, and events that target cities within Oregon and Washington with larger and more diverse populations.	Ongoing.	Head Advisor, Associate Dean of Academic Programs AEP/SIFE (for Kaleidoscope).
Strengthen networking relationships with Oregon community colleges and high schools that support underrepresented populations.	Continue to advise business students from area community colleges including: <ul style="list-style-type: none"> • Portland Community College • Chemeketa Community College 	Ongoing.	Head Advisor, Associate Dean of Academic Programs
	Investigate the possibility of expanding networking relationships to include other Oregon community colleges, high schools (to the extent permitted), technical /vocational schools as appropriate.	Proposed activity.	Associate Dean for Academic Programs
Enhance COB presence in majority minority Oregon High Schools.	Work with Jefferson High School to pilot a program to promote OSU and COB.	February 2009.	Associate Dean of Academic Programs
	Work with Warm Springs students.	Spring 2009.	Associate Dean of Academic Programs, Advising and Student Services, AEP
	Continue COB efforts to assist Jefferson High School students with learning associated with financial literacy. Initiate a similar program to benefit students from Warm Springs.	In- process. Spring 2009	Dean, Associate Dean of Academic Programs.
Enhance diversity in the student body through recruitment planning, the pro-school admissions process and scholarship programs.	Include strategies designed to increase students from underrepresented populations in undergraduate and graduate recruitment plans. Review recruitment processes and tools to improve effectiveness of recruitment efforts targeted at improving diversity.	Ongoing.	Associate Dean of Academic Programs. Director of Operations, Advising

	Include diversity related criteria in the Newcomb scholarship application process.	Ongoing.	
	Utilize COB's allocation of Laurel scholarships to enhance student diversity in relation to both instate and out of state graduate students.	Ongoing.	Dean, Associate Dean of Academic Programs
	Continue participation in Scholarships for Oregon Latino Students (SOLS).	Ongoing.	Dean
	Continue working with the Hispanic Metropolitan Chamber of Commerce to increase the number of scholarship applicants to the College of Business/OSU.	Ongoing.	Dean, Scholarship Director
	Explore opportunities to increase enrollment of African American MBA students at OSU-COB with Joshua Williams, President of the Portland/Seattle Chapter, National Black MBA Association.	Schedule meeting between Joshua Williams and the COB Diversity subcommittee to discuss opportunities for developing a relationship with NMBBAA. Spring 2009.	Dean, Director of Operations
	Review pro-school admissions processes to include consideration of diversity related criteria.	Both COB and Accounting Program admission processes ask students to provide a personal statement that identifies qualities relevant to the issue of diverse viewpoints.	Associate Dean of Academic Programs, Admissions committees, Undergraduate Program Committee
Increase international student enrollment in the graduate program.	Work with the INTO Steering Committee to develop curricular programs for entry into COB programs.	Ongoing	Associate Dean of Academic Programs, Graduate Program Committee
	Develop contacts with foreign universities to encourage enrollment in the MBA program.	Ongoing.	Graduate Faculty, Dean
Build on faculty and staff recruitment, retention and development processes and policies to improve representation of underrepresented groups.	Improve efforts to interview a diverse set of qualified candidates for all open positions.	Ongoing. Faculty position openings are advertised comprehensively in discipline related publications, general publications including the Chronicle of Higher Education and through placement services at annual professional meetings. The	Dean, Associate Deans, Search Committees.

		<p>University's HR Department sends position announcements to over 50 non-profit organizations including state and regional organizations serving various minority groups, women, disabled persons, and veterans.</p> <p>The College seeks, where ever possible to hire women and minority faculty and staff and representatives of diverse interests.</p>	
	Develop search committees that represent diverse faculty backgrounds and views.	Ongoing.	Associate Dean for Faculty
	Include diversity measures in leadership job descriptions.	Ongoing.	Associate Dean for Faculty
Retention of students, staff, and faculty from underrepresented populations			
Objective	Action Step	Timeline/Progress	Responsibility
Improve mentoring programs for students from underrepresented populations.	Initiate a mentor program for freshmen from underrepresented populations. Develop a diversity training program for student leaders in their junior year to enable them to mentor incoming freshmen in the following (senior) year.	Proposed activity.	Diversity Sub Committee
	Continue utilizing the Women's Empowerment Exchange group to encourage women students to network with women professionals and benefit from formal mentoring.	Ongoing.	Dean AEP/SIFE
	Continue to provide tutoring to students including minority students in need of additional assistance.	Ongoing.	Beta Alpha Psi
Improve access to infrastructure for all members of the COB community.	Ensure appropriate physical access to buildings, classrooms, and activities sponsored by or on behalf of the College.	Ongoing.	

Ensure equitable treatment of underrepresented groups in decision making processes.	Address salary equity in hiring decisions across all employment types.	Ongoing.	
	Allocate recurring funds to rectify salary inequities as they are identified.	Ongoing.	
	Reward employees in every category of employment with merit raises, promotions, and other tangible forms of recognition for building a culture supportive of women through teaching, mentoring, advising, promotion and affirming difference and other forms of service.	Merit raises, promotions and awards are available for every category of employment in the College of Business. The following awards are given each year: Outstanding Professional Faculty/Staff Award, Byron L. Newton Award for Excellence in Teaching, Excellence in Scholarship Award, Outstanding Faculty Service Award, Corvallis Gazette Times Faculty Scholarship Award, Outstanding Faculty Service Award, Corvallis Gazette Times Faculty Leadership Award, Newcomb Fellowships (4) awarded to both faculty and staff, and Mini-Newcombs for teaching, service and research.	
	Improve assistance to faculty candidates that face issues relating to dual careers.	Ongoing. While we do not have a specific program for dual career hiring, we provide support whenever possible.	
Develop opportunities for leadership and advancement that are open to non academic faculty and staff members.	Improve membership of non-academic faculty and staff on appropriate COB committees.	Ongoing. The following committees have non academic faculty/staff representation: Diversity Sub Committee Operations working group IT Advisory Council Executive Steering Committee	Dean

		Membership on Non-Academic Search Committees Curriculum Review Task Force Awards Committee	
	Review faculty and staff mentor programs to provide ongoing assistance to junior faculty and new hires.	Proposed activity.	Associate Dean for Faculty

Priority #3 Strengthen a sense of community among faculty, staff and students.

Community			
Objective	Action Step	Timeline/ Progress	Responsibility
Create a welcoming and inclusive atmosphere for all people, communities and groups at the College of Business.	Initiate survey of student climate through an interview process with the participation of student interviewers.	Proposed activity.	Director of Operations, Associate Deans
	Utilize results of 2008 faculty and staff climate survey to identify areas for improvement and recommend actions.	Ongoing.	Diversity Sub Committee, Associate Dean for Faculty.
	Increase awareness of the College Code of Conduct amongst all stakeholders.		Faculty & Staff
	Continue faculty and staff events to foster community at the College.	Ongoing.	Dean
Improve student participation in College events and activities to build community within the College.	Increase student participation at Pro-School convocation.	Proposed activity for Fall 2009.	
Improve networking opportunities for faculty and staff from underrepresented groups.	Encourage women faculty and staff to participate in networking groups.	Ongoing.	
	Connect diverse faculty and staff members to networking groups at the COB/OSU.	Ongoing.	Associate Dean for Faculty
Enhance activities to build community with other units, campus, and greater Corvallis communities.	Improve COB participation in OSU diversity related initiatives and activities.	Ongoing.	Individual faculty and staff members.
	Continue AEP-SIFE efforts to assist Harding Center students with their financial literacy / success skills.	Ongoing	AEP-SIFE
	Continue AEP-SIFE tutoring programs with middle/high schools in Corvallis and	Ongoing.	AEP-SIFE

	the Boys and Girls Clubs of Albany and Corvallis.		
Target diverse populations for outreach activities.	Continue to encourage faculty and staff outreach activities that focus on diverse and underrepresented populations.	Ongoing.	Faculty and staff members.
	Extend outreach activities to high schools with higher percentages of underrepresented student populations.	Proposed activity.	