

Inclusive Excellence Quality Review and Assessment College of Agriculture and Natural Resources (CANR)

Executive Summary

Introduction

Diversity is the first of eight values in our College's 2013 Master Plan, and text from the plan includes "we believe that fostering diversity of backgrounds, views and values among our ranks leads to better graduates, better research, and better service for our stakeholders." For this Inclusive Excellence Quality Review and Assessment, the Dean, Chief Diversity Advocate, and College Diversity Committee developed a list of seven goals that encompass most individual and collective diversity efforts that have taken place during the past five years. After developing this list, key individuals driving each of the initiatives were interviewed, data were collected and assembled, and a draft report was generated. The draft report was shared with all faculty and staff in the College for feedback, and that feedback as well as comments provided by Vice Provost Henderson were used to finalize the report. Summarized below are the major strengths and opportunities for improvement that are included in the report.

Strengths

- The percentage of the CANR undergraduate student body from underserved populations and underrepresented groups has consistently increased over the past five years
- CANR provides a welcoming environment, and inclusive excellence is highlighted in artwork displayed in our common spaces, on our web pages, and in our recruitment brochures and displays
- The AGcelerate Enrichment Program fosters success of underrepresented undergraduate students
- CANR's \$50,000 Diversity Budget supports diversity efforts in the college
- The CANR Summer Institute and Envision programs offer summer research experiences to students from underserved and underrepresented groups
- Cooperative Extension's diverse staff members serve a large and diverse clientele

Opportunities for Improvement

- Retention and graduation rates of underrepresented undergraduate students lag behind those of white students
- Retention and graduation rates of graduate students in the college is not well tracked
- The proportion of graduate students from underrepresented groups is low and below the UD average
- The proportion of faculty and staff from underrepresented groups is low and has not increased over the past five years
- There is no formal college-wide mentoring program for staff or graduate students
- Cooperative Extension lacks an external Civil Rights Officer who can provide regular assessment of Cooperative Extension's diversity efforts