

## CBE Diversity Action Plan – Revised 2/28/21

The College of Business and Economics (CBE) values diversity and fosters a climate that is grounded in respect and inclusion, enriches the educational experience of students, supports positive workplace environments, promotes excellence, and cultivates the intellectual and personal growth of the entire university community.

**Diversity** is recognizing and valuing the variety of backgrounds, perspectives and beliefs held by members of the College of Business and Economics community. Our diversity tenets include sex, sexual orientation, race and ethnicity, color, nationality, gender identity or expression, mental/physical ability, religious affiliation, age and veteran status. Diversity can also be shaped by our organizational/institutional structure (e.g., management status, classification, work location, division/department unit group).

**Committee:** The CBE Diversity Action Committee is comprised of one full-time faculty member **elected** from the electorate of each department and **business excellence**. The Dean of the College of Business and Economics, or his or her designate, shall serve as an ex-officio non-voting member.

### A. Education and Scholarship

#### Objectives:

*Provide ongoing teaching, learning, research and service opportunities to prepare and support students, staff, and faculty to address diversity, inclusion, and equity issues in disciplinary and interdisciplinary fields and all areas of work at Towson University*

#### Action Plan

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Resources or Outcomes for 2020-2021 Academic Year	Links to Strategic Objectives
New Management Course Mngt 470 Special Topics: Diversity in the Workplace; spring '21 pilot	Course Evaluation	CBE Faculty	Spring '21 and ongoing	Launched course in Spring 2021	1.2.1 Identify and support development of curricular programs and course offerings on diversity, inclusion, and equity
Infuse discussion of diversity issues, business ethics and respect for global cultures throughout the curriculum.	Diversity Survey of CBE Students	CBE Faculty	Annual	DAC partnership with SACS – Inclusion in the workplace panel in October 2020	1.2.1 Identify and support development of curricular programs and course offerings on diversity, inclusion, and equity
Encourage participating in the study abroad program.  - Host guest speaker from TU Study Abroad Office.	Faculty/ Student Participation	CBE Department Chairs  CBE Diversity Action Committee	Annual	COVID impacted study abroad participation; however, partnered with the study abroad office to promote study away/domestic exchange opportunities during COVID in TSEM and BUSX classes	1.2. Increase diversity-rich learning experiences that raise all students' self-awareness and cultural intelligence and increase understanding of diversity, equity and inclusion, while encouraging engagement in the greater community.

Development of a lab for Busx 301 to include diversity topics and emotional intelligence	Course Evaluation	CBE Faculty	Spring 2021	Developing lab in 2021 to be piloted in 2022	1.2.4 Mandatory interactive education and training for all students on hate/bias, cultural intelligence, unconscious bias, anti-racism, and other anti-oppression concepts
Host guest speaker on issues of diversity and inclusion.	Faculty Participation	CBE Learning Excellence Committee  CBE DAC	Annual	Microaggressions workshop  Partnered with Office of Civic Engagement to provide guidance on inclusive social justice practices and initiatives surrounding the election	1.3.3 Provide professional development opportunities focusing on success for all members of the campus. Training must ensure access for all members of the TU community with inclusive and culturally relevant information and knowledge
TU Dialogue Training	Faculty participation	CBE Faculty	Annual	Trained additional faculty in TU Dialogue ; 6 trained facilities by the end of spring 2021	1.3.3 Provide professional development opportunities focusing on success for all members of the campus. Training must ensure access for all members of the TU community with inclusive and culturally relevant information and knowledge

## B. Recruitment, Retention, and Success

### Objective:

Create and revise protocols, policies, procedures, and practices that create a pipeline for high-caliber students, staff, and faculty to join, stay, and succeed at Towson University. This pipeline includes strategic recruitment, innovative onboarding and retention methods and measured academic and professional success

### Action Plan

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Resources or Outcomes for 2020-2021 Academic Year	Links to Strategic Objectives
MentHer program for students	Student/business partner participation	SACS	Ongoing	MentHer program	2.2 Build and sustain a campus-wide infrastructure for inclusive mentoring of students, staff, and faculty as a core value of the campus community
Offer workshop for diversity training and development to CBE and the departments	Faculty Participation  Diversity Survey of CBE Faculty	CBE Diversity Action Committee in partnership with TU Diversity Faculty Fellows and Office of Institutional Equity and Inclusion	Annual	Workshop by the director (Susan Willemin) Disability Support Services (DSS) piloted to CBE Diversity Action Committee in Spring 2019	2.3. Support high quality faculty scholarship and teaching.
Promote diversity in faculty hiring	Diverse cadre of new faculty	CBE Dean and Search committees	Each academic search		2.1.1 Establish and implement student, staff, and faculty recruitment plans that are innovative, nontraditional and capitalize on the Baltimore metropolitan area
Ensure diverse composition of search committee		CBE Search Committee Chairs	Each academic search		2.1.1 Establish and implement student, staff, and faculty recruitment plans that are innovative, nontraditional and capitalize on the Baltimore metropolitan area

<p>Ensure dissemination of advertisements to diverse sources:</p> <ul style="list-style-type: none"> <li>• PhD Project website</li> <li>• Develop relationships with HBCU business schools and partner with the department chairs for promising graduates</li> <li>• Higher Ed jobs – Diversity and Inclusion sponsor</li> <li>• SREB State Doctoral Scholars Program</li> </ul>	<p># of responses from diverse sources to determine return on investment</p>	<p>CBE department chairs and search committee chairs</p>	<p>Ongoing as searches arise</p>		<p>2.1.1 Establish and implement student, staff, and faculty recruitment plans that are innovative, nontraditional and capitalize on the Baltimore metropolitan area</p>
<p>Encourage and support faculty membership in minority group professional organizations</p>		<p>CBE Dean CBE DAC</p>	<p>Annual</p>		<p>2.3.3 Create collaborative programs across the DC/MD/VA region to increase campus exposure to underrepresented populations</p>

**C. Campus climate**

**Objective:**

*Cultivate a sustainable and inclusive community where all members from all backgrounds, identities, abilities and life experiences are welcomed, valued, and supported*

Action Steps	Assessment & Performance Measures	Responsible Agent	Timeframe	Resources or Outcomes for 2020-2021 Academic Year	Links to Strategic Objectives
Encourage SLC to volunteer with Communication Partners Program	Faculty, staff, and student participation	SACS	Annual		3.2.3 Provide support for participation in professional development and volunteer opportunities with a focus on diversity, equity, and inclusion
Develop CBE Newsletter to promote interdepartmental inclusivity		DAC	Monthly	CBE Tiger Tidbits launched in May 2021	3.1 Cultivate a community at TU where our diverse backgrounds, experiences, identities, abilities and life experiences are welcomed, valued and supported 3.1.2 Foster a spirit of collaboration across units
Develop CBE Celebrates Diversity Series that spotlight student/faculty areas of diversity		CBE Diversity Action Committee	Once per semester		3.1 Cultivate a community at TU where our diverse backgrounds, experiences, identities, abilities and life experiences are welcomed, valued and supported
Continue to update DAC website with diversity topics and resources		CBE DAC in partnership with Asst to the Dean for Strategic Communications	As needed		3.1 Cultivate a community at TU where our diverse backgrounds, experiences, identities, abilities and life experiences are welcomed, valued and supported

