



in Building *Diversity*
HIGHER EDUCATION

 **WV EPSCOR**
www.wvresearch.org



Why a Diversity Workshop?

- STEM diversity nationwide does not reflect national diversity
- STEM faculty are overwhelmingly white and male
- West Virginia has low diversity state-wide – 3.5% black, 1.1% Hispanic, 0.2% American Indian/Alaskan Native

Goals and Objectives

- Learn about the issues and why it is vital to cultivate a diverse faculty
- Explore best practices for recruitment and retention of faculty and students
- Begin to develop progressive faculty recruitment and retention policy recommendations that can be implemented at the campus and/or state level.

Strategies

- Work with diverse steering committee to plan workshop and identify strong speakers
- Invite teams from universities and colleges to attend the workshop
- Structure workshop panels to reflect goals

Speakers

- Keynote – Dr. Calvin Mackie



- Defining the issues – Dr. Beverly Hartline



Speakers

- The Role of Diversity in Higher Education
 - Dr. Ed Galindo
 - Dr. Sue Rosser
 - Laureen Summers



Speakers

- Effective Strategies to Diversify STEM faculty – Dr. Mary O’Connell

- Dr. Rosina Becerra
- Dr. Molly Carnes
- Dr. Jesse Thompson



Speakers

- The Pipeline: Student Diversity Programs
 - Dr. Phil Kutzko
 - Dr. Mark Leddy
 - Michael Lee
 - Dr. Wallace Southerland



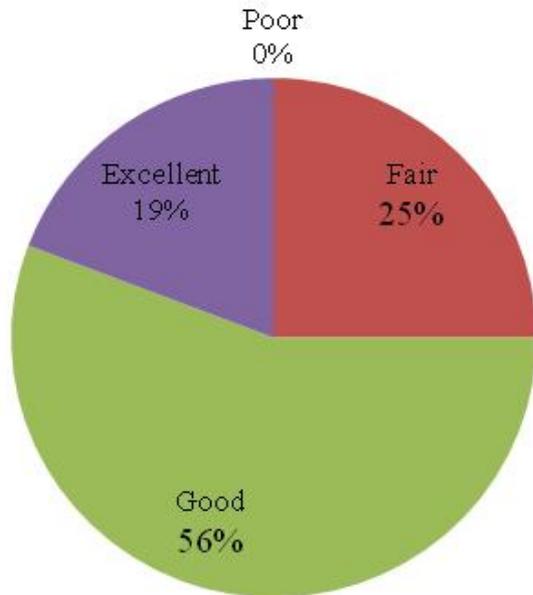
Roundtable Working Session

- Goal
- “What actions could be taken at the (department/ institutional/state or agency) level to improve...recruitment, retention, professional development of women, underrepresented minorities and people with disabilities?”

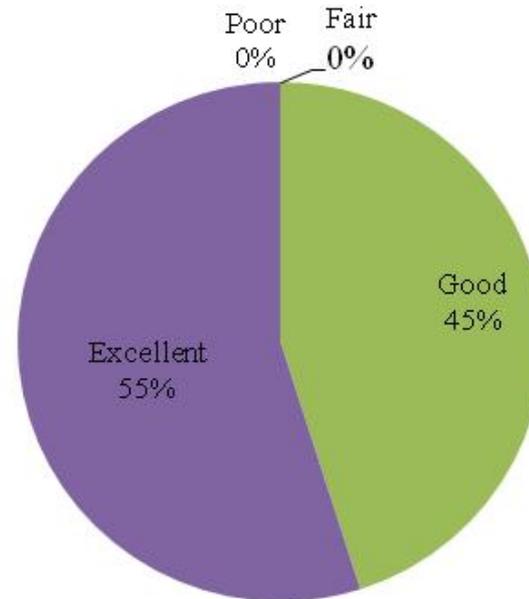


Evaluation

Before: Knowledge of "diversity issues in higher education"

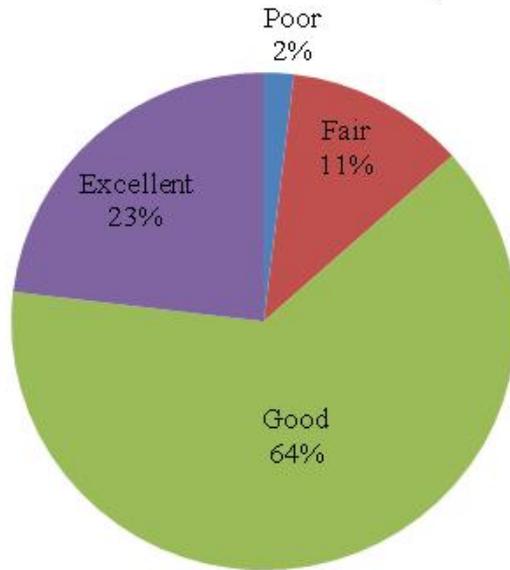


After: Knowledge of "diversity issues in higher education"

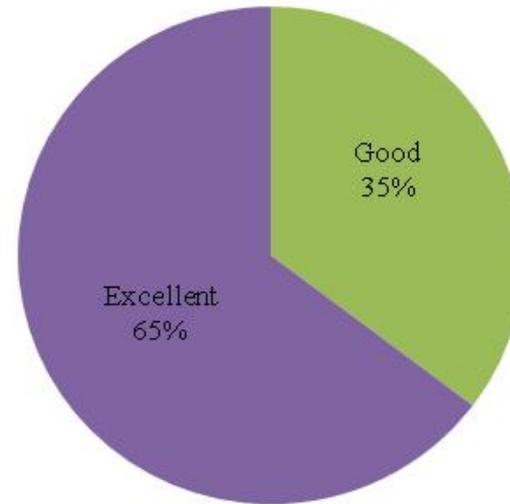


Evaluation

Before: Knowledge of "reasons why it is vital that higher ed cultivate a diverse faculty"

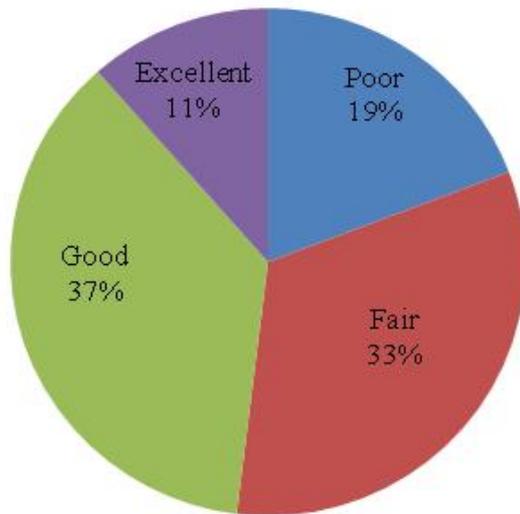


After: Knowledge of "reasons why it is vital that higher ed cultivate a diverse faculty"

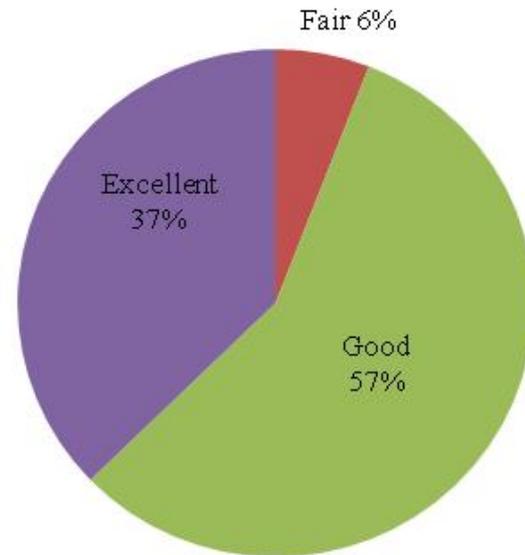


Evaluation

Before: Knowledge of "best practices for recruiting a diverse faculty"

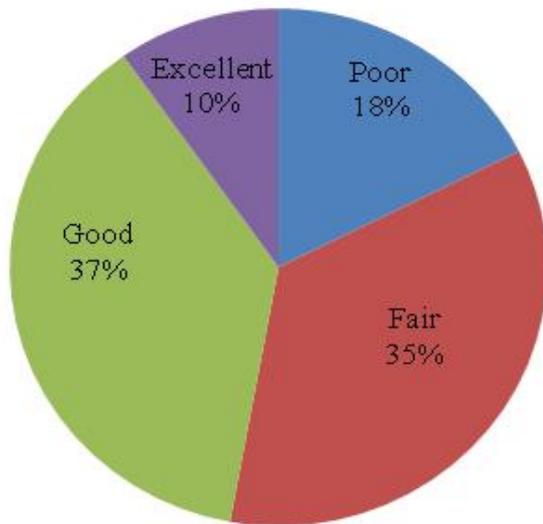


After: Knowledge of "best practices for recruiting a diverse faculty"

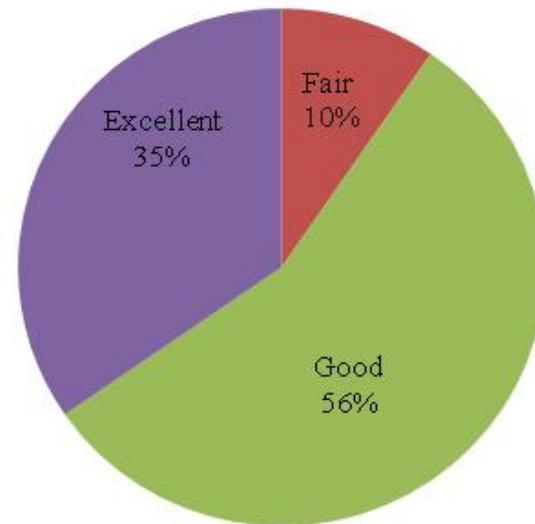


Evaluation

Before: Knowledge of "best practices for retaining a diverse faculty"

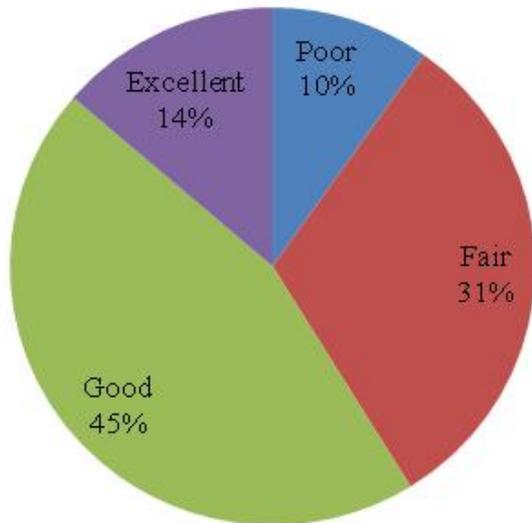


After: Knowledge of "best practices for retaining a diverse faculty"

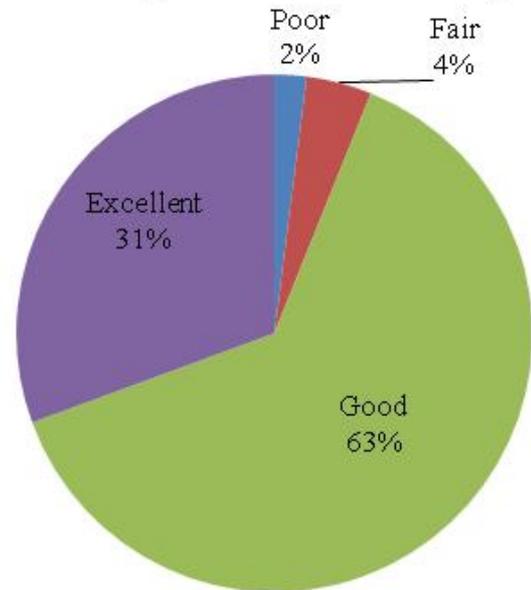


Evaluation

Before: Knowledge of "best practices for recruiting and retaining a diverse student body"



After: Knowledge of "best practices for recruiting and retaining a diverse student body"



Follow-Up

- Emails will be sent soon as the first of two follow-up surveys.
- Another follow-up survey in late 2009.
- Final report will follow and be available on our website.

- Diversity workshop presentations are available on our website by clicking the Outreach tab.
- For more information
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