



CHSS IE Plan Moving Forward



College of Humanities and Social Sciences George Mason University



Change Framework

- Innovator
- Strategic
- Data-Informed
- Inclusive

CHSS Vision

- CHSS is committed to being a **courageous leader**

- CHSS will serve as an **exemplar**

- We will **collaborate** within the college and with stakeholders across the university to make inclusive excellence the responsibility of all individuals and units

- CHSS and Mason are places where students, staff, and faculty of all backgrounds **feel welcome, safe, and thrive.**

CHSS IE Plan Overall Goals



Curriculum, Recruitment, and Student Success



Staff and Faculty Training and Development



Research



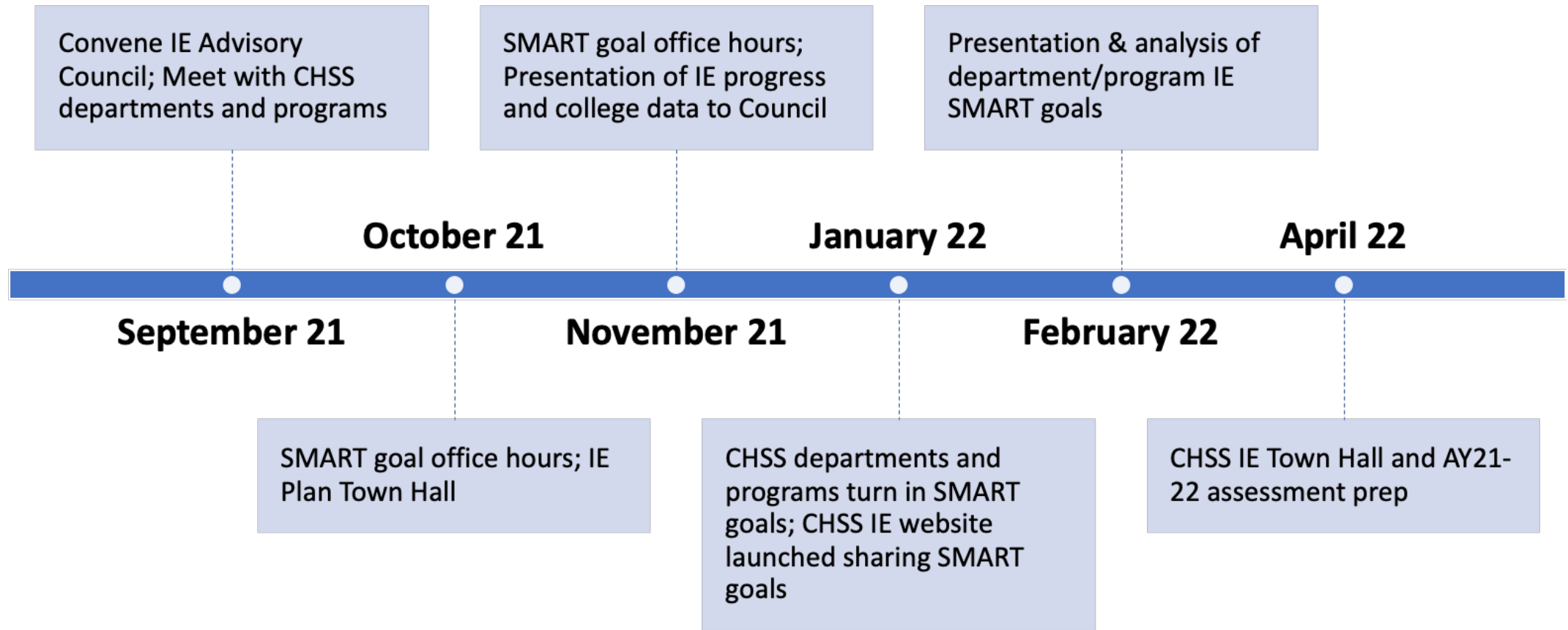
Faculty and Staff Recruitment, Retention, and Engagement



Campus and Community Engagement



IE Plan Progress



CHSS IE Plan Next Steps



Need to plan for the next 18 months (Spring 2022-Fall 2023)

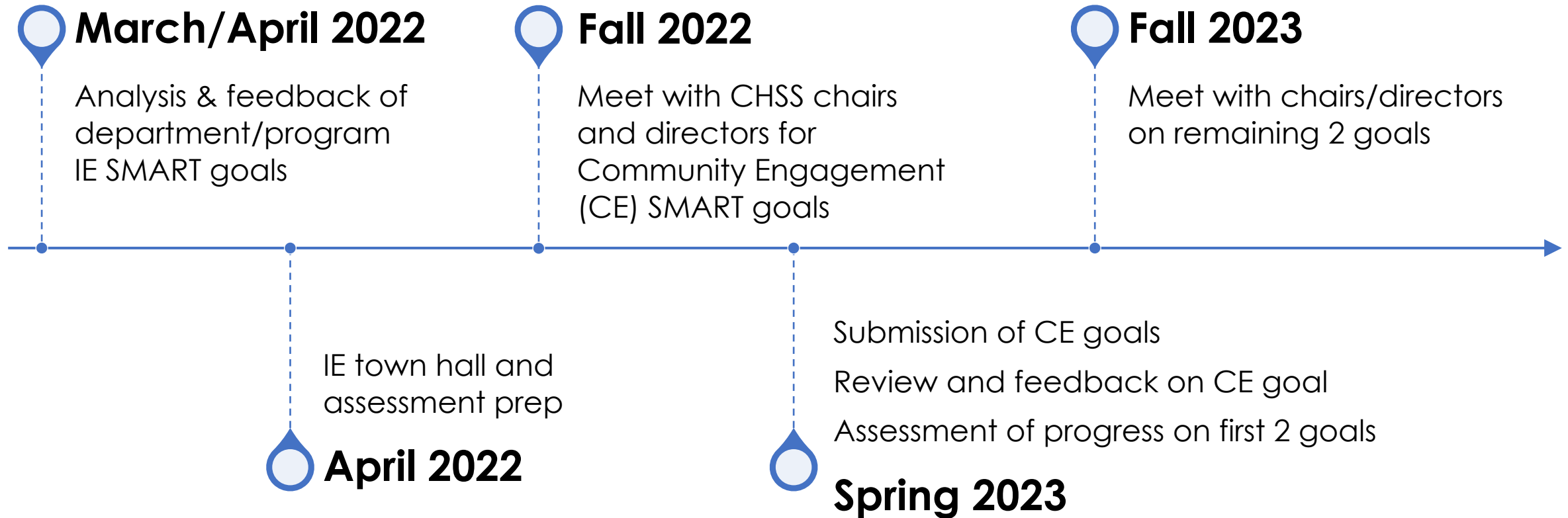


Tension between project progress and faculty/staff energy in the context of COVID



Have 3 more overall goals to build out on the department/program level

CHSS IE Plan "Big Picture" Timeline



Overall SMART Goal Themes

Faculty/Staff Goals

- Need and desire to diversify the faculty in demographics and scholarship

Graduate Goals

- Diversify student population via access, recruitment, and retention
- Develop graduate DEI curriculum

Undergraduate Goals

- Diversify the undergraduate curriculum
- More support for students from marginalized backgrounds
- Improve access for current undergraduate students to graduate programs



Overall SMART Goal Implementation Challenges



Faculty/Staff Goals

Identify ways to support staff diversity

Need more details on proactive recruitment, mentoring, and job ad placement



Graduate Goals

Disseminate details on inclusive marketing plans, inclusive language and imagery

Strategically plan recruitment partnerships with HBCUs and HSIs, and develop mentoring support

Add details on the process of curricular review, assessment, and improvement



Undergraduate Goals

Few details on process of curricular review within academic programs

How to incentivize faculty to adopt suggested practices

Moving Forward to Support SMART Goals



Tie overall DEI efforts and department/program SMART goals to current initiatives



Promote current resources, opportunities, and exemplars related to DEI



Establish new programs and initiatives to support DEI goals



Seeding Change Within Current Initiatives

Expand Inclusive Excellence Search processes to staff and adjunct faculty

Supporting all new hires with a new expanded diversity network

DEI Curriculum Development Grant

IE Curriculum Grant Highlights

- Curriculum Revisions in Communication BA, English BA, and History Mason Core offerings
- New courses in MCL and GLOA, under development in RELI, AAAS, RELI, ENGH
- Redesigned Courses in ENGH, HIST, RUSS/HIST
- Innovative student engagement projects in Psychology MPS program, Sociology, and partnership with Honors
- Grant is still open!! Please apply at:
<https://chss.gmu.edu/curriculumenhancementgrant>



DEI Curriculum Grant Example: PSYC 730



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I-O Psychology

I-O Psychology
George Mason University

Seeding Change Within Current Work

Undergraduate

- CHSS Student Success programming
- CHSS First Year Experience, CHSS 100, 101, 300 courses
- Peer mentoring program
- Undergraduate TAs (CHSS 490)
- Focus on inclusive and anti-racist capstone experiences
- New DEI student success initiatives coordinator position in Academic Affairs (rescoping existing position)



Seeding Change Within Current Work

Graduate

- Develop robust mentoring programs for students to connect with peers, alumni, and faculty
- Offer each program support to develop marketing plans that use inclusive practices
- Increase graduate student representation and voice in governance at program and college level



Seeding Change Within Current Work

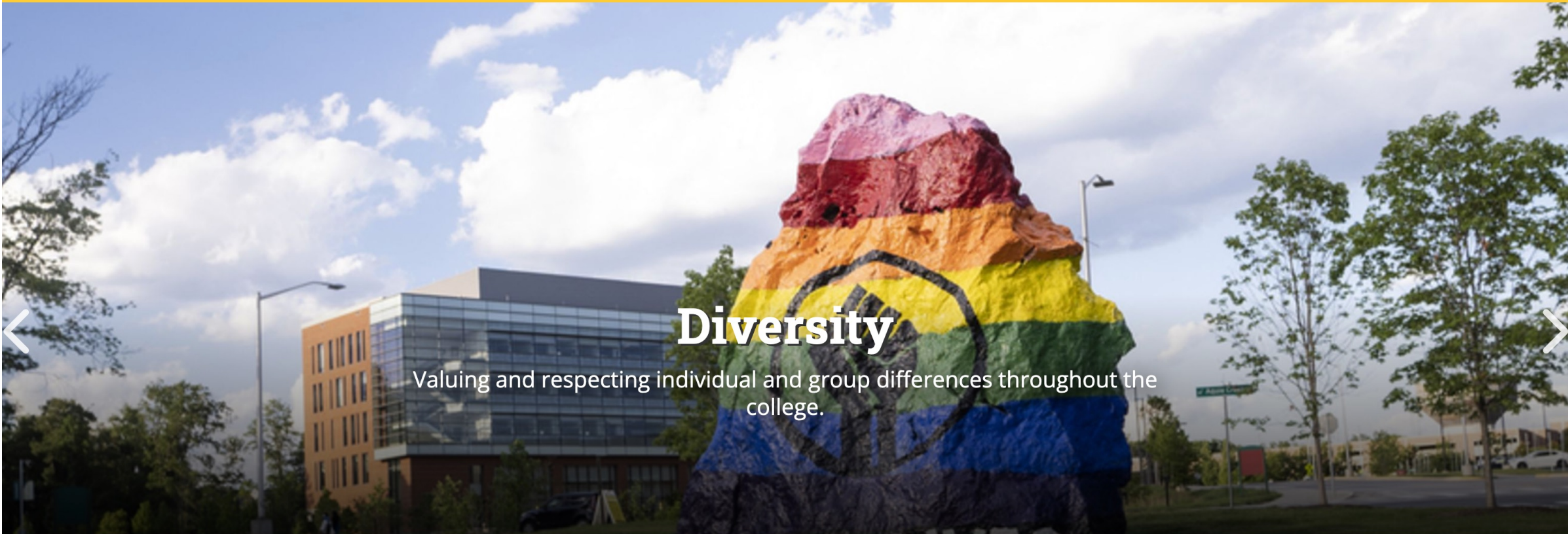
- CHSS marketing team supports plans for graduate programs targeting regional partners and specific student markets, and incorporating inclusive practices
- Amplifies news of DEI curriculum grant recipients and other DEI work
- Compiling inclusive marketing resources for departments and programs:
<https://marcomm.chss.gmu.edu/marketing/inclusive-excellence-resources>



Seeding Change Within Current Programs and Resources

- Ensure that department/program workload discussions and relevant documents address service and mentoring/advising of faculty of color
- Continue to advocate (even more strategically) for centralized resources and training with The Stearns Center and Provost Office (i.e., RPT Implicit Bias, Faculty Classroom Climate)





The Latest from DEI

All News | All Events

<https://dei.chss.gmu.edu/>

New Programs and Initiatives: Faculty and Staff

Create

Create new recognition opportunities for faculty, staff, and departments/programs

Partner

Partner to create and publicize new DEI training for faculty and staff (i.e., Safe Zone, implicit bias, etc.)

Create

Create regular opportunities for departments/programs to share SMART goals and provide updates on progress (i.e., C&D meeting sharing, IE council sharing, vignettes on website)

Establish

Establish more staff support for DEI work (i.e., affinity group, mentoring, community building, professional development)

New Programs and Initiatives: Students

1

Catalyze department/program partnership or mentoring opportunities for internal review of DEI climate (i.e., CLS survey)

2

Create peer, alumni, and affinity group mentoring and networking opportunities for graduate students

3

Support responsible recruitment practices, including partnerships with HBCUs, HSIs and other institutions to diversify applicant pool

4

Communicate undergraduate and graduate student support in departments and centrally

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Questions and Comments