

CHSS Inclusive Excellence Townhall Fall 2023



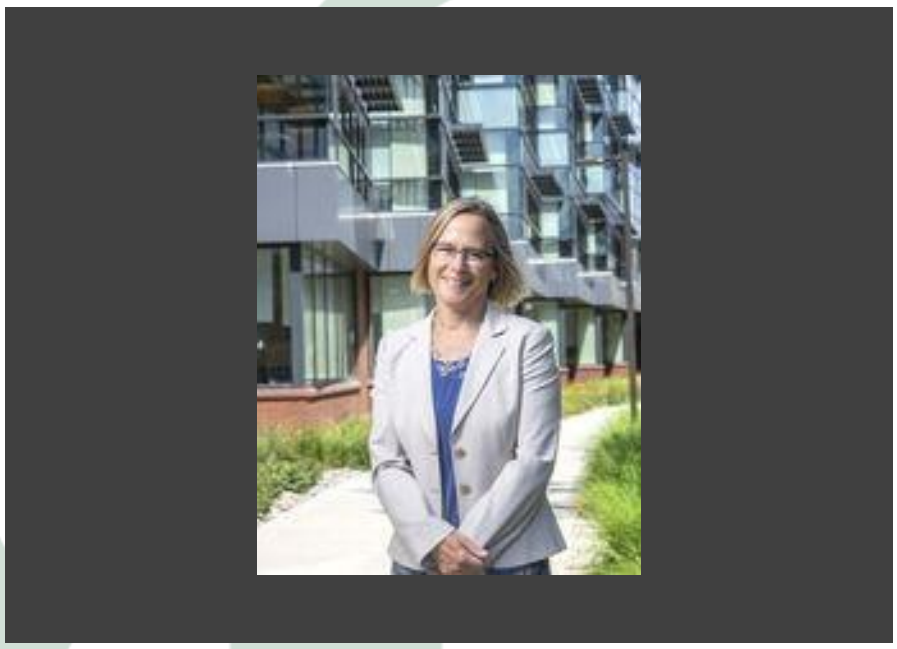
Agenda

1. Welcome from the Dean
2. Background on IEP
3. IEP reports
4. Next steps
5. Q & A





Welcome from the Dean





DEI Team

Mason Inclusive Excellence Planning Process (DEI Office)

1. Provide measurable goals to track the University's progress and success in advancing inclusive excellence
2. Align DEI efforts in our academic and administrative units with our university efforts
3. Identify opportunities to coordinate and share resources
4. Minimize duplication of DEI efforts across the university



Inclusive Teaching

1. Continue to support the CHSS IE curriculum development grants
2. Begin a college-wide effort to revise Mason Core courses for Justice Societies flags in accordance with Mason Core enhancements



Inclusive Teaching Progress

- In '22-23, 7 new courses were developed; 4 curriculum revisions were completed; 4 minor course redesigns, and 3 major course innovation projects.
- To date, approximately 25 courses have been submitted to the Mason Core committee for the Just Societies flag on top of Arts, Literature and Social/Behavioral Science.

Undergraduate Students

Build programming and initiatives into all stages of the student lifecycle to enhance recruitment and retention

Embed student success support framework throughout student lifecycle through scaffolded support



Undergraduate Students



PRE-COLLEGE, EIP
PROGRAM



RECRUITMENT



FIRST-YEAR
EXPERIENCE



CONTINUING
STUDENT SUPPORT:
PASS PROGRAM



CONTINUING
STUDENT
ENGAGEMENT

1. 22 junior and senior high school students enrolled in the CHSS pilot EIP summer program, “Global Citizens.”
2. New recruiting events in AY22-23: Junior Visit Day and First Gen Families Visit Day
3. Fall '23 CHSS 101 Learning Community: 79 students
4. 61 students participating in PASS academic success program
5. 11 CHSS ambassadors participating in prospective student events and course visits

Graduate Students

1. All graduate programs review program demographic data each year
2. Increased support for graduate student mentoring



Graduate students



- All graduate programs receive and review IE data each spring
- Presented CHSS IE plan at GAPSA spring coffee
- Goal of 3 mentors in the first year, shared at program orientations
- Four programs are piloting an alumni database to support student-driven affinity group mentorship
- GPA support for alumni development and specific reports on Latinx student engagement strategies

Faculty Hiring and Retention

- Faculty IE search plan
- Faculty Diversity Network
- Faculty retention and compensation



IE Search and Retention



In AY22-23, CHSS hired 15 new faculty members. 11 of them are female, and 5 of them are racialized. Six of them conduct research related to DEI (gender, international perspective, vulnerable populations)

Seven faculty members were retained.

The Network

- The Network included 12 new faculty participants who opted to participate and 9 faculty participants from the previous cohort.
- Twelve sessions were facilitated by the CHSS DEI team focusing on professional development topics or a social activity.

Staff Hiring and Retention

1

Create a staff and administrative faculty council

2

Explore an inclusive search process for staff hires

3

Analyze Gallup FSE data



Staff progress



Members of the CHSS Staff and Administrative Faculty Advisory Council were elected in Fall 2022

Inclusive search work is slated to begin in Spring 24

Access to 2022 FSE survey data was obtained. An updated Pulse survey was administered. Data analysis is in progress.

Inclusive Climate

- Analyze Mason COACHE data
- Analyze Gallup FSE data
- Progress on LAU SMART goals



Inclusive Climate Progress

- 1&2: One DEI team member attended the training session on COACHE data analysis
3. The DEI team is working on implementing the next SMART goal: Community Engagement. The goal is to harmonize this goal with existing CHSS and Mason initiatives such as QEP.



Next Steps

- Continue building on the existing successes
- Meet with the Mason DEI office for feedback and guidance
- Team up with Cecil for the community engagement SMART goal





Questions or
Comments?



Thank You!

