

<b>2007-2008 Department/School/College Diversity Plan: Chemistry</b>							
Please describe your most significant activities you will implement, expand, or continue in order to accomplish your short term goals for a more diverse and inclusive department/school/college and will help MTU accomplish its short and long term diversity goals.							
	<b>Specific Objective</b>	<b>Activity Description</b>	<b>Person(s) Responsible for this Objective</b>	<b>Timeline</b>	<b>Internal Dollars to be Allocated</b>	<b>External Dollars to be Sought</b>	<b>Other Comments</b>
<b>For Faculty</b>	1. Address gender/ethnic under-representation of faculty.  2. Retain and promote qualified faculty.  3. Long term support for faculty gender balance at MTU.	1. a. Actively recruit minority/female candidates for open faculty lines. 1. b. Identify/ recruit underrepresented faculty for possible interdisciplinary positions.  2. Mentor untenured faculty to support progress towards tenure.	1. Chair and department search committees.          2. Chair/faculty	1. Hire for fall 2008.          2. on-going	1a. Two existing positions.  1b. Possible shared position.  Need start-up funds for both!  2. dpt funds (for meals and travel)		
<b>For Students</b>	Increase enrollment of ethnic minorities in Chemistry undergraduate programs.  Increase diversity (esp domestic students) in graduate programs.	1. Promote new degree programs in Pharm Chem and Biochem. 2. Publish new brochures for programs. 3. Visit Cass Tech to recruit (UG) 4. attend SACNAS conf. 5. Visit Puerto Rico to recruit (Grad) 6. Promote new Peace Corps program (domestic Grad)	1. Chair, dpt web and recruitment committees. 2. dpt committee 3. Chair, others, with ed op. 4. faculty members(s) 5. faculty member(s) (with M. Volker) 6. S. Green, Grad School	1. on-going 2. in progress 3. spring or fall 07- need help from Ed. Op. 4. fall 07 5. fall 07 6. on-going	1 & 2. ca \$2000. 3. \$400 travel 4. \$800 travel 5. \$1000 travel 6. \$500 advertising	Grad recruiting support from grad school	

<b>For Staff</b>	Encourage staff to participate in educational and training programs.	Human resources,			Dpt will support appropriate educational costs.		Staff diversity is unlikely to change much because turnover is very low.
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