

IOWA STATE UNIVERSITY

Division of Academic Affairs

2016-17 Diversity and Inclusion Report

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Senior Vice President and Provost

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1. Introduction

Working with partners across campus, the Division of Academic Affairs develops and implements policies and programming to promote diversity and inclusion within its colleges and units. The Office of the Senior Vice President and Provost (SVPP) establishes expectations within the division, promotes activities and best practices, and fosters continuous improvement.

This report summarizes progress during the past year within the academic affairs division. Highlights for central divisional programs, and for colleges and units, are described in Sections 2-5. Expanded descriptions can be found in Section 6.

The programs and initiatives highlighted in this report are an important component in fostering a culture of diversity and inclusion at Iowa State. The need for these efforts, as evidenced in campus and national events over the last year, is great. While we are proud of our accomplishments, we also know that more can and should be done. We will continue to work with students, faculty, and staff to address gaps and emerging needs.

2. New Initiatives and Key Findings

The academic division's diversity and inclusion initiatives address a variety of needs, including recruiting, retention, training, and other supports for students, faculty, and staff; curriculum changes for diversity related courses; co-curricular programs that enhance underrepresented students' success; and community based programs that benefit Iowans in all corners of the state.

2.1 New initiatives

- The Office of the Senior Vice President and Provost, Faculty Senate, and Center for Excellence in Learning and Teaching launched the Diversity Course Development Initiative to help re-imagine courses that are used to satisfy Iowa State's U.S. Diversity curriculum requirement. Seven proposals will receive a total of \$50,000 in the first cycle, for both new and existing courses that offer new perspectives in areas such as racial and gender justice, leadership strategies, fashion, and the media.
- The College of Engineering's Committee on Diversity and Inclusion is developing a set of "Six Minute Modules" (6MM) on topics related to diversity and inclusion. The 6MM program is intended to infuse a topic into regular faculty and staff meetings, and to reach broader audiences. Each module has only three slides, examining "what" each topic is, "why" it is important and "how" the audience can help. The first 6MM on micro aggressions has been deployed to nearly all departments; two more modules will be released in 2017.
- A recruiting professional was recently hired to increase the diversity of incoming College of Veterinary medicine classes, and to partner with other initiatives on campus to increase opportunities to recruit underrepresented students.
- The College of Agriculture and Life Sciences Leaders Engaging in Agriculture, Diversity, Inclusion, and Trust (LEAD IT) team is being trained to serve as diversity and inclusion liaisons to student organizations and academic departments, and to develop and implement CALS-specific projects. The LEAD IT team was selected in March 2017, and will serve during the 2017-2018 academic year.
- The College of Business added an undergraduate recruiting position in Fall 2016, and now has 1.5 FTEs focused specifically on bringing more women and Latino students into the college. Latino/a enrollment grew by 16% in Fall 2016, and overall multicultural enrollment grew by 9%. The goal is for 5% of business students to be Latino/a; current enrollment is 4%, up from 2.7% in 2013.

2.2 Key findings

- The Science Bound program, administered by the College of Human Sciences, celebrated 25 years at Iowa State in 2016. Over that time, scholarships have been offered to more than 500 graduates; 160 Science Bound participants were enrolled at Iowa State during Fall 2016, and 113 graduates have earned Iowa State degrees.
- Iowa State's Army ROTC is addressing the low diversity of students in ROTC programs, and its resulting impact among commissioned officers, contrasts with the whole of the U.S. population and enlisted personnel. At the request of Army ROTC, the College of Liberal Arts and Sciences Equity Advisor surveyed underrepresented student cadets, and submitted recommendations to improve diversity and inclusion, and improve recruitment efforts.

- 4-H Youth Development is continuing with Culturally based Youth Leadership Accelerators. Two accelerators: *Maize*, a Latino/a and Native American youth leadership program and *Ujima*, an African and African-American accelerator, were launched last year. Both programs serve as recruitment platforms into post-secondary education. A third accelerator to serve Asian American and Pacific Islander youth will be added in Fall 2017.
- In September 2016, the College of Design hosted “Expanding Diversity Perspectives: A Curriculum Workshop.” The two-day workshop helped faculty explore pedagogical strategies that foster appreciation for diversity, equity, and inclusion both within and beyond the classroom/studio. The college is committed to offering this workshop annually to provide faculty support, training, and development to better serve students and foster inclusive classrooms.

3. Highlights – Central Academic Affairs Division Programming

3.1 ISU ADVANCE

The SVPP office hosts and supports the ISU ADVANCE program. Through ISU ADVANCE, appointed equity advisors in each college work with their respective deans, diversity committees, department chairs, and faculty to implement best practices for faculty searches, and transform policies and practices that help faculty succeed.

ISU ADVANCE works to recruit, retain, and advance women and scholars of color in faculty positions. The program identifies cultures, practices and structures that enhance or hinder the careers of ISU faculty, and works with faculty and administrators to pursue a diverse and vibrant faculty in all academic disciplines. ISU ADVANCE also coordinates a Department Enhancement Program that works with faculty in identified departments to transform departmental cultures (views, attitudes, norms, and shared beliefs) and structures (physical and social arrangements). Lisa Larson, professor of psychology, is the faculty fellow in the SVPP office leading the ADVANCE program.

3.2 National Center for Faculty Development and Diversity (NCFDD)

Iowa State holds an institutional membership in NCFDD, open to all faculty, instructional staff, graduate students and postdocs. The NCFDD is an independent professional development, training, and mentoring community that offers web-based services, including facilitated learning communities, core training and guest expert workshops, and a private peer mentoring forum to support the career success of diverse faculty.

3.3 Faculty Senate

The SVPP office works closely with Iowa State's Faculty Senate on a variety of initiatives related to diversity and inclusion, including the Senate's Equity, Diversity, and Inclusion Committee. The Senate, an advocate for diverse faculty and students, launched a comprehensive review of Iowa State's U.S. Diversity/ International Perspectives courses in FY17.

3.4 Faculty professional development programs

The SVPP office offers numerous professional development programs for new faculty, for continuing faculty, and for academic department chairs. Many of those programs include diversity and inclusion components. New Faculty Orientation, for instance, addresses the importance of diversity and inclusion, and sets an early expectation for faculty with regard to their teaching, research and service. Department chair training programs address equity in promotion and tenure decisions, as well as best practices for faculty hiring and search committees to ensure diverse candidate pools and best practices in the evaluation and recruiting of candidates. As a result of these efforts, Iowa State celebrated one of its most successful promotion and tenure cycles ever with regard to advancing female faculty and faculty of color.

In 2016-2017, the office organized five interdisciplinary writing accountability groups for early career tenure-eligible faculty. A senior faculty member who provides input and coaching on daily writing, research productivity, and career goals mentors each group.

3.5 Program for Women in Science and Engineering (WiSE)

WiSE, which celebrated its 30th anniversary in 2016, offers programming and support to increase the number of women in STEM fields, and their academic success. The program supports students in four academic colleges and more than 50 STEM majors through transfer, first- and second-year learning communities, academic support, scholarships, and special events. WiSE reaches over 10,000 K-12 students annually through its signature outreach programs Taking the Road Less Traveled and Student Role Models. Working with the Society of Women Engineers (SWE), WiSE also offers the successful SWE University in collaboration with the College of Engineering to introduce high school students to Iowa State's campus and academic programs. The program hosted numerous events last year as part of its anniversary celebration, including a leadership conference, STEM festival, and awards banquet.

3.6 University Lectures Program

In 2016-17, Iowa State's Lectures Program hosted several speakers who addressed topics related to diversity and inclusion, including Chuck D, co-founder of the rap group Public Enemy; feminist icon Gloria Steinem; Steve Forbes; Tony award-winning actor and singer Leslie Odom, Jr.; Denise Soler Cox, creator of Project Enye – A Voice for First-Generation Latinos Between Two Worlds; Iowa State faculty member Anne Clifford, who led a discussion on seeking greater understanding between Catholicism and Islam; Margaret Atwood, author and environmental activist; and Ta-Nehisi Coates, national correspondent at *The Atlantic*.

3.7 George Washington Carver Academy

The SVPP office provides financial support for the professor-in-charge of the Carver Academy, a program within Multicultural Student Affairs that provides full-tuition scholarships to high potential multicultural first-year students.

3.8 Center for Excellence in Learning and Teaching (CELT)

CELT reports to the SVPP office and offers a wide variety of resources to assist new and established faculty in teaching.

- More than 400 people participated in CELT programs related to diversity and inclusion during AY2017, including:
 - Inclusive Classroom Development Workshop (offered 8 times)
 - Award-Winning Faculty Series: How to Foster Safe Spaces for Diversity and Inclusion
 - Walking the Walk: Exploring the Student Experience with Inclusion
 - Overview of the Inclusive Classroom Development Workshop for Chairs
 - Top 10 Tips to Make Your Online Course Accessible
 - An Inclusive Classroom Framework: Resources, Onboarding Approach, and Ongoing Programs from CELT (presented at the Iowa State Conference on Race and Ethnicity)
- CELT's inclusive classroom web resources were accessed 9,000 times. Half of those visitors downloaded the *Mindful and Learner-Centered Syllabus Checklist*, and *Strategies to Create and Inclusive Course*.

- In collaboration with the SVPP and Faculty Senate, developed the Diversity Course Development Initiative to help re-imagine courses that are used to satisfy Iowa State's U.S. Diversity curriculum requirement. Seven proposals will receive a total of \$50,000 in the first cycle, for both new and existing courses that offer new perspectives in areas such as racial and gender justice, leadership strategies, fashion, and the media. The review committee for this initiative included the Faculty Senate, Student Government, and the Office of the Vice President for Diversity and Inclusion (VPDI).
- CELT staff contributes as active members of numerous university committees, including the VPDI Council, Strategic Plan Goal 4 Implementation Team, ISCORE and NCORE project committees, and University Committee on Accessibility.

4. Highlights – Academic Colleges

4.1 College of Agriculture and Life Sciences

- In both Fall 2016 and Spring 2017, Dean Wendy Wintersteen and college administrators met with multicultural undergraduate and graduate students to hear the challenges they face as people of color, LGBTQUIA+, women, and believers in different faiths. Feedback from the sessions is being used to shape diversity and cultural competency programming in Spring 2017 and the 2017-2018 academic year.
- The CALS Leaders Engaging in Agriculture, Diversity, Inclusion, and Trust (LEAD IT) team is being trained to serve as diversity and inclusion liaisons to student organizations and academic departments, and to develop and implement CALS-specific projects. The LEAD IT team was selected in March 2017, and will serve during the 2017-2018 academic year.

4.2 College of Business

- In October 2016, the college co-hosted the Building on Diversity: Higher Education and Business Summit, in collaboration with the White House Initiative on Educational Excellence for Hispanics and the PhD Project. More than 100 professionals from higher education, government, and industry came together to discuss the opportunity to provide Iowa's fast-growing Hispanic population a better business education. Iowa Governor Terry Branstad and Lt. Governor Kim Reynolds were among the speakers.
- The college added an undergraduate recruiting position in Fall 2016, and now has 1.5 FTEs focused specifically on bringing more women and Latino students into the college. Latino/a enrollment grew by 16% in Fall 2016, and overall multicultural enrollment grew by 9%. The goal is for 5% of business students to be Latino/a; current enrollment is 4%, up from 2.7% in 2013.

4.3 College of Design

- In the spring of 2016, Dean Luis Rico-Gutierrez and Multicultural Liaison Officer (MLO) Audrey Kennis held bi-weekly conversations with students to learn about their experiences related to diversity, equity, and inclusion. The feedback identified a need for faculty development, which stimulated the creation of an annual series, "Expanding Diverse Perspectives: A Curriculum Workshop." The discussions also led to the development of a new student group, the Design Community on Diversity. The group meets regularly to advise college leadership, and held a second town hall meeting on diversity with students, faculty, and staff to identify additional ways to build a more equitable and inclusive college.
- In September 2016, the college hosted its first annual, "Expanding Diversity Perspectives: A Curriculum Workshop." The two-day workshop helped faculty explore pedagogical strategies that foster appreciation for diversity, equity, and inclusion both within and beyond the classroom/studio. The college is committed to offering this workshop annually to provide faculty support, training, and development to better serve students and foster inclusive classrooms.

4.4 College of Engineering

- The Department of Agricultural and Biological Systems Engineering (ABE) has developed a multi-tiered strategy to make ABE a more welcoming department. Efforts include training faculty and students: faculty training (four times annually) and peer mentors and teaching assistants (each semester) on topics ranging from inclusiveness to addressing in-classroom issues. ABE conducts specific programming for all Women in ABE (speed networking, coffee breaks, and professional development). ABE faculty also adopted a Classroom Code of Conduct, which was included in the Spring 2017 syllabus for all courses.
- The Committee on Diversity and Inclusion is developing a set of “Six Minute Modules” (6MM) on topics related to diversity and inclusion. As opposed to longer meetings or workshops, the 6MM program is intended to infuse a topic into regular faculty and staff meetings, and to reach broader audiences. Each module has only three slides, examining “what” each topic is, “why” it is important and “how” the audience can help. The first 6MM on micro aggressions has been deployed to nearly all departments; two more will be released in 2017.

4.5 College of Human Sciences

- The Science Bound program celebrated 25 years at Iowa State in October 2016. A celebratory gala and campus visit for high school students and alumni event brought 400 prospective students to campus from 19 Science Bound partner schools across the state. Over the 25 years, scholarships have been offered to more than 500 Science Bound graduates; 160 participants were enrolled at Iowa State during Fall 2016, and 113 Science Bound graduates have earned Iowa State degrees.
- Faculty and staff development initiatives in the 2016-2017 academic year included a lunch-and-learn series on diversity and inclusion topics; a town hall in January 2017 meeting hosted by the college’s Diversity and Equity Committee; the “Sustaining the Academic Pipeline Workshop Series” organized and supported by Human Sciences faculty; and several events organized by faculty in the School of Education.

4.6 College of Liberal Arts and Sciences

- Iowa State University's Army ROTC consistently ranks among the top 10 ROTC programs in the nation. However, the low diversity of ROTC programs, and its impact among commissioned officers, contrasts with the whole of the U.S. population and enlisted personnel, both of which are much more ethnically and culturally diverse. At the request of Army ROTC, the LAS Equity Advisor, Javier Vela, ran an independent focus group with underrepresented student cadets. Based on their comments, recommendations were submitted to strengthen student development and equal opportunity, improving diversity and inclusion, and improving diverse recruitment efforts at Army ROTC.
- In collaboration with the Graduate College, the college is working on establishing MS to PhD Bridge programs with minority serving institutions. The objective is to establish a pipeline of highly qualified students from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSI) and/or Tribal Colleges with established MS programs into PhD programs at ISU. This will help increase the diversity of graduate students at ISU, as well as establish collaborations between ISU and minority serving institutions with significant research activity.

4.7 College of Veterinary Medicine

- The college has created a new Diversity Committee focused on recruiting underrepresented students. The committee, which consists of faculty, staff and students from diverse backgrounds, is focused on identifying and implementing best practices for recruiting underrepresented students; identifying roadblocks and opportunities that influence recruitment; addressing issues related to retention; and defining diversity within the college.
- A new recruiting professional was recently hired to increase the diversity of incoming veterinary medicine classes. She will also partner with other initiatives on campus to increase opportunities for recruitment of underrepresented groups to the college.

4.8 Graduate College

- Iowa State is leading a new, \$2 million multi-institution National Science Foundation grant to improve the climate in STEM graduate programs. The Iowa State team, led by Craig Ogilvie, includes representatives from Student Affairs; Vice President for Diversity and Inclusion; the colleges of Human Sciences, Liberal Arts of Sciences, Agriculture and Life Sciences, Engineering, and Design; the Black and Latino/a Graduate Student Associations, and the Graduate and Professional Student Senate. Researchers will design, implement, and improve interventions for faculty and graduate peers on each campus; 27 Iowa State STEM graduate programs will participate in the program.
- The college's mentoring initiative for new graduate students was extended to Asian American students. Other groups served in the program include African American, Hispanic, Native American, and Pacific Islander students. Seventeen new students were mentored by both near-peer graduate students and a faculty or staff member in 2016-2017. Both the near-peers and faculty/staff mentors undergo a training program that focuses on transition issues. One metric of success is the retention of Ph.D. students through to their fifth year of study (most students who reach their fifth year will finish their PhD within 8 years). Before the mentoring program was implemented, the average retention to the fifth year for African American and Hispanic PhD students was 53% and 59% respectively. Since the mentoring program was implemented in Fall 2011, these numbers have increased to 68% and 72% respectively.

5. Highlights – Academic Units

5.1 University Library

- The University Library Committee on Diversity is working to lay the groundwork for sustainable diversity and inclusion initiatives in the library. A first initiative was to draft a diversity and inclusion plan. The plan outlines strategies and actions in three primary goal areas: outreach and engagement; staff development and retention; and recruitment and hiring.
- The committee has also planned a library residency program to attract early career professionals from underrepresented populations to careers in academic and research librarianship. The three-year program responds to students' calls for greater representation of diversity in Iowa State's faculty and staff, and allows the University Library to play a part in diversifying the profession. Three departments have been selected as potential home departments for the first resident: Digital Scholarship and Initiatives, Library Instruction, and Special Collections. Related to this, the Library joined the Diversity Alliance, a national initiative to encourage early-career librarians from underrepresented groups to consider careers in university librarianship.

5.2 Extension and Outreach

- In partnership with the Iowa Department of Human Services, ISUEO brought learning exchanges to Iowa titled "Race: The Power of an Illusion." More than 100 departmental staff and stakeholders gained information about institutional and structural racism and its impact on decision-making, policy and practice.
- 4-H Youth Development is continuing with Culturally based Youth Leadership Accelerators. Two accelerators: *Maize*, a Latino/a and Native American youth leadership program and *Ujima*, an African and African-American accelerator, were launched last year. Both programs serve as recruitment platforms into post-secondary education. A third accelerator to serve Asian American and Pacific Islander youth will be added in Fall 2017.

5.3 Research

- The Office of the Vice President for Research (VPR) is working with the Office of the Vice President for Diversity and Inclusion to organize faculty interested in research on equity and inclusion.
- VPR Sarah Nusser, along with Associate Provost Dawn Bratsch-Prince, and Past President of P&S Council Tera Lawson, received a Women's and Diversity Grant that will lead to the creation of a diverse women's leadership program to advance skills across the career ladder and staff types.

6. Highlights – U.S. Department of Energy Ames National Laboratory

- Ames Laboratory received a grant from the U.S. Department of Energy's Workforce Development for Teachers and Scientists office to implement Ames Laboratory Awareness and Recruitment (ALAR), a program targeting students at three minority-serving universities in Texas –Prairie View A&M, Letourneau University, and University of Texas – to increase awareness of the Science Undergraduate Laboratory Internships (SULI) program and Visiting Faculty Program (VFP). SULI is a premier DOE program designed to bring undergraduates into laboratory research settings at the Ames Laboratory and Iowa State. Similar to SULI, VFP targets faculty and their invited students.
- Open search recruitment for all postdoctoral research positions was fully implemented in FY 2016. Human Resource involvement is required in each phase of the search process. This process ensures a national search for open positions, as well as appropriate screening and interviewing for these positions.

7. Expanded Descriptions

7.1 College of Agriculture and Life Sciences

- In both Fall 2016 and Spring 2017, Dean Wintersteen and college administrators met with a group of our college's multicultural students, both undergraduate and graduate students. These were listening sessions to allow our students the opportunity to voice concerns and challenges they have faced on campus as people of color, LGBT students, women and believers in different faiths. The feedback from student participants is being used to help shape the diversity and cultural competency programming and actions during Spring 2017 and the upcoming academic year, 2017-2018. (Initiative "most proud of" at the College level)
- In Spring 2017, Dean Wendy Wintersteen addressed the faculty, staff, and student body in a letter which detailed the College's expectations for creating an inclusive learning environment: <https://www.cals.iastate.edu/content/message-diversity-and-inclusion-cals-dean-wintersteen>
- Theresa Cooper, Assistant Dean for Diversity, led a series of lunch-and-learn seminars to examine the dynamics of race, racism, bias, inclusivity, micro-aggression, and privilege in higher education. The series emphasized five basic cultural competence skill areas:
 - Supporting International Students and Scholars and Addressing Xenophobia and Nativism
 - Creating Inclusive Classrooms
 - Reading Circle for "Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do"
 - Professionalism and Inclusiveness in the workplace
 - Recognizing and Responding to Racism and Discrimination's Impact on Mental and Physical Health
 - Unconscious Bias

Resources and materials from each presentation were distributed to all CALS faculty and staff.

- The CALS Leaders Engaging in Agriculture, Diversity, Inclusion, and Trust (LEAD IT) team is being trained and serve as diversity liaisons to student organizations, academic departments, and assist in the development and implementation of CALS-specific projects. The Inaugural class was selected in March and will serve for the 2017-2018 academic year. Through professional development and mentorship, the LEAD IT team is committed to building strong leaders and community partners who not only acknowledge the values of diversity, multiculturalism, and inclusion, but also are skilled with intercultural competency activities. The LEAD IT team will become an invaluable link to the student body as representatives of the Dean's Office.
- Updated Departmental Faculty Performance Review Document. The Department of Agricultural and Biosystems Engineering (ABE) updated the diversity section in its annual faculty performance review document. It was ratified by the ABE Diversity Committee in August 2016 and implemented into the current faculty report [Code of Conduct ratified by ABE Diversity Committee in August 2016, approved by ABE faculty in October, included in S17 syllabi].

7.2 College of Business

- In October 2016, the college co-hosted the Building on Diversity: Higher Education and Business Summit, in collaboration with the White House Initiative on Educational Excellence for Hispanics and the PhD Project. More than 100 professionals from higher education, government, and industry came together to discuss the opportunity to provide Iowa's fast-growing Hispanic population a better business education. Iowa Governor Terry Branstad and Lt. Governor Kim Reynolds were among the speakers.
- The college added an undergraduate recruiting position in Fall 2016, and now has 1.5 FTEs focused specifically on bringing more women and Latino students into the college. Latino enrollment grew by 16% in Fall 2016, and overall multicultural enrollment grew by 9%. The goal is for 5% of business students to be Latino; current enrollment is 4%, up from 2.7% in 2013.
- Dean David Spalding and the college's equity advisor met with every faculty search committee to discuss the importance of developing diverse pools for open faculty positions. Committees were directed to think broadly about methods to recruit qualified diverse candidates. Of the seven TTE faculty who have accepted offers for FY2018, four are women, and one is an African American male.
- The college hosted its first Building Community Event in February 2017, bringing together students, faculty, and staff to provide feedback on how to improve community. Those unable to attend were invited to provide feedback via the website. The college's Diversity Committee reviewed the feedback and made recommendations that are being explored.
- A Young Women in Business Leadership Camp is being launched in Summer 2017. The camp, which has been broadly advertised to high school girls around the state, is focused on expanding opportunities for women to get a business education at Iowa State.

7.3 College of Design

- In the spring of 2016, Dean Luis Rico-Gutierrez and Multicultural Liaison Officer (MLO) Audrey Kennis held bi-weekly conversations with students to learn about their experiences related to diversity, equity, and inclusion. The feedback identified a need for faculty development, which stimulated the creation of an annual series, "Expanding Diverse Perspectives: A Curriculum Workshop." The discussions also led to the development of a new student group, the Design Community on Diversity. The group meets regularly to advise college leadership, and held a second town hall meeting on diversity with students, faculty, and staff to identify additional ways to build a more equitable and inclusive college.
- In September 2016, the college hosted its first annual, "Expanding Diversity Perspectives: A Curriculum Workshop." The two-day workshop helped faculty explore pedagogical strategies that foster appreciation for diversity, equity, and inclusion both within and beyond the classroom/studio. The college is committed to offering this workshop annually to provide faculty support, training, and development to better serve students and foster inclusive classrooms.

- The college was one of two selected as an NCORE/ISCORE Champion for spring and fall 2016. Dean Rico-Gutierrez was featured as the morning keynote and committed to continuous investment in the student, faculty, and staff experience. Five Design students, the MLO, and senior associate dean attended NCORE 2016 in June. This resulted in a yearlong commitment to the NCORE-ISCORE Project in various capacities including Senior Associate Dean Chidister presenting a session on “The Language of Diversity” with LAS Associate Dean Amy Slagell at the spring 2017 ISCORE Pre-conference.
- The college restructured the MLO position to appropriately reflect its scope and leadership requirements, including advising college leaders on issues related to diversity, equity, and inclusion. In addition to continued work with students, the MLO is now tasked with supporting chairs and faculty by providing training and development workshops related to fostering inclusive studios and classrooms.
- The college redesigned its website in Fall 2016, providing an opportunity to be more intentional about the language used on site, and to highlight the rich diversity that exists within the college. The statement on diversity was redefined and placed in more prominent places on the website. The college’s marketing to prospective students also affirms the importance of a diverse community, and describes available resources and programs.

7.4 College of Engineering

- The Department of Electrical and Computer Engineering received two major National Science Foundation grants focused on diversity and inclusion:
 - A \$2M Revolutionizing Engineering Departments grant emphasizing faculty/student development and related research in inclusive teaching practices and learning experiences to broaden participation and transform departmental culture.
 - A \$4M Scholarship in STEM grant provides financial support to help low-income, academically talented students obtain STEM degrees and enter the workforce or graduate study. The project also focuses on improving engineering education and developing strategies to improve retention and graduation rates. Ten women were awarded scholarships in Spring 2017. The department is collaborating with the Program for Women in Science and Engineering and School of Education researchers on both grants.
- The Department of Mechanical Engineering (ME) launched three gender-balanced curricular learning communities in Fall 2016, which are the first of their kind for first-year ME and math classes. These class sections enabled women ME students to connect with each other; many students were also able to sign up for sections together in Spring 2017, thus continuing to build community throughout the first year.
- The Department of Agricultural and Biological Systems Engineering (ABE) has developed a multi-tiered strategy to make ABE a more welcoming department. Efforts include training faculty and students: faculty training (four times annually) and peer mentors and teaching assistants (each semester) on topics ranging from inclusiveness to addressing in-classroom issues. ABE conducts specific programming for all Women in ABE (speed networking, coffee breaks, and professional development). ABE faculty also adopted a Classroom Code of Conduct, which was included in the Spring 2017 syllabus for all courses.

- The college's Committee on Diversity and Inclusion is conducting a set of focus groups on the climate experiences of several underrepresented groups. The groups, including multicultural, female, international, and LGBTQ students, were identified under a previous college-wide undergraduate student survey. Results of the study will be used to design new initiatives to promote inclusion in the college, to target efforts, and guide investments.
- The Committee on Diversity and Inclusion is also developing a set of "Six Minute Modules" (6MM) on topics related to diversity and inclusion. As opposed to longer meetings or workshops, the 6MM program is intended to infuse a topic into regular faculty and staff meetings, and to reach broader audiences. Each module has only three slides, examining "what" each topic is, "why" it is important and "how" the audience can help. The first 6MM on micro aggressions has been deployed to nearly all departments; two more will be released in 2017.

7.5 College of Human Sciences

- The Science Bound program celebrated 25 years at Iowa State in October 2016. A celebratory gala and campus visit for high school students and alumni event brought 400 prospective students to campus from 19 Science Bound partner schools across the state. Over the 25 years, scholarships have been offered to more than 500 Science Bound graduates; 160 participants were enrolled at Iowa State during Fall 2016, and 113 Science Bound graduates have earned Iowa State degrees.
- Faculty and staff development initiatives in the 2016-2017 academic year included a lunch-and-learn series on diversity and inclusion topics; a town hall in January 2017 meeting hosted by the college's Diversity and Equity Committee; the "Sustaining the Academic Pipeline Workshop Series" organized and supported by Human Sciences faculty; and several events organized by faculty in the School of Education.
- The college's multicultural liaison officer and a graduate student visited a majority of CHS orientation classes to present programming related to diversity and inclusion, and inclusive classrooms. All departments and the School of Education have enhanced content in at least one course to better reflect diversity and equity.
- Students in Connect-Four, a CHS learning community for first-year students of color, displayed 25 posters as part of a "I am a Black Human Scientist" research project. The posters were laminated and stored for future use; a similar project is planned for Latino/a human scientists.
- The Department of Human Development and Family Studies adopted an invocation statement on free expression and inclusivity, and posted it throughout the department. The statement below is read at the start of every faculty meeting, and other important meetings within HDFS:

The Department of Human Development and Family Studies values a safe, inclusive environment. We welcome faculty, staff, students, and visitors of every social, cultural, gender, and sexual identity.

7.6 College of Liberal Arts and Sciences

- Iowa State University's Army ROTC consistently ranks among the top 10 ROTC programs in the nation. However, the low diversity of ROTC programs, and its impact among commissioned officers, contrasts with the whole of the U.S. population and enlisted personnel, both of which are much more ethnically and culturally diverse. At the request of Army ROTC, the LAS Equity Advisor, Javier Vela, ran an independent focus group with underrepresented student cadets. Based on their comments, recommendations were submitted to strengthen student development and equal opportunity, improving diversity and inclusion, and improving diverse recruitment efforts at Army ROTC.
- In collaboration with the Graduate College, the college is working on establishing MS to PhD Bridge programs with minority serving institutions. The objective is to establish a pipeline of highly qualified students from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSI) and/or Tribal Colleges with established MS programs into PhD programs at ISU. This will help increase the diversity of graduate students at ISU, as well as establish collaborations between ISU and minority serving institutions with significant research activity.
- Jeane Robles, senior in Genetics, received the WiSE 30th Anniversary Undergraduate STEM Award for her exemplary leadership that extends across various departments. Jeane was nominated for her service as a student leader for two important LAS learning communities: BOLD which serves multicultural students The Sky's the Limit which serves Open Option students.
- The LAS Equity Advisor and Chemistry Administrator Renee Harris recently partnered to diversify a dozen portraits of distinguished scientists in Gilman Hall. Previously, the portraits showed only white males. Now, the collection includes female chemists as well as scientists of color. This room hosts and impacts over 3,500 students each week, and now shows a much more inclusive face of chemistry.
- The ISU Chapter of the Society for the Advancement of Chicano/Hispanic & Native American Scientists led the largest contingent of faculty and students (17 members) to the society's national meeting in October 2016. LAS faculty and staff were instrumental in organizing the trip. Contact information of 174 students from around the country was gathered and disseminated to the science departments at ISU for potential graduate school outreach or summer undergraduate research.

7.7 College of Veterinary Medicine

- The college has created a new Diversity Committee focused on recruiting underrepresented students. The committee, which consists of faculty, staff and students from diverse backgrounds, is focused on identifying and implementing best practices for recruiting underrepresented students; identifying roadblocks and opportunities that influence recruitment; addressing issues related to retention; and defining diversity within the college.
- A new recruiting professional was recently hired to increase the diversity of incoming veterinary medicine classes. She will also partner with other initiatives on campus to increase opportunities for recruitment of underrepresented groups to the college.
- The college sponsors, and encourages diverse faculty, students and staff from the college participate in, the NAACP annual dinner and benefit.

- The college implemented an online training module for search committees, which allows faculty to train at their own pace, and allows participants to use meeting times to address additional training needs in best practices for searches. Seventy-four faculty have used the training module to date.
- The College's Director for Faculty and Staff Equity and Advancement serves on the Faculty Senate Committee on Diversity and Inclusion.

7.8 Graduate College

- Iowa State is leading a new, \$2 million multi-institution National Science Foundation grant to improve the climate in STEM graduate programs. The Iowa State team, led by Craig Ogilvie, includes representatives from Student Affairs; Vice President for Diversity and Inclusion; the colleges of Human Sciences, Liberal Arts of Sciences, Agriculture and Life Sciences, Engineering, and Design; the Black and Latino/a Graduate Student Associations, and the Graduate and Professional Student Senate. Researchers will design, implement, and improve interventions for faculty and graduate peers on each campus; 27 Iowa State STEM graduate programs will participate in the program.
- The college's mentoring initiative for new graduate students was extended to Asian American students. Other groups served in the program include African American, Hispanic, Native American, and Pacific Islander students. Seventeen new students were mentored by both near-peer graduate students and a faculty or staff member in 2016-2017. Both the near-peers and faculty/staff mentors undergo a training program that focuses on transition issues. One metric of success is the retention of Ph.D. students through to their fifth year of study (most students who reach their fifth year will finish their PhD within 8 years). Before the mentoring program was implemented, the average retention to the fifth year for African American and Hispanic PhD students was 53% and 59% respectively. Since the mentoring program was implemented in Fall 2011, these numbers have increased to 68% and 72% respectively.
- Students in the Graduate Minority Assistantship Program (GMAP) organize an annual research symposium where underrepresented graduate students present their research to peers and faculty. The GMAP research symposium reached a significant milestone in Fall 2017 with its 10th Annual event. Eighty-seven people registered for the event, including prospective underrepresented students who visited Iowa State the day before symposium to explore the university's graduate programs.
- The Graduate College awarded six RECRUIT grants to graduate programs to support their efforts to recruit underrepresented graduate students. New this year was the first recruiting hack-a-thon hosted by the Department of Mathematics, where prospective students partnered with current students to develop solutions on research problems.
- We now have 27 Graduate Learning Communities (GLCs) to help incoming students transition to graduate school. Students in GLCs build community and learn how to succeed as graduate students. Topics include improving teaching skills, finding an advisor, completing a Program of Study, financial workshops, balancing teaching and research, and diversity and inclusion.

7.9 University Library

- During 2016, the University Library Committee on Diversity worked to lay the groundwork for sustainable diversity and inclusion initiatives in the library. A first initiative was to draft a diversity and inclusion plan. The plan outlines strategies and actions in three primary goal areas: outreach and engagement; staff development and retention; and recruitment and hiring.
- Mark Puente, Director of Diversity and Leadership Programs for the Association of Research Libraries, to campus gave two presentations to faculty and staff on the topic of “Diversity and Inclusion in academic libraries.” Puente also met with the diversity committee and discussed “Best practices from ARL libraries,” and met with the Library Management Team to discuss “Creating environments that center the needs of people from historically marginalized groups.” Attendance at the staff presentation also included Dr. Reginald Steward, Vice President for Diversity and Inclusion, Nicci Port, Project Director for Diversity and Inclusion, and several librarians from Ames Public Library.
- A subcommittee of the Library’s diversity committee planned a library residency program, aimed at attracting early career professionals from historically underrepresented populations to careers in academic and research librarianship. The three-year program responds to students’ calls for greater representation of diversity in Iowa State’s faculty and staff, and allows the University Library to play a part in diversifying the profession. Three departments have been selected as potential home departments for the first resident: Digital Scholarship and Initiatives, Library Instruction, and Special Collections. Related to this, the Library joined the Diversity Alliance, a national initiative to encourage early-career librarians from underrepresented groups to consider careers in university librarianship.
- The University Library continued to build its collections relating to diversity identity groups. Significant additions to the library’s general collections include backsets of historically black newspapers Cleveland Call & Post, Chicago Defender, and Pittsburgh Courier; and streaming videos including Cree Hunters of the Mistassini, Reel Injun, and the Docuseek2 collection. Liaison librarians continued to build diversity-related collections in their subject areas. Special Collections and University Archives acquired the records of the Lesbian, Gay, Bisexual, Transgender, and Ally Alliance at Iowa State University. Iowa State’s Department of World Languages and Cultures continues to enjoy one of the highest rates of faculty participation in the Iowa State University Digital Repository.

7.10 Extension and Outreach

- ISU Extension and Outreach continues to provide “Navigating Difference,” an 18-hour cultural competency training program. Thirty staff were trained in March 2017 (on top of the 140 trained during the 2016 calendar year); seven additional trainings are scheduled for ISUEO staff and faculty through October 2017 in Dubuque, Muscatine, Woodbury, Wright, and Wapello counties. Several external organizations received one hour overviews of the program including Inclusive Dubuque, United Way of Central Iowa, the Iowa League of Cities, West Des Moines Public Schools, the Iowa Department of Human Services, and Southeastern Community College, with some expressing interest in receiving the complete training.

- Human Sciences Extension and Outreach (HSEO) family life specialists implemented the “OUCH! That Stereotype Hurts: Communicating Respectfully in a Diverse World” workshop with two groups in the College of Human Sciences. This workshop, based on the book by Leslie C. Aguilar, helps participants understand the impact of stereotypes and biased statements, identify the most common reasons people sit silently in the face of bias and stereotypes, and enhance skills for speaking up against stereotypes. Participants in the two-hour course learn six specific techniques to use when responding to difficult situations. The program is also targeted for implementation through HSEO to Iowa residents of Iowa and has also been proposed for Iowa Department of Human Services (IDHS) caseworkers.
- In partnership with IDHS, ISUEO brought learning exchanges to Iowa titled “Race: The Power of an Illusion.” More than 100 departmental staff and stakeholders gained information about institutional and structural racism and its impact on decision-making, policy and practice.
- 4-H Youth Development is continuing with Culturally based Youth Leadership Accelerators. Two accelerators: *Maize*, a Latino/a and Native American youth leadership program and *Ujima*, an African and African-American accelerator, were launched last year. Both programs serve as recruitment platforms into post-secondary education. A third accelerator to serve Asian American and Pacific Islander youth will be added in Fall 2017.
- ISUEO Organizational Advancement created a Civil Rights Employment and Programming Task Force, which continues to review and discuss ongoing diversity and inclusion employment related matters such as: employee engagement, human resources related training for employees, reviewing position descriptions, diverse employee recruitment and retention, etc.

7.11 Office of the Vice President for Research (VPR)

- VPR is working with the Office of the Vice President for Diversity and Inclusion to organize faculty interested in research on equity and inclusion.
- VPR Sarah Nusser, along with Associate Provost Dawn Bratsch-Prince, and Past President of P&S Council Tera Lawson, applied for a Women’s and Diversity Grant that, if funded, will lead to the creation of a diverse women’s leadership program to advance skills across the career ladder and staff types.
- VPR hosted University Administration Support Program fellow Abena Engmann, Research Development Officer from the University of Ghana. Ms. Engmann visited and participated in meetings with several VPR Units over the course of her month-long stay, and left with numerous resources to bring back to her university. Staff learned about her work, family, culture, university structure and what it is like to be a professional woman in Ghana. In addition, VPR hosted a portion of Dr. Tonya Smith-Jackson of North Carolina A&T faculty exchange visit to ISU.

7.12 U.S. Department of Energy Ames National Laboratory

- Ames Laboratory received a grant from the U.S. Department of Energy's Workforce Development for Teachers and Scientists office to implement Ames Laboratory Awareness and Recruitment (ALAR), a program targeting students at three minority-serving universities in Texas –Prairie View A&M, Letourneau University, and University of Texas – to increase awareness of the Science Undergraduate Laboratory Internships (SULI) program and Visiting Faculty Program (VFP). SULI is a premier DOE program designed to bring undergraduates into laboratory research settings at the Ames Laboratory and Iowa State. Similar to SULI, VFP targets faculty and their invited students.
- Open search recruitment for all postdoctoral research positions was fully implemented in FY 2016. Human Resource involvement is required in each phase of the search process. This process ensures a national search for open positions, as well as appropriate screening and interviewing for these positions.
- The Laboratory is partnered with Employee and Family Resources to deliver Diversity Awareness training in March 2017 for hiring managers and supervisors. This partnership was made possible through the Women's and Diversity Grant Award Program awarded to the laboratory on May 6, 2016.
- Continued collaboration with Science Bound:
 - Ames Laboratory hosted eighth-grade Science Bound students from the Marshalltown, Denison, and Des Moines school districts in October 2016 as part of the U.S. Department of Energy "My Brother's Keeper" initiative. Students rotated between five interactive stations for scientific demonstrations, including 1) LENS demonstration; 2) Materials Preparation Center; 3) Materials; 4) Thermal changes and 5) Magnets. This year, the laboratory increased participation time at each station (at the request of the Science Bound teachers) to allow additional time for questions and hands-on learning.
 - The Laboratory has selected one student for the Ames Laboratory Advantage internship program for the spring 2017 semester, with increased support and interaction from the Division of Chemical and Biological Sciences.
- STEM Mentoring Café - Partnering with ISU's Science Bound program and the Department of Energy's Economic Impact and Diversity, Ames Laboratory is planning a spring 2017 STEM Mentoring Café in partnership with the Science Center of Iowa. The STEM Mentoring Café engages middle school students and their teachers with STEM professionals from the laboratory.