

N2025 AIM:

Create a climate at Nebraska that emphasizes, prioritizes, and expands inclusive excellence and diversity







CAS AIM:

LEADING IN INCLUSIVE EXCELLENCE AND DIVERSITY

CAS Goals:

- We will enact and sustain a culture that respects and honors the dignity of all.
- We will be a leader in inclusive excellence through the recruitment, retention, and advancement of diverse faculty, staff, and students.
- We will invest in education, research, and creative works that address forms of injustice, oppression, and marginalization, including systemic racism, sexism, and heterosexism
- We will be a leader in inclusive excellence through the development of curricular and co-curricular innovations and collaborative community partnerships.

Strategies	Expectations	Metrics	Responsibility	Progress
Establish CAS Summer Research Program to promote diverse graduate student enrollment.	CAS will play a leadership role in diversifying the academy	1-2 summer diversity programs per area by summer 2023	DO and partnering units	
Provide students with welcome and connection events where they can meet with other URM and First Gen students, staff, faculty, and alumni	Build and support inclusive communities for students, staff, and faculty; Increase diversity of CAS Student Advisory Board, Student Ambassadors, and Alumni Advisory Council	2-3 community connection events per semester; equitable student representation in CASSAB and Ambassadors	DO and all units; IDEA Committee; Recruitment and Academic Advising Team; Advisory Council; Marketing and Communication	
Provide opportunities for URM faculty to present their research and creative activities and encourage students to attend and connect with faculty	Build and support inclusive communities for URM faculty	3-4 community connection events per semester	All departments and programs; IDEA Committee; Marketing and Communication	
Invest in leadership development opportunities for URM faculty and staff	CAS leadership will reflect the diversity of students, staff, and faculty Ensure URM faculty and staff participation in leadership development programs	Increase in URM faculty and staff in leadership positions throughout the college	DO and all departments and programs; ODI	

Strategies	Expectations	Metrics	Responsibility	Progress
Expand and promote Multicultural Homecoming and Alumni Award	Raise the visibility of diverse alumni achievements; pair alumni with student mentoring and internship opportunities	Annual increases in the number of alumni and students participating in Multicultural Homecoming	DO, Multicultural Homecoming Committee, and Academic and Career Advising Team; DEOs	
Increase Diversity on CAS Alumni Advisory Council	Expand leadership opportunities and new partnerships for diverse alumni	Increased diverse alumni representation on advisory council by 22-23	DO and NU Foundation; DEOs	 Complete and ongoing
Build partnerships with local higher ed. institutions to support dual career opportunities	Regular coordination with partner institutions to understand shared needs (Wesleyan, Doane)	Growth in opportunities for dual careers; point person to coordinate dual careers	DO and DEOs; EVC	
Recruit, mentor, and advance outstanding scholars addressing anti-racism and equity through Inclusive Excellence Research Faculty Program	Increase URM Faculty and enhance research capacity advancing anti-racism by recruiting, supporting, and mentoring 4 scholars for up to 3 years as Research Assistant Professors; successful scholars will have option for Tenure-Track positions	Private funding will support new Research Faculty Program – with pilot in social sciences. Program will enhance national reputation of CAS/UNL and help meet target of 50% increase in URM faculty by 2025.	DO and NU Foundation; approved, partnering units in CAS	
Improve on the recruitment, on-boarding, retention, and advancement of diverse and URM Faculty through new DEI Faculty Coordinator position in CAS	DEI Coordinator will assist the college in implementing an “institutional-change” approach to DEI in CAS; serve as liaison between all CAS units and ODI; Chair CAS Idea Committee.	New DEI Coordinator appointed in AY 22-23. Improved coordination and implementation of BRIDGE best practices in faculty recruitment, hiring, and on-boarding in AY 22-23.	DO; all DEOs in CAS.	
Conduct diversity audit of all college and unit policies and procedures for faculty and staff (e.g., hiring plans; annual evaluations; retention, promotion and tenure; research awards; etc.)	Review and modify unit policies and procedure to support the college’s commitment to anti-racism, equity, and inclusive excellence Inclusive excellence and diversity action plans developed in coordination with ODI and CAS IDEA Committee	Complete diversity audits by end of AY 21-22; Develop and implement necessary changes by start of AY 22	IDEA Committee; DO; all CAS units	 <50%

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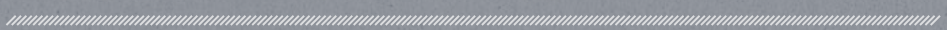
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Assess new U.S. diversity requirement for all CAS students	Provide students with innovative, multi-disciplinary courses (in person and online) dedicated to understanding diversity in the U.S.	Increase TA and other instructional support to units that can enhance the number and variety of courses that fulfill CAS diversity requirement	DO and IDEA Committee; all relevant CAS units	
Assess the outcomes of diversity audit implementation results from AY 21-22	Ensure that all policies fully support college's commitment to anti-racism and inclusive excellence	Final policy and procedure assessments by AY 2025-2026	DO and IDEA Committee; all CAS units	

PLAN APPENDICES



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Launch new scholarship fund – CAS Cares – focused on closing the persistence and graduation achievement gap	Endowed scholarship to support “CAS Cares” focused on underrepresented, low income, and First Gen students	\$250,000 for CAS cares scholarship by 2025	DO and NU Foundation; CAS Alumni Advisory Council	 Completed and ongoing
Increase outreach and recruitment efforts to enroll URM, Pell-eligible, and first-generation undergraduate and graduate students	CAS will be a welcoming academic home to a highly diverse undergraduate and graduate student population	Increase racial/ethnic diversity of freshman enrollment from 19% to 25%	Recruitment, DO, all departments and programs; ASEM; Student Affairs	 >50%
Promote opportunities for diverse graduate student requirement through ACM and BTAA	CAS will expand partnerships with TRIO and regional high schools, tribal and community colleges to promote access to UNL. Regular consultation with American Indian Higher Education Consortium	10% increase in Pell-eligible students		
Utilize and promote interdisciplinary programs to increase URM student recruitment				
DEO training and guidance for developing diverse faculty and staff hiring strategies	Successful hiring requests will have a clear and compelling plan for ensuring a diverse pool of applicants	AY 21–22: faculty and staff hiring request forms require diverse hiring strategy	All faculty and DEOs	
BRIDGE and implicit bias training for all faculty and staff – in addition to ICE training	BRIDGE and implicit bias training is required with the formation of search committees; training is completed together as a committee	100% participation by AY 21–22	ODI; every faculty and staff search committee member	

Strategies	Expectations	Metrics	Responsibility	Progress
Inclusive excellence audits will be conducted after the application close date and again prior to the approval of a short list of candidates	Faculty and staff searches will be allowed to proceed only if the applicant pool and the short list of candidates at least mirror the distribution of diverse faculty/staff in the relevant field: National Center for Education Statistics; NSF Survey of earned doctorates	Faculty and staff applicant pools and short list of candidates will (at a minimum) reflect the demographic make-up of professional fields	DO and all faculty search committee members	
Integrate best practices from Aspire Alliance and IChange Network to diversify CAS	All units will have access to IChange data and resources to support the recruitment, successful transition, mentoring, and retention of diverse faculty and staff	50% increase in URM faculty by 2025 (40 domestic diverse T/TT and PoP faculty 2020/10.9% total of 366)	All departments and programs	 >50%
Establish CAS Inclusive Excellence and Diversity Award	Recognize and reward faculty, staff, and students for advancing diversity and Inclusive Excellence	1-2 awards per year	DO and IDEA Committee; all faculty and students	