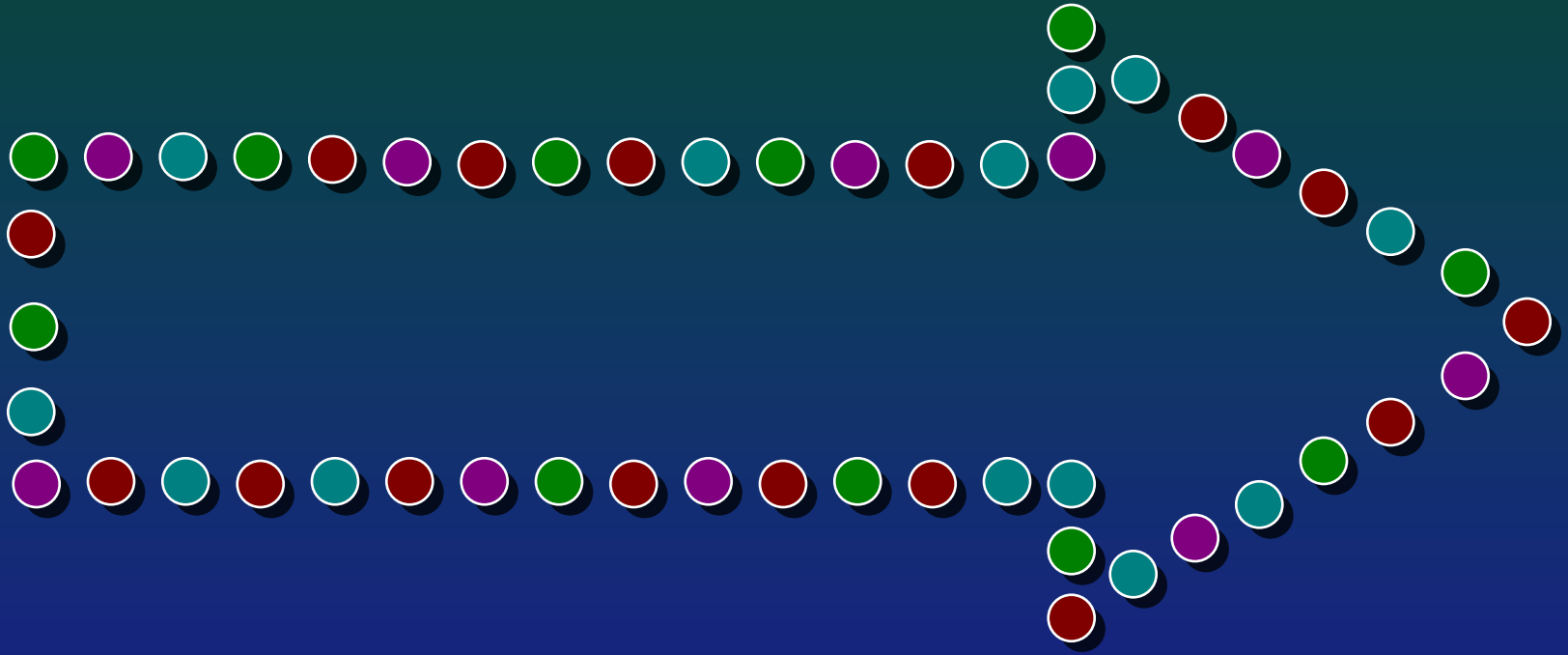


what's next?

diversity symposium 4



what's next?

diversity symposium 4

**Challenges faced; lessons learned; solutions proposed ...**

**Assessment and Evaluation**

**Faculty and Administrator engagement**

**Student recruitment**

**Student support, retention, and success**

**Training faculty and peer mentors**

**Staffing and Sustainability**

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## **Assessment and Evaluation**

Faculty and Administrator engagement

Student recruitment

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Staffing and Sustainability

Data support faculty engagement

Data support institutional change

Data collection must continue;  
must be refined;  
must be standardized;  
must be institutionalized;  
must be accessible

The Next Step...

Facilitate the use of data to drive  
institutional change

Define new data sets; broaden the  
range of analytical tools and  
perspectives

Collect and maintain data sets as an  
open research resource on the issue  
of diversity in science

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Change the institutional reward structure for diversity work

Understand the complementary roles of faculty and administrative staff

Nuance the effort based on institutional culture

The Next Step...

Provide extra-institutional support and validation (data-based)

Foster cross-institutional relationships through advisory and programmatic collaboratives

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Listen to the source; bring students into the design of the recruitment process

Create opportunities for direct involvement of faculty, peers, and alumni

Address the continuum from high school to the freshman year

The Next Step...

Provide models for recruitment based on institutional type and context (data-based)

Widen and deepen the presentation of science opportunities through the collaborative

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Address the heterogeneous preparation of freshmen; emphasis on summer bridge programs and supplemental 1st year instruction

Create advising structures that are relevant (faculty and peer), timely, and assessed

Build and sustain community; include family and student input

The Next Step...

Provide models for early intervention programs based on institutional type and context (data-based)

Broaden the opportunities for student community across multiple institutions (student collaborative)

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Engage faculty through data and opportunities for fund-raising

Mentor faculty through peer support, pedagogical training, inclusiveness training

Integrate faculty and peer mentoring through joint training

The Next Step...

Provide model training programs(data-based)

Provide expertise through site visits and other cross-fertilization activities across the collaborative

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Mobilize the resources through institutional buy-in driven by data

Understand the trade-offs in priorities with respect to limited resources

Understand the structures and staff to student ratios tied to measurable success

The Next Step...

Provide advice on resource and staff allocation (data-based)

Leverage common resources through inter-program collaboration

Provide a venue for the career development of support staff

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**Continue to build on the data collection and analysis**

**Make the results of the data analysis available and coupled with appropriate contextual information for each institution or group of institutions**

**Provide programmatic transparency; facilitate strategic adoption or adaptation**

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**Form a community of advisers and collaborators**

**Make outreach a part of each program**

**Site visits; face-to-face consultation**

**Make the programs more porous; exchange ideas, students, faculty, and staff involvement**

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**Embrace a diversity of perspectives,  
expertise, and foci**

**Divide up the tasks according to expertise  
and interest**

**Not everyone does everything in the  
collaborative**

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**Form a community of advocates**

**Contribute to and transform the public discourse on diversity in science**

**Utilize the stage set by ongoing data gathering and analysis**

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**transforming higher education**

**don't aspire to be the lone voice forever**

**weave diversity into the fabric of institutions**

**promote change through both catalytic and strategic intervention**

**set the example and work behind the scenes**

**build a community of peer collaborators - faculty, students, and administrators**

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