

PANEL DISCUSSION AND Q&A ON INCLUSIVE EXCELLENCE

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To submit your questions, click on “**submit your questions**” from the event page



OUR COMMITMENT

Create an inclusive environment that leverages our diversity to ensure equitable access to resources and opportunities for all.

WE COMMIT TO:

- Respect and value the backgrounds, experiences, perspectives, identity and expressions of all
- Uphold our collective and individual responsibility to ensure that all students, faculty and staff can thrive
- Strengthen our future by building on recent progress
- Lead through action – not only discussion
- Measure progress and insist on accountability

M U S T R A T E G I C P L A N

1. Institutional Infrastructure

- Appoint first Chief Diversity Officer for the UM System – and one for each campus
- Create and sustain an institutional infrastructure to achieve the goals of inclusive excellence

2. Access and Success

- Increase enrollment and success rates of underrepresented student populations

3. Research and Scholarship

- Increase hiring and retention for underrepresented faculty and staff
- Increase opportunities for students to learn perspectives of inclusion, diversity and equity

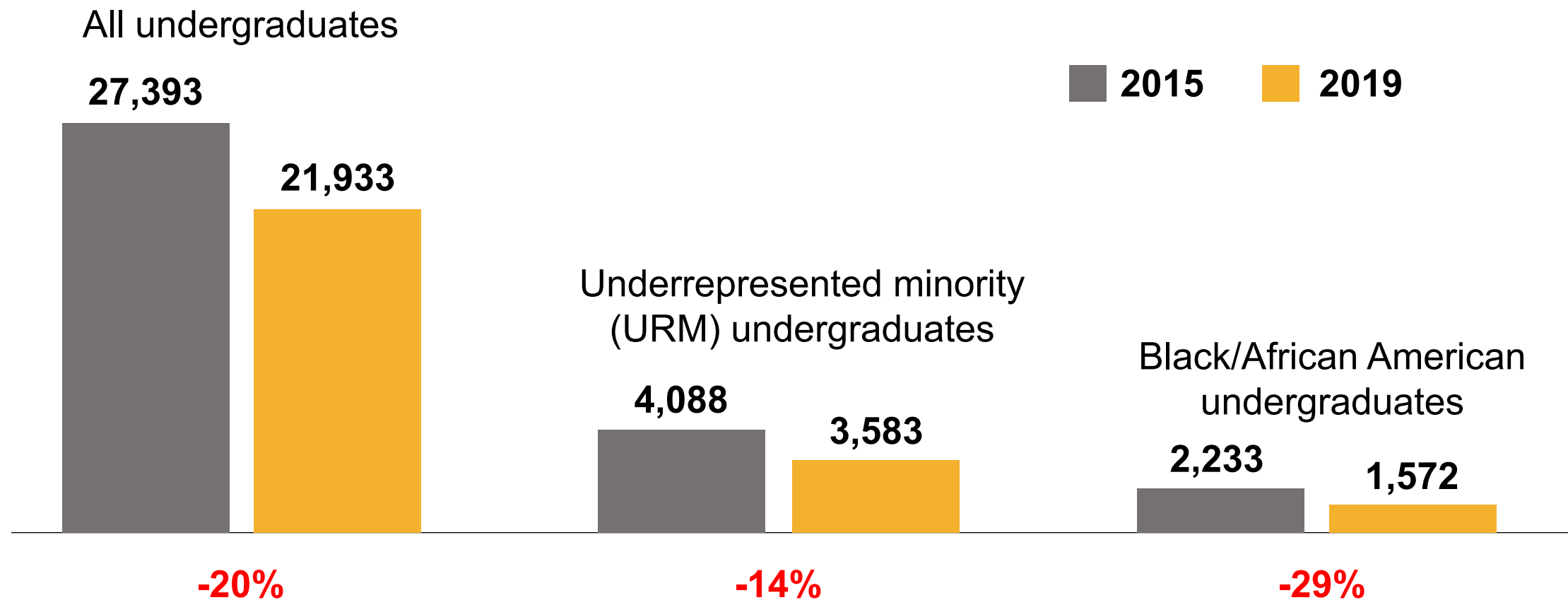
4. Campus Climate

- Increase multicultural competencies for all through training and education programs
- Provide support for those who have experienced discrimination and disparate treatment
- Create and sustain an environment that celebrates diversity and employs inclusive practices

5. Community Engagement

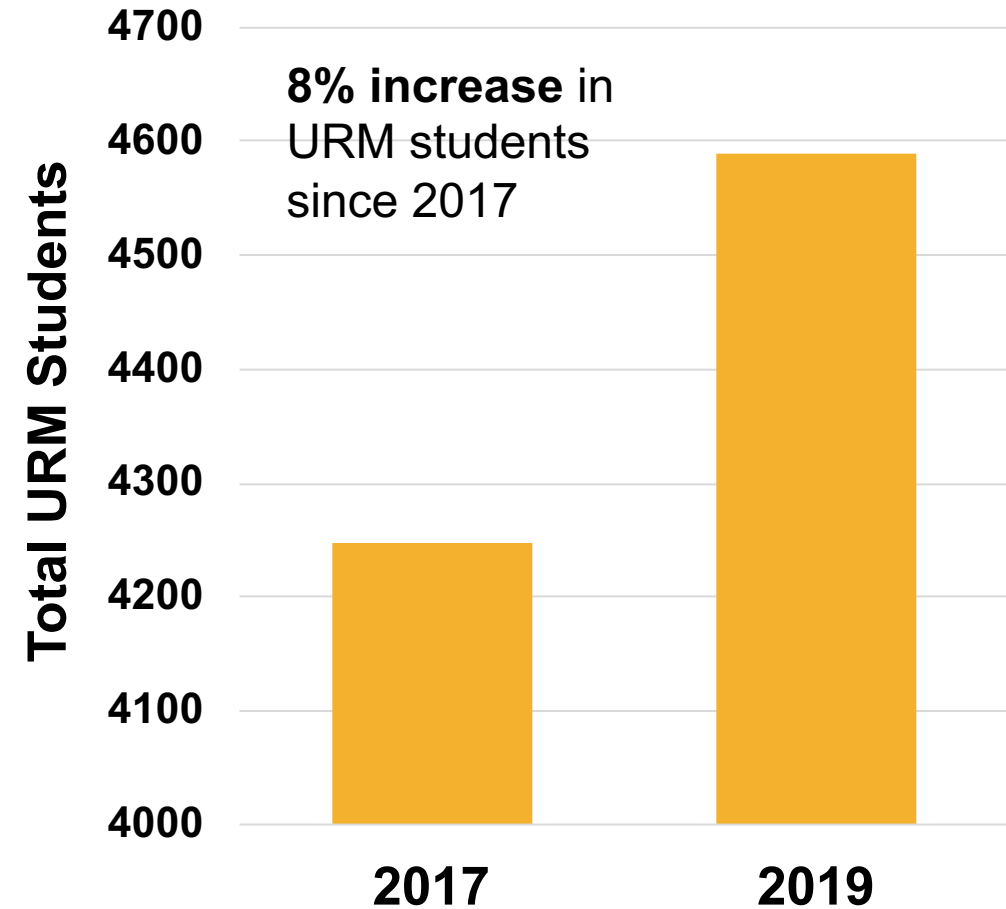
- Enhance outreach efforts across campus and throughout Missouri
- Leverage the university's mission of service to reduce disparities for underserved populations

MU UNDERGRADUATE STUDENTS



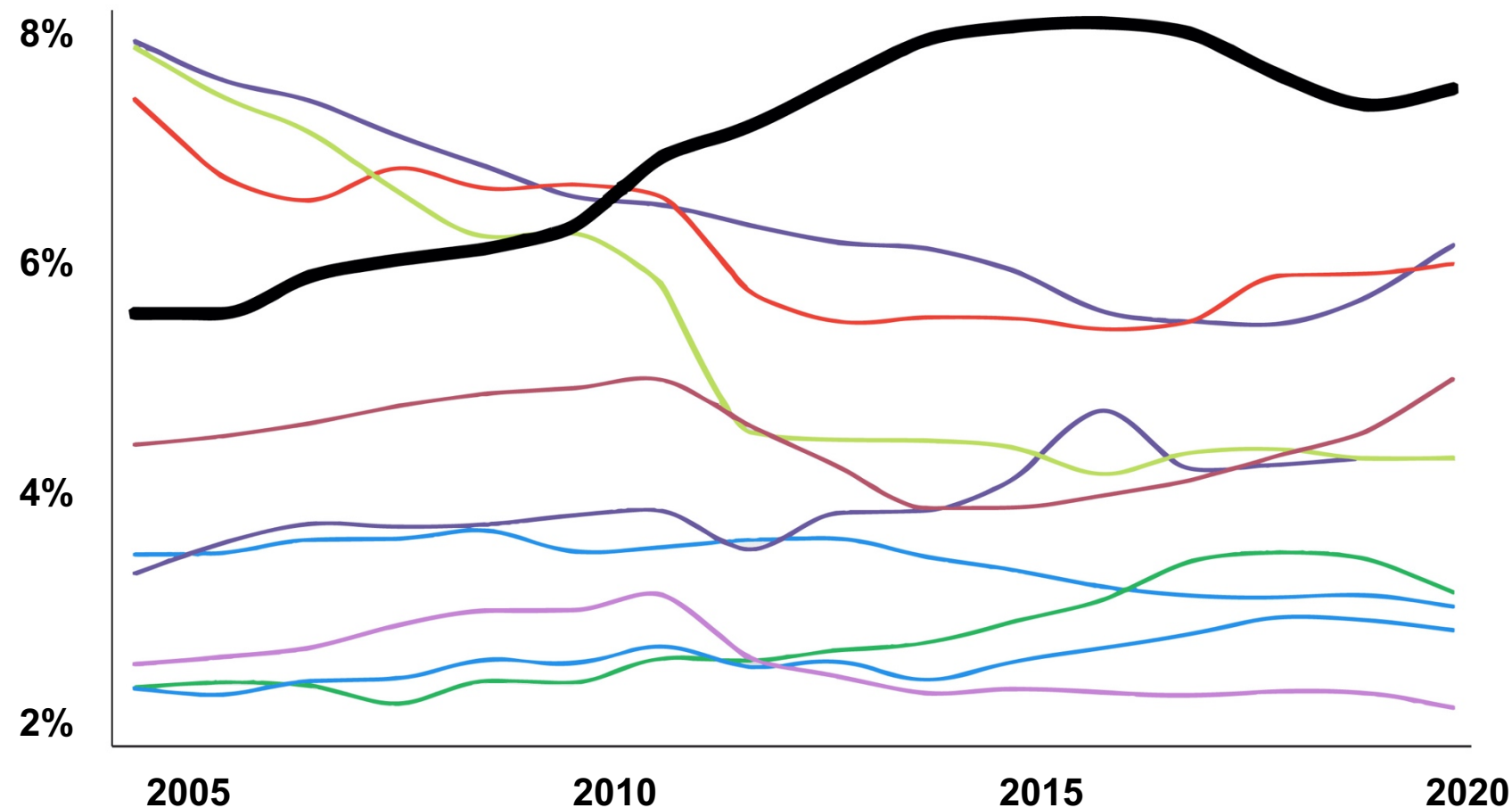
MU URM STUDENTS

Undergraduate Students	Fall 2015	Fall 2017	Fall 2019	Fall 2020
Black/African American Applicants	2,799	2,163	2,867	2,783 (+29%)
Black/African American Admits	1,393	1,155	1,582	1,532 (+33%)
Hispanic Applicants	1,260	1,085	1,573	1,819 (+68%)
Hispanic Admits	882	800	1,168	1,373 (+72%)



BLACK/AFRICAN AMERICAN STUDENT % FOR MIDWEST FLAGSHIP UNIVERSITIES

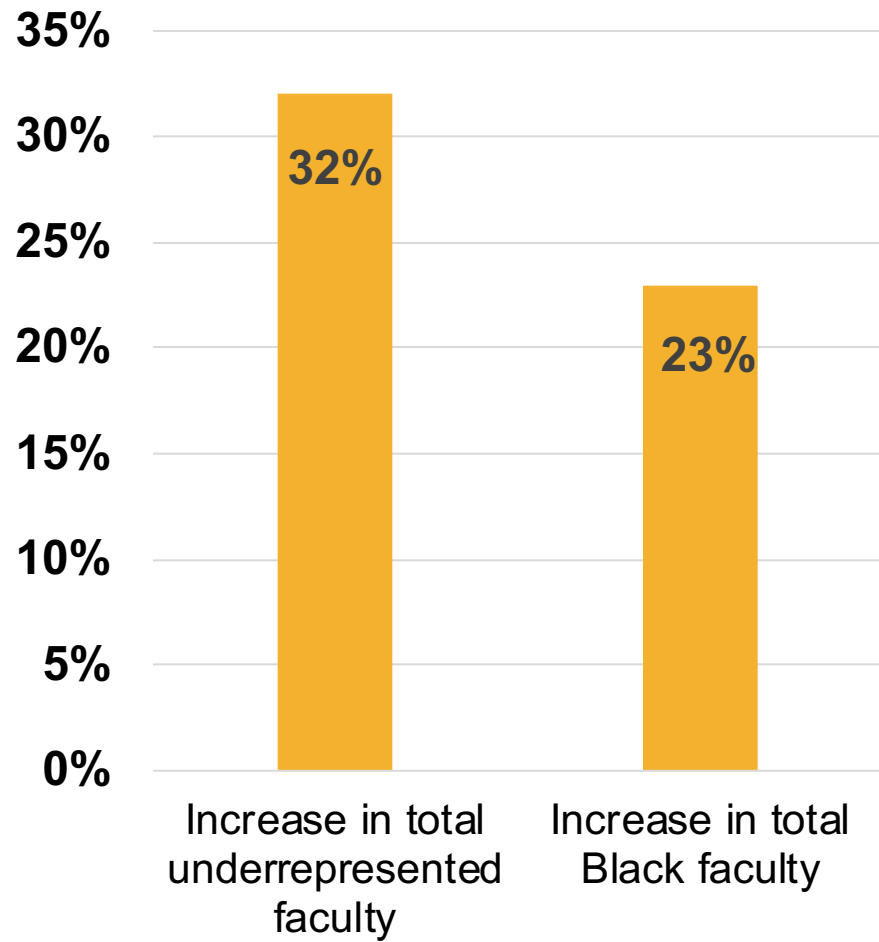
University of Missouri – 7.65%
University of Illinois – 6.04%
University of Minnesota – 5%
University of Michigan – 4.27%
University of Kansas – 4.25%
University of Iowa – 3.02%
University of Nebraska – 2.68%
University of Wisconsin – 1.97%



MU 6-YEAR GRADUATION RATES

	2017 6-yr Grad Rate	2019 6-yr Grad Rate
Black/African American	52%	59%
Black/African American Men	42%	43%
Black/African American Women	57%	67%
Hispanic	64%	67%
Hispanic Men	60%	58%
Hispanic Women	66%	75%
All	69%	71%
All Men	65%	65%
All Women	71%	77%

MU FACULTY HIRING



FACULTY	2016	2017	2018	2019	2016-2019
Black/African American	4	12	5	6	27
Hispanic/Latino	2	6	7	1	16
American Indian/Alaska Native	2	—	—	2	4
Multiple Race/Ethnicity	2	—	3	2	7
URM Total	10	18	15	11	54
Asian	13	11	19	16	59
White	35	30	44	31	140
Not Specified	3	5	10	6	24
Total	61	64	88	64	277

TENURED / TENURE-TRACK RANKED FACULTY

	TOTAL	TOTAL	BLACK	% BLACK OF TOTAL
1. Illinois		1,768	87	4.9%
2. Michigan		2,811	121	4.3%
3. Indiana		1,372	59	4.3%
4. MISSOURI		973	41	4.2%
5. Ohio State		2,468	102	4.1%
6. Kansas		1,217	41	3.4%
7. Purdue		1,715	50	2.9%
8. Minnesota		2,175	60	2.8%
9. Wisconsin		1,930	50	2.6%
10. Nebraska		1,049	23	2.2%
11. Iowa		1,333	29	2.2%
GRAND TOTAL		18,811	663	3.5%





INSTITUTIONAL INFRASTRUCTURE

INVESTING IN CHANGE ...

SCHOOL OF MEDICINE

- Mizzou MedPre3 for Diversity and Inclusion
- Created Office of Diversity and Inclusion
- Increased the number of URM students from 30 to 52 (2015- 2019)
- Increased the number of Black students from 12 to 29 (2015-2019)

SINCLAIR SCHOOL OF NURSING

- Sponsored seminars and workshops on microaggression in the classroom, unconscious bias, race and citizenship

COLLEGE OF ENGINEERING

- WIRED Program

TRULASKE COLLEGE OF BUSINESS

- Faculty and staff training in microaggression mitigation strategies
- Strategies to recruit URM students
- URM-focused scholarships with an endowment of \$3.4M
- Summer Business Academy
- Vasey Academy

COLLEGE OF VETERINARY MEDICINE

- Developed new content for courses that include “Being a Culturally Competent Veterinarian” and “Cultural Competencies in the Classroom and the Workplace”
- Delores Gollar scholarship to enhance diversity
- Recruitment visits to attract students from Historically Black Colleges and Universities (HBCUs)

COLLEGE OF HUMAN ENVIRONMENTAL SCIENCES

- Piloted Critical Race Theory learning community in 2019
- Revision of curriculum throughout the college to include cultural competencies and URM issues
- Sponsors a Faculty Fellow for Inclusion and Diversity

SCHOOL OF HEALTH PROFESSIONS

- Workshops on “Inclusive Clinics and Classrooms” and “Designing Courses to Promote Inclusivity”
- Hired a Diversity Initiatives Coordinator to assist with Holistic Admissions initiatives for graduate/professional programs
- Mentored three postdoc fellows through the Preparing Future Faculty Postdoctoral Program for Faculty Diversity (PFFFD) and retained two faculty to date
- 6-year graduation rate for Black students increased from 54% to 64% (2015-2019)

SCHOOL OF LAW

- Sponsored a Pre-Law Diversity Conference
- Established Law School Climate Advisory Committee
- Sponsors the Lambda Legal Society – an organization committed to achieving full recognition of the civil rights of the LGBT community

COLLEGE OF ARTS & SCIENCE

- Passed the Diversity Intensive requirement for all majors in the college
- Hired Associate Dean for Graduate Studies, Faculty Development and Inclusive Culture
- Increased the diversity of A&S academic advisors
- 6-year graduation rate for Black students increased from 50% to 63% (2015-2019)

AND GROWING WITH PURPOSE

COLLEGE OF AGRICULTURE, FOOD AND NATURAL RESOURCES

- Developing a new Latinx certificate
- Requires statement of inclusivity and diversity for all faculty applicants
- Established Life Science Quest Summer Academy for high school students
- 6-year graduation rate for Black students increased from 46% to 63% (2015-2019)

COLLEGE OF EDUCATION

- Established the Bridge – a conversation space for students, faculty and professional staff to develop and expand cultural knowledge and competencies
- Established the Recruitment and Retention Office
- Launched MU Chapter for National Alliance of Black School Educators

SCHOOL OF JOURNALISM

- Requiring new course proposals to include information about how inclusion, diversity and equity will be incorporated into the course
- KBIA radio produced the special conversation series “You Don’t Say” – an oral history project with Black Columbia residents
- 6-year graduation rate for Black students increased from 66% to 69% (2015-2019)

MIZZOU ATHLETICS

- Formed Mizzou Athletics Committee on Inclusive Excellence (MACIE)
- Hosts Inclusive Excellence Mile Run

DIVISION OF STUDENT AFFAIRS

- Established Celebrate Ability Week
- Established the Greek Allies Program; and Team Mizzou Recruitment

OFFICE FOR CIVIL RIGHTS & TITLE IX

- Expansion of office to include Civil Rights
- Hired an Education & Prevention Coordinator

MU EXTENSION

- Established Extension Diversity and Inclusion Council
- Increased Black NTT faculty members from 4 to 11 and promoted 4 Black faculty members (2015-2019)
- Supports Missouri College Advising Corps (MCAC)

MU HEALTH CARE

- Dr. Camila Manrique Acevedo recently awarded diversity supplement to support postdoc fellow through the NIH – more than \$100K/year for 4 years

JOINT OFFICE OF STRATEGIC COMMUNICATIONS AND MARKETING

- Standardized practices and policies in social media, MU Style Guide and more to ensure inclusive and accessible communication across campus

MIZZOU ADVANCEMENT

- Hired Senior Director for Inclusion, Diversity and Equity
- All onboarding staff take course titled, “What is Advancement IDE?”

LAUNCH OF MAXIMIZING ACCESS TO RESEARCH CENTERS (MARC) PROGRAM (June 1)

- NIH awarded MU nearly \$1M/year for 5 years to establish a biomedical training program. Will train undergraduates from diverse backgrounds for research careers in biomedical sciences, particularly careers that require a Ph.D.

LAUNCH OF MIDDLETON CENTER FOR RACE, CITIZENSHIP AND JUSTICE (pending Board approval)

- Partnership between College of Arts & Science and School of Law

INSTITUTIONAL INFRASTRUCTURE - PROGRESS

UNIT	BRIEF DESCRIPTION	AWARD
EDUCATION	Access & Success: Expand recruitment efforts in Missouri high schools	\$100,000
EDUCATION	Access & Success: Create a mentoring network and programming for students, faculty and staff	\$50,000
ENGINEERING	Education & Scholarship: Create a social justice course within the college	\$30,000
ENGINEERING	Community Engagement: K-5 Outreach Efforts – STEM Cubs	\$12,000
ENGINEERING	Climate: Create ZOUME	\$10,000
ENGINEERING	Access & Success: Increase Diverse Faculty	\$90,000
ENGINEERING	Access & Success: Expand Minority Engineering Program	\$30,000
ENGINEERING	Access & Success: Expand diversity scholarships for annual summer camp for high school students	\$30,000
ENGINEERING	Access & Success: Expand fellowship for URM and women graduate students in engineering	\$80,000
ENGINEERING	Access & Success: Increase graduate fellowships for women and URM graduate students for professional development	\$60,000
EXTENSION	Access & Success: Youth Futures College Within Reach annual conference	\$32,350
HES	Climate: Redress accessibility needs in existing buildings	\$24,000
JOURNALISM	Access & Success: Create investigative journalism summer workshops for diverse students	\$53,202
JOURNALISM	Access & Success: Develop Schooljournalism.org	\$53,000
LAW	Access & Success: Reestablish staff position for Diversity Coordinator/Academic Success Director	\$80,000
LAW	Access & Success: Establish Visiting Assistant Professor Program	\$100,000
LAW	Access & Success: Match Shook, Hardy & Bacon diversity grant	\$10,000
LAW	Access & Success: Increase funding levels for School of Law diversity scholarships and tuition waivers	\$100,000
MEDICINE	Access & Success: Increase Chancellor's Diversity Hiring Support Initiative	\$150,000
NURSING	Education & Scholarship: Expand existing program for diverse undergraduate and graduate students	\$14,700
SHP	Access & Success: Create FTE staff position to advance holistic admissions	\$70,000
VETERINARY MEDICINE	Access & Success: Expand recruitment efforts for URM students	\$14,000


INSTITUTIONAL INFRASTRUCTURE – GOING FORWARD

WE COMMIT TO enhance the Inclusive Excellence Framework and the execution of our strategic goals.

Example: New “Bias Hotline”

- By August 15, we will launch a “Bias Hotline” for anonymous reporting for all students, faculty and staff.





ACCESS & SUCCESS

ACCESS & SUCCESS - PROGRESS

We have focused on building greater pipelines to the university and enhancing holistic support.

KC Scholars program

UM System created \$60M scholarship program for KC Scholars in 2018

- \$10K scholarship/year for 5 years to over 800 Kansas City-area students
- **98% retention 2018-2019**
- **131 scholars 2019-2020 (up from 51 the year before)**

Center for Academic Success and Excellence (CASE) Scholars program

Five Pillars: Academic enrichment, Career development, Financial literacy, Sense of belonging, Wellness

- **500+ Scholars**
- **94% retention 2018-2019**



ACCESS & SUCCESS - PROGRESS

Missouri Louis Stokes Alliance for Minority Participation in STEM (MOLSAMP)

NSF-sponsored program to broaden diverse participation in STEM disciplines

- MU hosts a comprehensive summer research program for 10 scholars from across the alliance
- **In 2018, MU received increased funding to expand program services to more MU students**
- 100% of students served are matriculating through their current STEM discipline

McNair Scholars Program

Supported by the Dept. of Education, this program prepares eligible undergraduates for graduate study

- **162 total doctoral degrees and over 300 master's degrees earned by scholars to date**
- 94% of the current cohort's graduating seniors applied for and will be pursuing graduate study



ACCESS & SUCCESS - PROGRESS

Graduate Scholars of Excellence (GSE)

GSE helps graduate student organizations better serve underrepresented and underserved graduate students

- Program receives approximately \$28,000/year in funding through the Division of IDE
- Efforts include: increasing retention and success resources, supporting programming for professional development, strengthening community building, mentoring URM undergraduates interested in graduate study
- GSE scholars earn \$1000/year stipend and support for program activities
- **25 students in 2019-2020 cohort**
- **30 students expected in 2020-2021 cohort**



ACCESS & SUCCESS - PROGRESS

Southern Region Education Board (SERB) Doctoral Scholars Program partnership

- Goal to increase number of minority students who earn doctorates and pursue a career in academia
- Eight MU doctoral students currently participating

Inclusive Teaching

- Office of Inclusive Engagement and the Teaching for Learning Center is offering a program for inclusive teaching strategies and tandem equity-minded interventions
- Faculty Institute for Inclusive Teaching (FIIT) promotes the development and practice of inclusive teaching practices
- Teaching for Learning Center partnered with Cornell University to host a 5-week hybrid course in spring 2020 called, "Teaching and Learning in the Diverse Classroom"



ACCESS & SUCCESS – GOING FORWARD

WE COMMIT TO increasing access and opportunity with a comprehensive approach.

- Admissions is collaborating with Link Unlimited in Chicago and PrepKC, among others, to help students and parents with college planning
- Admissions also continues to promote the Missouri Land Grant scholarship – and they are currently developing a test optional admissions pilot for fall 2021

WE COMMIT TO strengthening inclusive teaching practices.





RESEARCH & SCHOLARSHIP

Faculty Recruitment

Process

Faculty:

- Updated IDE Guide to Faculty Recruitment
- As of January 2020, IDE, HR and the Provost review the faculty recruitment processes, diversity recruitment plans and candidate pools for all ranked faculty positions (The School of Medicine is the only exception, but it will be included pending completion of a process that accounts for its volume of hires)

Holding Ourselves Accountable

- Recruitment efforts are part of annual evaluations for deans and provost
- COACHE survey results and actions are part of annual evaluation for deans and provost

Continuum of Recruitment Initiatives

- Recruit students
- Recruit postdocs
- Recruit faculty

RESEARCH & SCHOLARSHIP - PROGRESS

Programs and Support

Recruit Students to Research

- MARC
- Funding support is over \$5M over 5 years

Recruit Postdoctoral Students

Preparing Future Faculty Postdoctoral Program for Faculty Diversity (PFFFD)

- Funding support is over \$1.5M in 4 years

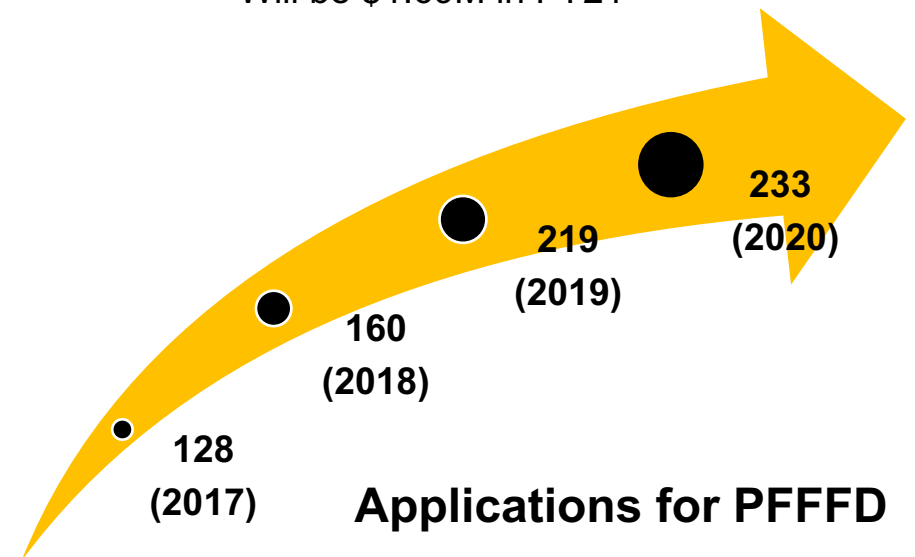
Recruit Faculty

Faculty Inclusive Excellence Fund

- Provides salary, moving expenses and research support for 3 years
- Increased from \$680K in FY16 to over \$1.33M in FY20
- Will be \$1.69M in FY21

Preparing Future Faculty Postdoctoral Program for Faculty Diversity (PFFFD)

PFFFD promotes and develops scholars in any discipline for tenure-track positions at MU or elsewhere



RESEARCH & SCHOLARSHIP - PROGRESS

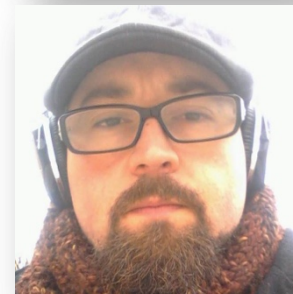
Recent PFFFD Fellows

1st cohort (4 out of 5 placed at MU):

- **Loren Bauerband**, Assistant Professor, MU
Health Sciences
- **Ruchi Bhattacharya**, Postdoc Fellow, University of Waterloo
Natural Resources
- **Sarah Jacquet**, Assistant Professor, MU
Geological Sciences
- **Terrell Morton**, Assistant Professor, MU
Learning, Teaching & Curriculum
- **M. Sofia Ortega**, Assistant Professor, MU
Animal Sciences

2nd cohort (3 out of 4 placed or continuing at MU):

- **Foriella Carlos Chavez**, Continuing Postdoc Fellow, MU
Human Development & Family Science
- **Hector Lamadrid**, Assistant Professor, MU
Geological Sciences
- **Kaleea Lewis**, Assistant Professor, MU
Public Health; Women's & Gender Studies
- **Yang Li**, Assistant Professor, University of Texas–Austin
Nursing



Retaining Faculty is a High Priority

- Pre-emptive retention
- Program reviews
- Promotion and tenure workshops
- Mentorship

Aspire's IChange Network

- In 2019, MU became part of the IChange Network of 19 universities
- IChange is an APLU initiative to recruit, hire and retain underrepresented STEM faculty and facilitate inclusive teaching and mentoring

WE COMMIT TO continuous improvement so we recruit, develop and retain faculty who are committed to research and teaching in an inclusive environment.



CAMPUS CLIMATE & COMMUNITY ENGAGEMENT

CLIMATE & ENGAGEMENT - PROGRESS

Structural changes

- The Counseling Center was overhauled and combined with Behavioral Health to become a more robust service for students
- Staff increases from 2015-2020:
 - Total counselors **increased from 27 to 33**
 - Counselors of color **increased from 5 to 11**
 - Total senior staff **increased from 12 to 20**
 - Senior staff of color **increased from 1 to 4**

WE COMMIT TO diversify our hiring pools, make our office attractive to URM counselors and encourage URM counselors to apply for our positions either for face-to-face or telemedicine visits.

CLIMATE & ENGAGEMENT – GOING FORWARD

WE COMMIT TO develop and support greater diversity education and awareness.

WE COMMIT TO increase transparency and accountability while building greater relationships between our leaders and our community.



ACE REPORT

2020 American Council on Education (ACE) report, “Leading After a Racial Crisis: Weaving a Campus Tapestry of Diversity and Inclusion”:

- Second ACE report since 2015 (first was released in 2018)
- 2020 report noted that we **improved our capacity from low to solidly moderate**
- Mizzou took steps across many areas of campus, including leadership engagement, strategic planning and community education
- More progress is needed!
- Let’s achieve it together!



IMMEDIATE ACTIONS

- Launch a “Bias Hotline”
- New requirements for mandatory Cultural Competency training and Bystander and Civil Discourse training
- Developing supervisor training to address acts of discrimination
- Hold offenders accountable
- Review “Use of Force Policies” and continue to practice “de-escalation strategies” at MUPD
- Post signs and physical messaging on campus to display our commitment to diversity and inclusion and our stance against racism and discrimination
- Modernize our video equipment to increase safety of our students, faculty, staff and visitors

We need your full support to achieve our goals for inclusion, diversity and equity.

THANK YOU