



COMMITMENT

The College is committed to creating a climate where faculty, staff, and students have the opportunity to thrive and be successful in their academic and work endeavors.

PURPOSE

This white paper is designed to be a 2015-2017 strategic roadmap for climate, diversity, equity, and accountability tactics/activities for the College and the departments/deans office that are aligned with and support the CEHD 2015-2020 Strategic Plan.

GOALS

- ❖ Create an opportunity for college leadership to reflect on their unit's climate data.
- ❖ Provide an opportunity for climate and diversity college leadership (Deans, Department Heads, and CoDI members) to learn about current climate, diversity and equity perceptions from faculty, staff, undergraduate and graduate students.
- ❖ Create ideas for a data driven climate, diversity and equity two year action plans.

CEHD 2015-2017 Strategic Alignment White Paper: Improving Climate, Diversity, Equity and Accountability through Joint Commitment and Collaboration

Introduction

The College is committed to creating a climate where faculty, staff, and students have the opportunity to thrive and be successful in their academic and work endeavors. CEHD conducts Climate Surveys (2011, 2014) to examine faculty, staff, graduate students, and undergraduate students' perceptions of organizational climate in their home department and in the College.

Purpose of White Paper

The white paper is designed to be a 2015-2017 strategic roadmap for climate, diversity, equity, and accountability tactics/activities for the College and the departments/deans office that are aligned with and support the CEHD 2015-2020 Strategic Plan. Further, the white paper:

1. Provides a framework for CEHD *Climate and Diversity Committees* (departments and the dean's office) to:
 - a. identify and plan department/deans office tactics/activities related to climate, diversity, equity, and accountability for two years (2015-2017)
 - b. utilize current survey data and findings to strategically align unit tactics
2. Creates an awareness of tactics planned and implemented across CEHD units (departments and deans office) to:
 - a. minimize redundancy
 - b. increase collaboration
 - c. increase engagement
3. Encourages a system of accountability for each unit to assess the impact of their tactics by:
 - a. being able to evidence and benchmark changes
 - b. communicate findings to the CoDI Subcommittee on Evaluation and Sustainability (Chair: Dr. Jay Woodward) to support the College's awareness and narrative on the effectiveness of programs
4. Improve CEHD climate, diversity, equity, and accountability through joint commitment and collaboration among units.

Supporting Documents

[Summary of Climate Kick Off Data](#)
[CEHD Climate Kick Off Group Activity Responses](#)
[2015-2017 Tactics/Activities Plan](#)

[CEHD 2015-2020 Strategic Plan Goal 5](#)
[Next Steps](#)



In October 2014, College leadership and members of the college wide Committee on Diversity Initiatives (CoDI) had the opportunity to present and learn from the data during a CEHD Climate Kick Off.

Goals of CEHD Climate Kick Off

1. Create an opportunity for college leadership to reflect on their unit's climate data
2. Provide an opportunity for climate and diversity college leadership (Deans, Department Heads, and CoDI members) to learn about current climate, diversity and equity perceptions from faculty, staff, undergraduate and graduate students
3. Create ideas for a data driven climate, diversity and equity two year action plan (or at a minimum create the framework and topics for an action plan to be created)
4. The action plan will be:
 - Completed by two CoDI subcommittees (*Education & Trust Building and Leadership*) and each units *Climate and Diversity Committee*
 - Presented in Dean's Council, February 2015, for endorsement and support
 - Linked to the AY15 CEHD and ODDI climate, diversity and equity plans, CEHD 2015-2020 strategic plan, TAMU diversity plan, TAMU Action 2015, and Vision 2020
 - Executed Spring 2015
 - Attendees at Climate Kick Off (October 2014): Mary Alfred, Glenda Byrns, Becky Carr, Christopher Cherry, George Cunningham, Tracy Eppers, Carol Holmes, Nancy Hutchins, Yeping Li, Lisako McKyer, Fred Nafukho, Yolanda Padron, Doug Palmer, Dawn Parker, Luis Ponjuan, Mary Ronsonet, Marie Shelfer, John Singer, Windy Turner, Crystal Vinal, Jo Ellyn Walker, Susan Ward, Nancy Watson, Vic Willson, Jay Woodward

The College will continue the *Climate Kick Off Model* as a strategy to:

- Increase awareness of the college and department perceived climates
- Foster engagement by administrators and CoDI related to the CEHD climate
- Identify tactics for the college to engage in to continually improve the climate for the CEHD constituents

Strategic alignment between the University, College and the departments increases forethought and intentionality when selecting climate, diversity, equity and accountability activities. This process builds upon the organizational capacity of the College so that collectively CEHD is better able to achieve its goals related to climate, diversity, and equity.

Background: CEHD Climate Survey Narrative

- *Spring 2011*: College wide climate survey
- TLAC (Spring 2014) and Deans Office (Summer 2014) Climate Surveys
- *September 1, 2014*: Climate surveys conducted by the CoDI Subcommittee on Evaluation & Sustainability in collaboration with the departments' Climate and Diversity Committees for the following units: EAHR, EPSY, and HLKN (faculty and staff)
- Climate survey data for each department (excel data set) sent to each department head and climate and diversity chair (EAHR, EPSY, HLKN); data sent from CoDI SC on Evaluation and Sustainability; TLAC data sent from Dr. Parker to Dr. Li; Deans Office report sent from Ms. Turner/Holmes to Dean Palmer).
- *September 22-October 5, 2014*: departments and dean's office: (1) analyzed their data, (2) created a 1-2 page handout with their findings, and (3) created a power point to present to the group
- *October 13* – Climate kick-off presentations
- *November 24* – working group, led by CoDI subcommittee on Education and Trust-building, formed to create white paper and recommendations