

Diversity Executive Summary for CEOE (2017-8 Academic year)

The College of Earth, Ocean and Environment (CEOE), which includes the Departments of Geography and Geological Sciences and the School of Marine Science and Policy, has a long standing commitment to achieve a more diverse student and faculty population and to implement procedures to improve understanding and interactions between all as noted on the University's Diversity Inclusive Excellence web site. Under Dean Atekwana, this commitment has received renewed emphasis and support. Our annual report details our commitment and notable improvements with this summary giving some highlights.

CEOE has made steady progress in recruiting undergraduate and graduate students with diverse backgrounds and from underrepresented groups. We have achieved 20% diversity for our undergraduate and 35% for our graduate student populations. Although there is an overall lack of diversity across the Geosciences (includes Earth, Atmospheric and Ocean Sciences) in the US and internationally, CEOE exceeds the national average. Nevertheless, CEOE still needs to improve in the recruitment of Hispanic and African American students.

To achieve improvements in recruitment and promoting equity, our graduate student recruitment committee has initiated activities that increase applications from underrepresented groups. CEOE also is active in student retention and mentoring activities. CEOE has many courses that meet the diversity competency (especially in Geography and SMSP) with over twenty courses having specific diversity modules. We are looking at how study abroad courses, the Research Experiences for Undergraduate Students (REU) program and the undergraduate semester in residence (SiR) program could be useful for introducing diversity topics.

Recruitment of faculty from underrepresented groups has improved as has our recruitment of female faculty. Our CEOE Advance Fellow offered workshops on recruiting and mentoring, which were well received and aided our recruitment efforts. We now require a diversity statement from each potential hire in addition to teaching and research statements. The Chair of the Diversity Committee or a designate is expected to interview each candidate from each department and the SMSP to help guide appointments of faculty from underrepresented groups.

CEOE has an active professional development program for students and faculty, which receives financial support from the Dean. Our full report lists many of our programs, which include seminars, workshops, videos and more. Attendance at these programs has been very good and shows that CEOE members desire to learn more about improving our diversity and about encouraging inclusive excellence to enhance interactions at all levels. Minutes of our CEOE Diversity Committee's meetings are circulated to all in CEOE to keep them up to date on various activities including implementation of CEOE procedures and programs that are available.

Our web site (<http://www.ceoe.udel.edu/about/committee-on-diversity>) has been updated with links to CEOE courses with diversity components, our Diversity goals and reports, and

biographies/histories of females and of others from underrepresented groups, which show our students a variety of pathways to success.