

College of Natural & Health Sciences

2022-2024 Progress Toward NHS Identity, Values, and Goals

NHS Value 3

*We value diversity in our students, faculty, and staff.
We value inclusive learning and work environments
where everyone thrives.*

Goals & Accomplishments

1. Attain equitable outcomes for minoritized and first-generation students with a focus on retention, recruitment, graduation rates, success rates in classes, and persistence in natural and health sciences.

- Unit leaders explored and continue to use disaggregated student success data through Power BI.
- NHS was awarded an Improvement Project grant from the Provost's Office to support faculty teaching gateway courses with high DFW rates.
- NHS Leadership Team expanded their understanding of DEI in higher education through readings and discussions. [Click here to view the 2022-2023 reading list.](#)
- Engaged faculty in creating a greater sense of belonging in their classrooms with the 33 Simple Strategies framework and book club discussions.

2. Adapt to the changing dynamic of the student population and of STEM and health disciplines by expanding faculty and staff participation in DEI professional development and continuously evaluating DEI practices.

- NHS faculty spearheaded a Picture a Scientist event with Dr. Jane Willenbring to discuss the sexual harassment she and other women scientists have experienced and how to make science more diverse and equitable. [Click here to learn more](#)
- The NHS Equity & Inclusion Committee (EIC) planned and executed the first and second annual NHS DEI Professional Learning Day. Over 80% of NHS faculty and staff plus many graduate assistants attended the event. [Click here to learn more](#)

3. Recruit diverse faculty and staff through equitable hiring practices in STEM and health disciplines.

- NHS faculty search committees completed equity in hiring training.
- Established affinity hour for faculty search candidates to explore campus communities of interest.
- Added a DEI-specific question or statement to the required submitted materials for each faculty search.

4. Align faculty workload to individual faculty strengths.

- NHS Policies and Procedures Committee developed an NHS Workload Policy that has been implemented beginning in AY23-24.

5. Prioritize faculty and staff retention and positive college climate.

- Implemented NHS faculty/staff socials each semester.
- Streamlined the NHS Excellence Award nomination process which doubled the number of nominations since 2021-2022.

