

GVSU Chemistry DEI-AB Professional Development Plan

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DEI-AB Goal/Outcome

GOAL --GVSU Chemistry wants to gradually increase and deepen competencies in inclusion and equity for all faculty and staff in the department, such that the department as a whole can effectively implement planned inclusion and equity policy goals, and effectively respond to unexpected challenges in the future

OUTCOME --the GVSU Chemistry Department aspires to become a place where a diverse community of prospective employees want to seek employment with our Unit, and then also want to stay as a member of our community once here

Objectives

--GVSU Chemistry Faculty and Staff report a progressively greater sense of belonging, well-being, and personal flourishing in our Department

Strategies

--meeting the needs of a more diverse student body by deepening competencies amongst all of our faculty (and staff)

--create an even greater sense of belonging in the department through inclusive practices at all levels

--being more intentional and proactive in recruitment of diverse, prospective employees to our department through targeted efforts in hiring

Professional Development Activities

--each faculty/staff member of the GVSU Chemistry Department will attend one DEI-AB workshop of their choice each academic year (suggested from a recommended list, though not prescriptive), and one Department Workshop organized for the entire Department by the Chemistry Faculty Development Committee (FDC)

Reflection on Learning

--each faculty/staff member of the GVSU Chemistry Department will submit a brief report on their findings from attendance at the workshop of their individual choice, using flexible criteria for reporting that will evolve over time as GVSU Chemistry refines its course and trajectory; each faculty/staff member of the GVSU Chemistry Department will also submit a similar feedback report on the Departmental Workshop event to the Chemistry FSD Committee

--GVSU Chemistry FD Committee will collate all received reports from individual faculty and staff members, and create a Summary Report for further, global reflection of our findings

Timeline

--Late August of current academic Year: GVSU Chemistry FD Committee disseminates the recommended list of Workshops that faculty staff members will be required to attend (at least one), and also designates the date for the Chemistry Departmental Workshop

--Faculty-staff who attended a Workshop in the Fall Semester submit their short summary report to Chemistry FD committee by end of Fall Semester; this will be the same for Winter Semester activities, and any trailing activities that may happen in Spring-Summer (SS not required for faculty staff)

--Chemistry FD Committee will compile and disseminate Summary Report(s) at the beginning of each semester, following individual reports submitted from the immediately prior semester

--in Winter Semester, Chemistry FD Committee will schedule and convene a Department Meeting to discuss all observations and content of Workshop Attendance and Summary Report(s), the purpose of which will be to update the GVSU Chemistry DEI-AB Professional Development Plan for the following Academic Year