



SSM DIVERSITY PLAN

The mission of the School of Sciences and Mathematics at the College of Charleston is to integrate discovery, innovation and education in order to serve our students, our state and our nation.

GOAL 1: Recruit, retain and graduate greater numbers of qualified minority, first generation and international students.

Strategy 1. Provide outreach opportunities for faculty and current students to meet pre-college minority students and their teachers

Tactic 1. Host small-group hands-on activities for targeted schools and audiences
Measure: The number of events and participants will be tracked

Tactic 2. Host STEM program at Education Day for Women's Basketball team
Measure: The number of schools attending and participants will be tracked

Tactic 3. Host STEM program at Rivers Dogs baseball game
Measure: The number of schools attending and participants will be tracked

Strategy 2. Provide academic support for minority students in SSM

Tactic 1. Provide personnel and financial support to the SCAMP program
Measure: Track student participation in these programs; report on students' perceptions to how these programs support academic progress.

GOAL 2: Recruit and retain greater numbers of women and minorities into faculty and, staff positions.

Strategy 1: Increase the recruitment pools of women, men, racial and ethnic minorities, and other underrepresented groups to faculty positions.

Tactic 1: SSM will continue to seek new ways to attract diverse applicants
Measure: Track numbers

Strategy 2: Increase the retention of women, men, racial and ethnic minorities, people with disabilities, and other underrepresented groups in our faculty.

Tactic 1: Continue to assist faculty and staff members in their professional development.
Measure: Documentation of efforts

GOAL 3: Create a supportive environment that is diverse, inclusive, and welcoming to all.

Strategy 1: Influence our students, faculty, and staff to develop as professionals with a commitment to enhancing diversity

Tactic 1: Ensure that SSM continues to be represented on the Diversity Divisional Liaison's Council.

Measure: Representation on the council and attendance at meetings will be documented.

Tactic 2: Disseminate the School's Diversity Statement Plan and promote it among all SSM students, faculty, and staff.

Measure: Diversity Statement and Plan are posted on the world wide web.