

**DIVERSITY IN RESEARCH LEADERSHIP
ACROSS THE LAND-GRANTS:
IDEAS AND ACTIONS FOR CONSIDERATION**

Karen Plaut, Chair



INITIAL CHARGE FROM ESCOP

- Where are we in terms of research leadership diversity and its potential pipeline?
- How do we create diversity in leadership and a pipeline?
- Where are we now? Where do we want to go?
- What does success look like?
- Are there actions and programmatic activities that might contribute to increasing diversity?
- What best practices can be identified and shared for regional and national associations?



TASK FORCE MEMBERS

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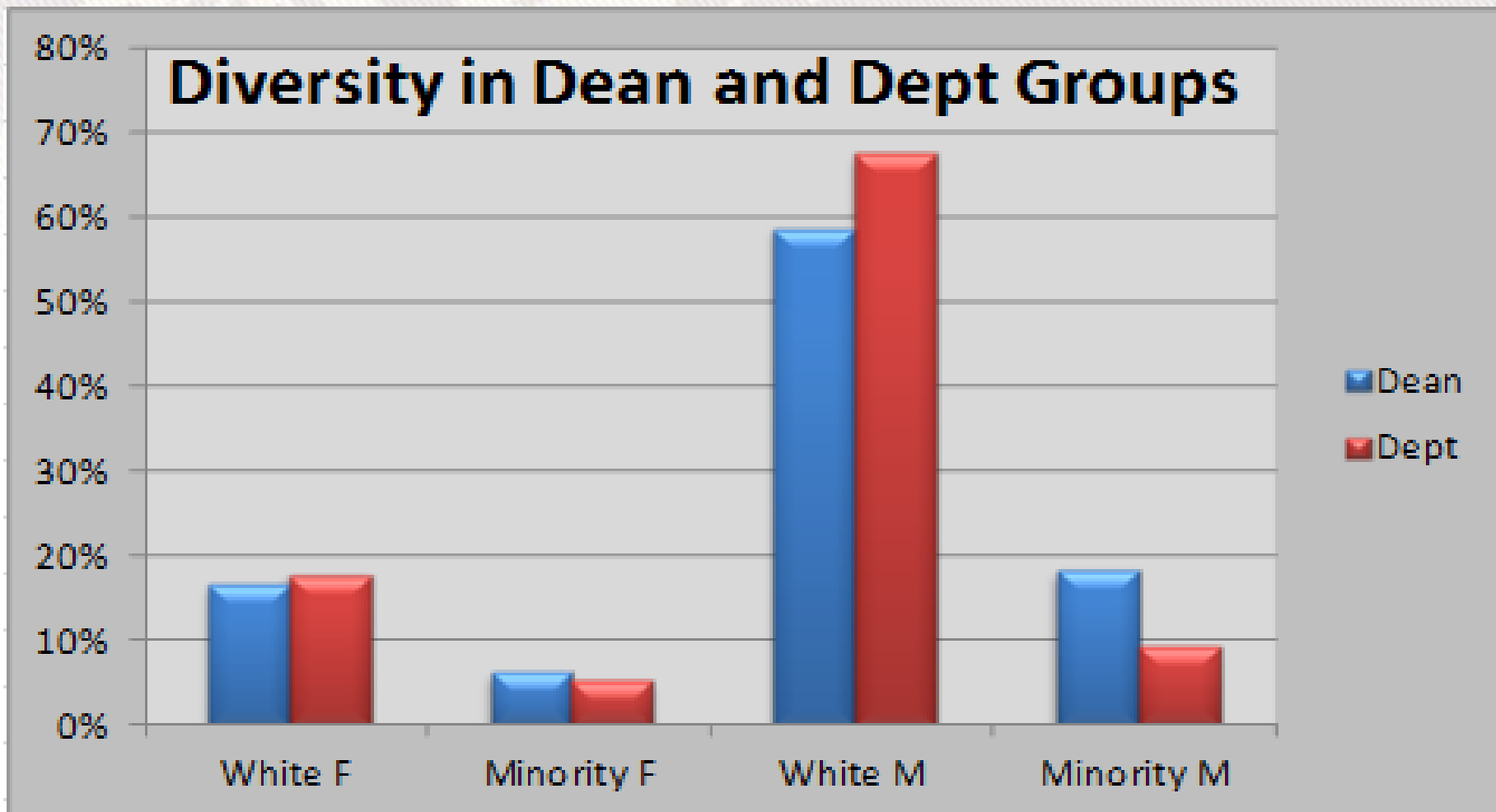
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CURRENT SITUATION



HOW TO MOVE FORWARD?

Collectively, the quantitative and qualitative information reinforces a need to evolve with a keen sense of urgency to a more diverse and inclusive organization.

Failure to do so may lead some to question the connection between our mission and our relevance to society.



IDEAS FOR IMPLEMENTATION

- Recommendations from Sub-committees
 - Recruitment and Mentoring
 - System Integration
 - Training
 - Best practices (All)
- Key Action Elements
 - Priorities
 - Costs



RECRUITMENT AND MENTORING

2 of 7 recommendations

- Conduct institutional workshops/discussion panels on administrative careers – skill sets, career paths, faculty/administrative positions and diversity issues and needs.
- Sponsor faculty participation in leadership workshops and trainings through their professional societies.



SYSTEM INTEGRATION

3 of 10 recommendations

- Create regular opportunities for active and interactive discussions on topics of diversity and inclusion with research leadership across institution types.
- Create a small group to review and make recommendations on the rules of operation, multistate guidelines, general practices, expected behaviors, and websites.
- Recognize excellence through existing and new awards.



TRAINING

3 of 8 recommendations

- Use Multi-cultural Organizational Development (MCOD) Model for assessment of benchmarks.
- Use the Inter-cultural Development Inventory (IDI) to assess cultural competencies of ESS.
- Institutionalize diversity and inclusion trainings and best practices at regional and national meetings, and through periodic webinars.



BEST PRACTICES

3 of 16 recommendations

- Help all leaders see their role in building, mentoring and encouraging a diverse faculty and staff.
- Create regular trainings and other interactive opportunities with college and departmental leadership and professional societies.
- Resources should be allocated to enhance diversity through targeted investments in GRAs, fellowships, faculty sponsorships, summer support, professional development, and other measures.



CONCLUSIONS

- Create a permanent ESS Diversity Catalyst Committee.
- Support training for the Regional Executive Directors and the Assistant Directors.
- ESCOP leadership should participate in a diversity training activity followed by a training for ESS.



QUESTIONS ??



Credit Ben Wiseman



Diversity in Research Leadership Task Force

Diversity:

the art of thinking independently - together.

Malcolm Stevenson Forbes

