

**Crop, Soil, and Environmental Science  
Diversity, Equity and Inclusion Plan**

**Dale Bumpers College of Agricultural, Food and Life Sciences  
University of Arkansas at Fayetteville & Division of Agriculture**

**Spring 2020**

## INTRODUCTION

The Crop, Soil, and Environmental Sciences department (CSES) formed a Diversity, Equity, and Inclusion (DEI) Committee in Fall 2019 in response to the University of Arkansas "[Strategic Plan For A Diverse And Inclusive UofA](#)". The charge of this DEI committee is to develop a unit level plan to assess the current state of diversity, equity, and inclusion in the CSES unit, and address any areas of concern accordingly. This unit DEI committee will work in concert with college and campus level DEI committees to ensure the unit remains current and in compliance with DEI policies and to ensure that the unit provides an environment where diversity, equity, and inclusion is valued by its students, staff, and faculty.

The University of Arkansas recently amended its mission statement to reflect an emphasis on the campus community, particularly as related to DEI. Similarly, the Bumpers College is working towards an amended mission statement. An initial action item of the CSES DEI committee was to edit the unit mission statement to better align with the updated campus and college statements. Those mission statements are listed below.

The CSES DEI Plan also summarizes current demographic data for students, staff, and faculty, indicates the current efforts being implemented to address the DEI component of our mission.

## UNIVERSITY OF ARKANSAS MISSION STATEMENT

The University of Arkansas is determined to build a better world by providing transformational opportunities and skills, promoting an inclusive and diverse culture, nurturing creativity, and solving problems through research and discovery, all in service to Arkansas. Since 1871, our fundamental purpose as a land-grant institution and state flagship remains unchanged — to serve the state of Arkansas as a partner, resource and catalyst by:

- Providing access to a comprehensive and internationally competitive public education, and fostering student success across a wide spectrum of disciplines.
- Utilizing research, discovery and creative activity to improve the quality of life, develop solutions to the challenges we face and drive the state's economy.
- Contributing service and expertise through outreach, engagement and collaboration.

Our mission provides a broad outline of the work required to achieve our vision – that the University of Arkansas represents the best of public higher education, advancing Arkansas while building a better world.

A campus-wide, collaborative effort led by Chancellor Joe Steinmetz resulted in eight Guiding Priorities and measurable goals that provide direction for the university's Strategic Plan. This roadmap for our future is articulated through unifying themes that describe who we are, what we do and why it matters.

*Office for Diversity, Equity and Inclusion Eight Priorities*

1. Personalized learning opportunities for faculty, staff and students
2. Opportunities for enhanced engagement with people of diverse backgrounds
3. Efforts to ensure inclusion and diversity as a universal value of campus through active measures
4. A budget that reflects a commitment to inclusion and diversity
5. Access to a network of resources to support an inclusive climate
6. Opportunities to enhance intercultural competency and diversity
7. Efforts to ensure our campus reflects a commitment to inclusion and diversity
8. Commitment to establish and maintain professional practices and conduct reflective of an inclusive University of Arkansas community

## DALE BUMPERS COLLEGE OF AGRICULTURAL, FOOD AND LIFE SCIENCES MISSION STATEMENT

The mission of the Dale Bumpers College of Agricultural, Food and Life Sciences is to improve the quality of life for Arkansans by preparing students for successful careers, conducting impactful research, and sharing knowledge to promote viable food and agricultural systems, sustainable environments, healthy families and vibrant communities

## CSES MISSION STATEMENT

The mission of the Department of Crop, Soil, and Environmental Sciences is to provide superior education programs at the undergraduate and graduate levels, conduct innovative research and extension programs in the crop, soil and environmental sciences, and provide superior service for citizens of Arkansas and the nation while promoting a diverse, equitable, and inclusive environment.

## CURRENT DEMOGRAPHIC DATA

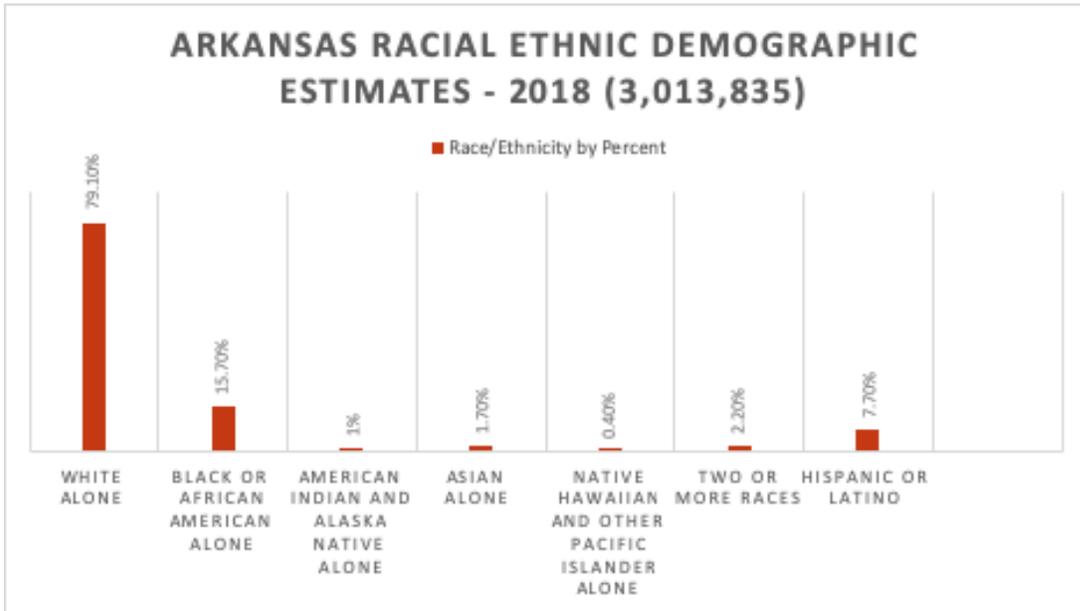


Figure 1. Data illustrating Racial Ethnic Demographic Estimates for Arkansas in 2018. Note: The estimated total population for Arkansas in 2018 was 3,013,835.

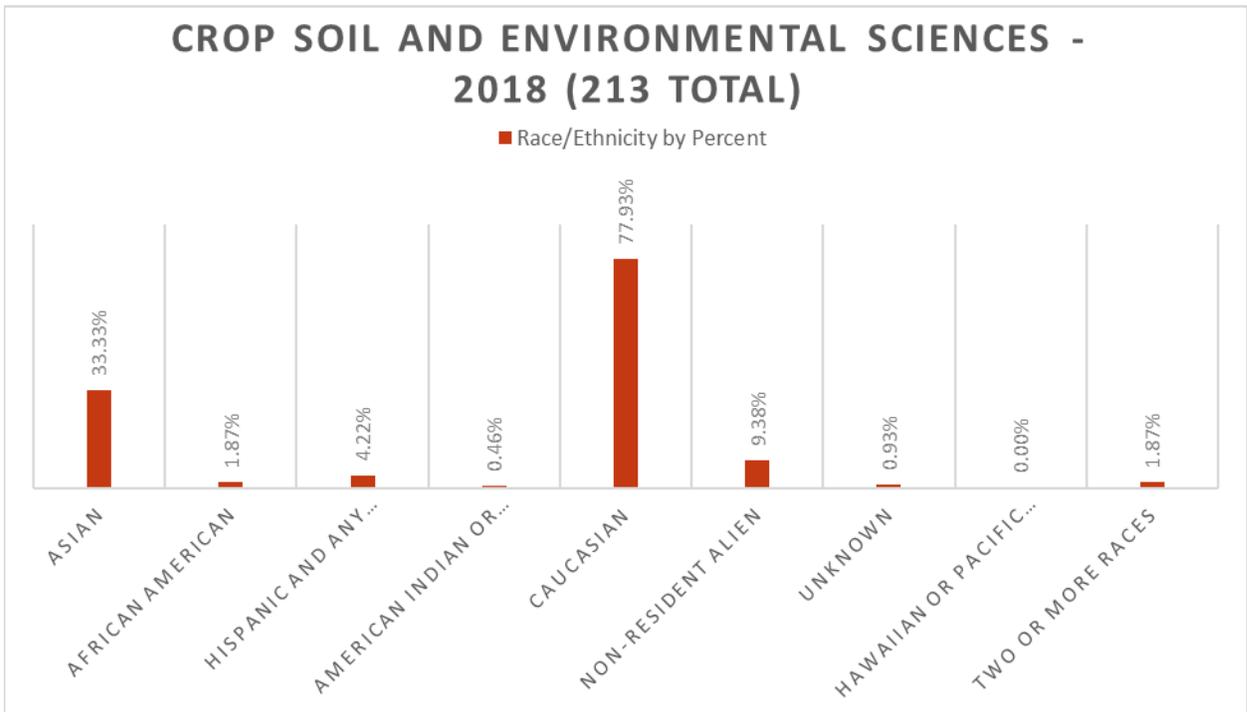


Figure 2. Data illustrating Racial Ethnic Demographic Estimates for CSES in 2018.

**Table 1. CSES Undergraduate Student Population (2016-2019)**

	<b>Sp16</b>	<b>Fa16</b>	<b>Sp17</b>	<b>Fa17</b>	<b>Sp18</b>	<b>Fa18</b>	<b>Sp19</b>	<b>Fa19</b>
<b>Male</b>	55.4%	58.1%	52.3%	55.1%	48.4%	54.7%	54.8%	51.5%
<b>Female</b>	44.6%	41.9%	47.7%	44.9%	51.6%	45.3%	45.2%	48.5%
<b>Asian</b>	1.8%	1.6%	1.5%	4.3%	3.2%	1.6%	1.6%	1.5%
<b>African American</b>	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.6%	3.0%
<b>Hispanic/Latino</b>	5.4%	6.5%	6.2%	5.8%	4.8%	1.6%	4.8%	6.1%
<b>American Indian or Alaska Native</b>	1.8%	4.8%	4.6%	1.4%	1.6%	3.1%	3.2%	3.0%
<b>Caucasian</b>	91.1%	87.1%	87.7%	87.0%	88.7%	90.6%	87.1%	83.3%
<b>Non-Resident Alien</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Unknown</b>	0.0%	0.0%	0.0%	1.4%	1.6%	1.6%	1.6%	3.0%
<b>Hawaiian or Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Two or More Races</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Table 2. CSES Current Faculty Population (2016-2019)**

	Gender	Race/Ethnicity	2016	2017	2018	2019
<b>TOTAL</b>			12	12	12	14
	Male		7	7	7	9
		Asian or Pacific Islander	1	1	1	1
		Caucasian	6	6	6	8
	Female		5	5	5	5
		Hispanic or Latino	1	1	1	2
		Caucasian	4	4	4	3

**Table 3. CSES Graduate Student Population (2016-2019)**

<b>Spring 2019 GRAD</b>			
Race/Ethnicity	Male	Female	Total Student
Asian	1	0	1
African American	1	0	1
Hispanic/Latino	1	0	1
American Indian or Alaska Native	0	0	0
Caucasian	4	7	11
Foreign	1	1	2
Unknown	0	0	0
Hawaiian or Pacific Islander	0	0	0
Two or More Races	0	0	0
Total Male/Female	8	8	16

## CURRENT DEI EFFORTS

In the past several years, CSES has addressed DEI by:

1. Encouraging all faculty to complete the sexual harassment/Title IX training

In 2019/2020, CSES will implement new strategies to promote DEI efforts:

1. We are forming the first CSES DEI Committee (consisted of Lisa Wood only October 2019): Proposed Mary Savin, Nilda Burgos, and Andy Pereira.
2. We will assess intercultural competency among all faculty, staff, Honors undergraduate, and graduate students in CSES on the Intercultural Development Inventory (IDI) in 2020.
3. CSES Retreat (August 2020) will partially focus on unit DEI plan.

## FUTURE GOALS IN DEI & PLAN ASSESSMENT

As stated in the campus diversity plan, we feel that our faculty, staff and student body ideally should parallel the diversity of our state. However, we recognize that will be difficult to achieve in each case due to the limited availability of minorities in some crop, soil, and environmental science disciplines and the limited diversity that exists in Northwest Arkansas. Therefore, many of our specific goals for student, faculty and staff diversity are a compromise between what we ideally want to achieve and what constitutes a realistic but ambitious goal.

We will work with the AFLS DEI coordinator to obtain survey data that is unit specific in an attempt to address any underlying equity and inclusion concerns from our students, faculty, and staff.

In addition, the unit head will assess faculty and graduate student DEI attitudes and concerns through the annual evaluation process. Undergraduate attitudes and concerns towards DEI will be assessed during the exit interviews between the unit head and graduating seniors. Supervisors will be encouraged to obtain DEI feedback from unit staff during their annual evaluations.

## APPENDIX – ADDITIONAL ACTION ITEMS UNDER CONSIDERATION

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION ITEM</b>	<b>STARTING</b>
<b>Short Term Goals:</b> <i>Create and expand DEI professional development opportunities for faculty, staff, and students.</i>		
	CSES will promote a Diversity Calendar Poster Board to be displayed in PTSC near the CSES main office	Fall 2020
<b>Midterm Goals:</b> <i>Promote a welcoming environment for diverse undergraduate and graduate students through recruitment, retention, and support programs.</i>		
	CSES will appoint rotating members on/off the CSES unit and Bumpers DEI Committees every 2 years.	Spring 2020 (appoint)
	All incoming graduate students will be required to attend the graduate student orientation training program offered by the graduate school, as well as participate in cultural competence training.	Fall 2020
	Work with the unit recruiter to help recruit students from all over the state of Arkansas, and specifically underrepresented students	Spring 2020
	Analyze communications/messages about our CSES programs, services and resources to determine how effectively we are publicizing/sharing information	Spring 2020
<b>Long term Goals:</b> <i>Create an inclusive climate and culture for all faculty, staff, and students, and make an impact in NWA communities through developing a culturally competent workforce, implementing outreach programs, and ultimately creating an inclusive climate.</i>		
	The diversity of our student body should be no less than 20% of our total student body in the college. The goal is to increase annually among racial/ethnic demographics (i.e., African American and Hispanic students) by a ½ percentage point for underrepresented groups for 1-2 years and to increase in later years.	Fall 2020
	The diversity of faculty in CSES should be no less than 15% minority. As part of the hiring process, all applicants will be required to write DEI Impact Statements.	Fall 2021
	CSES will strengthen promotion and tenure processes by requiring applicants to write DEI Impact Statements as part of their professional packet.	Fall 2021
	CSES will strengthen and expand teaching strategies that promote DEI and cultural	Fall 2020

	competency, through faculty retreats and trainings.	
	CSES will increase student engagement with campus resources and events on DEI through student organizations, teaching and working with students.	Fall 2020