

**Department of Entomology and Plant Pathology
Diversity, Equity and Inclusion Plan**

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

Spring 2021

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.

DEPARTMENT OF ENTOMOLOGY AND PLANT PATHOLOGY

About the Department

The Department of Entomology and Plant Pathology (ENPL) resulted from the merger in 2018 of the Department of Entomology and the Department of Plant Pathology. The Department offers Masters of Science degrees in Entomology and Plant Pathology and a Doctor of Philosophy degree in Agricultural, Food and Life Sciences with concentrations in Entomology and Plant Pathology and a Doctor of Philosophy degree in Plant Science.

Research and Extension Programs affiliated with the Department are located in the University of Arkansas, Fayetteville, as well as, in Experimental Stations across the state. Personnel affiliated with the Department include teaching, research and extension faculty, graduate students, administrative staff, program associates, postdoctoral associates and hourly workers.

DEPARTMENT OF ENTOMOLOGY AND PLANT PATHOLOGY MISSION STATEMENT

The mission of the Department of Entomology and Plant Pathology (ENPL) is to engage in high quality basic research in molecular biology of insects, pathogens and host-plant interactions, applied pathology and pest management, to achieve excellence in graduate and undergraduate education, and to disseminate information to serve the state of Arkansas through cooperative extension and outreach. The department strives to strengthen diversity of faculty, students and staff, while enhancing equity and inclusive practices.

DIVERSITY, EQUITY AND INCLUSION PLAN

This plan was developed by a subcommittee composed of two faculty members, a staff member and two graduate students.

STRATEGIC OBJECTIVE	ACTION ITEM	STARTING
Short-Term Goals: To incorporate concepts of DEI in curriculum for graduate students (addresses Priority 1 and 4).		
Activities	<p>Use the seminar courses PLPA5001 and ENTO6071 to invite speakers from underrepresented minority backgrounds to give scientific presentations and share their career experience as underrepresented minorities with ENPL students. <u>Target:</u> 5 speakers per semester</p> <p>Use the seminar courses PLPA5001 and ENTO6071 to invite speakers from IDEALS institute. <u>Target:</u> 2 speakers per semester</p> <p>Leaders of the activity: Faculty members in charge of PLPA5001 teaching</p> <p>Budget: \$2,000</p>	Fall 2021
	<p>Provide information on diversity-related events and workshops on campus and in the community using digital platforms and the ENPL bulletin boards.</p> <p>Leaders of the activity: ENPL office staff</p>	Fall 2021
	<p>Develop guidelines to create a Student Diversity, Equity and Inclusion Award for students to encourage participation on DEI-related activities.</p> <p>Leaders of the activity: ENPL Awards Committee</p> <p>Budget: \$500</p>	Fall 2021
Mid- Term Goals: To provide DEI training for faculty and staff		
	Develop partnership with IDEALS institute to provide workshops for faculty and staff	Fall 2022

Activities	Leaders of the activity: ENPL DEI Committee and ENPL department head	
	Use participation in DEI trainings and activities as metrics for faculty evaluations. Leader of the activity: ENPL department head	
	Develop information packet for new faculty to address DEI related situations: Title IX, CAPS, and special accommodations for students. Leaders of the activity: ENPL DEI Committee	Fall 2022
Long-Term Goal: Enhance recruitment, promotion and retention of diverse faculty and faculty commitment to DEI		
Activities	Require DEI Impact Statements when hiring faculty. Leaders of the activity: Faculty hiring committees	Spring 2021
	Require faculty in hiring committees to take DEI-related training Leaders of the activity: ENPL department head	Spring 2021
	Develop better metrics to avoid implicit biases in students' evaluations when evaluating diverse faculty. Leaders of the activity: ENPL faculty	Fall 2021
	Make efforts for equitable division of teaching and service responsibilities. Leaders of the activity: ENPL department head	Fall 2021

STRATEGIC OBJECTIVE	ACTION ITEM	STARTING
Short-Term Goal: Provide research opportunities to underrepresented undergraduate students (addresses Priorities 2, 3 and 4)		
	Advertise Adair Bollenbacher Summer Research Internship in minority institutions. Leaders of the activity: ENPL Awards Committee	Spring 2021

Activities	Select undergraduate students from minority backgrounds at Uof A for research internships. Leaders of the activity: ENPL Awards Committee Campus and extension faculty. Budget: ENPL scholarships, Federal funded grants	Summer 2021
	Advertise jobs and research opportunities in ENPL with minority organizations in campus. Leaders of the activity: ENPL faculty	Fall 2021
	Encourage faculty to include DEI activities in their federal funded grant proposals. Leaders of the activity: ENPL DEI Committee	Fall 2021
Mid- Term Goals: Recruit graduate students from regional universities and colleges that focus on minority students.		
Activities	Present research in conferences of minority societies, i.e Society for Advancement of Chicanos/Hispanics and native Americans in Science (SACNAS). Leaders of the activity: Hispanic ENPL Faculty and students	Spring 2022
	Provide guest lectures and/or online classes in minority serving institutions Leaders of the activity: ENPL faculty Host teachers from state minority institutions to work in ENPL research and extension programs during the summer. <u>Target:</u> 2 teachers/year Leaders of the activity: ENPL faculty	
	Schedule 2 visits to minority serving institutions. Leaders of the activity: ENPL faculty	Fall 2022
	Plan one state trip for graduate students as part of their orientation.	Fall 2022

	Leaders of the activity: ENPL faculty Budget: \$4,000	
--	--	--

STRATEGIC OBJECTIVE	ACTION ITEM	STARTING
Short-Term Goal: Create an inclusive climate for faculty students and staff (addresses Priorities 3 and 5, 6,7,8)		
Activities	Use digital boards to introduce new faculty, students and staff. Leaders of the activity: ENPL office staff	Spring 2021
	Use digital boards to provide cultural competency tips. Leaders of the activity: ENPL DEI Committee ENPL office staff	Spring 2021
	Schedule one international pot-luck event during each semester to showcase the cultural diversity of the department Leaders of the activity: ENPL DEI Committee	Fall 2021
	Schedule bi-weekly social activities to integrate members of the department Leaders of the activity: ENPL DEI Committee	Fall 2021