Title IX

In early 2015, a chief diversity officer position was created and titled vice chancellor for human resources, equity and inclusion to spearhead Title IX efforts on campus. Missouri S&T also created a Title IX Strategic Curriculum Committee to inform faculty, staff, and students on processes related to Title IX requirements such as “Not Anymore” bystander intervention programs. The campus is implementing these programs to ensure everyone is informed about safety, security, rights, and protections. The campus established a Mental Health and Sexual Assault work group to assist with Title IX Task Force initiatives. For Title IX initiatives: the university created an Office of Institutional Equity, Diversity and Inclusion; reallocated 3,173 square footage of space; reallocated $360,000 for space renovations; and reallocated $564,728 for staff hires, matched by $464,059 from the University of Missouri System for additional support. Staff hired to address Title IX gaps: 1) health educator/prevention specialist; 2) compliance specialist; 3) director of institutional equity, diversity and inclusion; 4) university investigator; 5) training and program development educator; 6) senior support staff for Title IX operations; 7) office support staff for counseling and case management; 8) intake officer; 9) office support assistant Title IX operations; 10) office support staff student wellness; and 11) student peer educators.

“Let’s Talk” Series

Following the shooting of Michael Brown in Ferguson, Missouri, in August 2014, Missouri S&T’s Chief Diversity Officer worked with members of the Black Man’s Think Tank and the Chancellor’s Committee on Diversity and Inclusion to host a series of forums for students, faculty and staff to discuss issues related to racism, bias and cultural differences. Called “Let’s Talk,” the series included two sessions in the fall 2014 semester, additional sessions throughout 2015, and continue into 2016. These sessions allow for our students, who are learning how to articulate their passion for social justice, to learn how to skillfully communicate about controversial topics related to race, bias, inequality and other difficult dialogues.

Recruitment

Missouri S&T is committed to attracting diverse and excellent pools of candidates and is also committed to retaining excellent faculty and staff. The campus provided $90,000 in incentives to departments that hired female or underrepresented minority faculty.

A graduate fellowship program aimed at recruiting first-generation and underrepresented student groups is under development. This plan will focus on providing competitive funding packages for underrepresented groups.
Campus Climate Survey
In 2012, Missouri S&T initiated and conducted a comprehensive campus climate survey. The survey will be administered again in 2017. In 2015, students were surveyed to gain a better understanding of issues affecting under-represented groups, including people of color, women and the LGBTQ community. As a result of that survey and other initiatives, the university has refined its processes for addressing issues related to discrimination and harassment, and has developed an online form through which students, faculty and staff may report incidents (anonymously, if they wish). Results from the April 2015 system-wide student survey are available at titleix.mst.edu.

Welcoming Environment
Missouri S&T has placed focus on creating a diverse and welcoming environment and provide the following activities: 1) Sex, Alcohol and Clickers sessions; 2) a national speaker on high-risk alcohol and sexual assault; 3) a bystander intervention committee, STEP UP!, and conducted training with participants; 4) training for stereotypes, biases and micro-aggression for student health; 5) training for alumni relations to recruit alumni to serve on the Lesbian, Gay, Bi-sexual, Transgender and Ally Advisory Board; 6) training at retreats on diversity and leadership topics; 7) training Greek leaders in Title IX; 8) webinars/trainings for the residence halls on students with disabilities; 9) affinity groups such as an Asperger support group; 10) additional website content on gender-neutral, disability-accessible restrooms and resources; 11) presentations to fraternities by Greeks Advocating for Mature Management Alcohol (GAMMA) on Drinking Protective Factors; 12) provided counseling to 662 students in 2015, an increase of 42 percent from 2014; 13) extensive training for search committees on equity, diversity, and inclusion; and 14) training for campus leadership on cultural competencies.

Diversity Metrics
The campus remains committed to creating a diverse and welcoming environment for faculty, staff, and students. Since our 2012 baseline, the number of staff underrepresented minorities has increased by 31 percent; the number of female tenured, tenure-track faculty has increased by 12 percent; the number of female ranked non-tenure track faculty has increased by 44 percent; and the campus has tripled the number of female department chairs. The campus continues to remain committed to becoming competitive in a global environment.

<table>
<thead>
<tr>
<th>Fall 2015 Underrepresented Demographics</th>
<th>Students</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>2,043</td>
<td>549</td>
<td>158</td>
</tr>
<tr>
<td>Underrepresented Minorities</td>
<td>724</td>
<td>56</td>
<td>26</td>
</tr>
<tr>
<td>Minorities</td>
<td>1,061</td>
<td>79</td>
<td>167</td>
</tr>
</tbody>
</table>

Students Voiced Their Concerns
Coordination of diversity programs on campus need improvement

Efforts are underway to develop more collaborative relationships between areas with diversity programming focus.

Mentoring programs not comprehensive for underrepresented groups

Mentoring programs are being tied to the admissions cycle and are in the process of being addressed. Our strong alumni base is excited about working with students and helping bolster support for minority groups.

Diversity programming and education not reaching a majority of students

Diversity is not a minority issue. We are taking a cultural competency approach in exploring options.

Lack of representation among faculty and staff

Lever 3.4 of the campus strategic plan addresses the need for the recruitment and retention of diverse faculty members. Both colleges are actively working on recruitment programs. An initiative to help recruit African American faculty for full-time and visiting scholar positions is underway.

The Chancellor’s Committee for Diversity and Inclusion created actions that have been integrated into the university’s strategic plan.

The Office of Student Diversity, Outreach, and Women’s Programs (SDOWP) is located in newly-renovated facilities at 605 W. 11th Street. SDOWP recruits and supports Missouri S&T’s female and underrepresented minority students.