

Item 11 ESCOP Diversity in Leadership Task Force

Presenters: Karen Plaut and Jeff Jacobsen

Action: For Information Only

Task Force Members

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Background

The Diversity Task Force was created by ESCOP to explore the topic of diversity in research leadership across the Land-grant University System, to provide ideas and actions for consideration, and to supplement institutional, regional and national diversity and inclusion efforts. The focus should be primarily on enhancing diversity among the Experiment Station Directors, Research Directors, and their associates and assistants.

Summary of Activities

The 16-member Task Force has worked through teleconferences, literature readings and associated activities, and electronic communications. The group has refined the Task Force charge, created timelines and reached consensus on overall purpose, approaches and desired outcomes. To date we have generally discussed diversity and inclusion issues across the spectrum of LGUs programs – teaching, Extension and research with undergraduate and graduate students, staff, faculty and administrators. Members have reviewed and discussed some information and data associated with the university faculty diversity across all of the 1862 and 1890 institutions. In addition, prior information was collected across dean and department units just in ‘Colleges of Agriculture’ and their respective departmental units. Both data sources were grouped into the regional association groupings. Collectively, this information shows a consistent view of limited diversity with some regional variations.

Most recently, the Task Force has synthesized our discussions into nearly 25 Concepts. The Concepts were grouped to encompass multiple similar ideas for the purpose of forming working groups that could address a specific topic. Their purpose is to create specific actionable ideas applicable to strategic activities to improve ESS. At this point in time the Core Concepts were grouped into five areas: Recruitment and Mentoring, Training, Regular ESS Activities, Integration and Best Practices. These will serve to frame our initial recommendations and will likely evolve as more information is presented and prioritized as key action items. Our next call is March 7, 2016.