

Michigan Tech Strategic Planning and Reporting

Unit Name: CFRES

Updated: 12/14/23

Goal #1: Understanding existing and long-term diversity and sense of belonging at CFRES and threats to sense of belonging		
Projected Outcomes from Baseline:	Timeline:	Actual Outcomes:
1. In consultation with CFRES constituents, use the results of climate surveys specified in the Action Items below to identify key areas (e.g., fall camp, gender dynamics within majors, LGBTQIA+) that impact sense of belonging in CFRES, both positively and negatively.	Spring 2022-23	Climate Survey was held in Spring 22'. Analysis finalized (Dec)
Action Items:		Timeline:
1. Administer CFRES baseline climate survey .		Spring 2022
2. Present results of survey and comparisons to constituents (students ¹ and at faculty/staff meeting) to gather input and gain a better understanding of key survey measures (e.g., sense of belonging).		Spring 2023
3. Develop CFRES DEIS website linked from CFRES website to house data, summarize survey findings ² , and share other DEIS resources.		Spring 2022
4. Support and promote mechanism(s) to report concerns by students/staff/faculty anonymously to either the dean, University Code of Conduct, or Title IX		Spring/Fall 2023
Notes: C - Continuous		

¹Climate surveys have only been presented to faculty/staff.

²Survey findings not summarized yet in a manner that we can to share yet on the website

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Goal #2: Improve sense of belonging at CFRES		
Projected Outcomes from Baseline:	Timeline:	Actual Outcomes:
1. In comparison to the baseline survey, the follow up survey will show an average of a 10% improvement across the items identified in the Actual Outcomes of Goal #1.	Spring 2025	
2. Encourage CFRES researchers to partner with researchers at universities with whom OVPDI has created MOU's (UDC, UPRM)	AY 2022-23	
Action Items:		Timeline:
For Outcome #1		Y/N:
1. Based on planning conducted in Goal #1, especially the Actual Outcomes, develop interventions that have the greatest potential to accomplish the Projected Outcome of this Goal, whether it is an area of concern or a strength.	Fall 2022-Spring 2025	
2. The Action Items below are currently being developed, but they may be modified based on planning for Goal #1.		
a. Add a gender neutral bathroom(s) to the U. J. Noblet Forestry and Wood Products Building.	Fall 2023	Y
b. Add a lactation room to the building with clear signage and identified on the University list.	Fall 2023	Y
c. Display annual additions of murals or other art representing our local and diverse community.	Spring 2023	C
d. Continue to build relationships with contemporary tribal nations with the following results:		
i. Coordinate at least one partnership event.	Fall 2022	Y
ii. Schedule at least one meeting between tribal partners and CFRES.	Fall 2022	Y
iii. Develop at least one joint grant proposal or formal agreement with a tribal partner.	Spring 2023	Y
iv. Construct a statement that acknowledges that Michigan Tech resides within ancestral and contemporary tribal nations' homelands ceded in 1842, with actions that demonstrate this acknowledgement and our shared responsibilities to this land and the lives of indigenous peoples, such as placing this statement on the CFRES website.	Spring 2024	
3. Develop and administer a follow-up climate survey specific to CFRES to quantify differences in sense of belonging from the baseline survey (i.e., items identified in the Actual Outcomes of Goal #1 for reporting in Goal #2, Actual Outcome #1).	Spring 2025	
For Outcome #2		Y/N:
1. Contact various offices (e.g., Vice President for Diversity and Inclusion, Graduate School, Research) to determine if any existing MOUs could be used to develop articulation agreements.	Spring 2023	Y
2. Participate in work to develop relationships with institutions that serve historically underrepresented populations with the goal of articulation agreements that increase access to CFRES programs at the undergraduate and graduate levels.	AY 2021-22	
Notes: C- Continuous		

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