

DIVERSITY TEAM

STRATEGIC PLAN YEAR ONE: JUNE 2014 TO MAY 2015

- VISION:** TO HAVE NEW MEXICO'S STEM POPULATION MIMIC NEW MEXICO'S GENERAL POPULATION
- MISSION:** TO INCREASE THE FEMALE AND UNDERREPRESENTED MINORITY PARTICIPATION WITHIN ALL NM EPSCOR COMPONENTS
- GOAL:** TO HAVE AT LEAST 50% F/URM PARTICIPANTS AND EXTERNAL ENGAGEMENT IN ALL NM EPSCOR COMPONENTS BY MAY 31, 2018 WITH PRIORITY PLACED ON STEMAP UNDERGRADUATES
- OUTCOMES:** GRADUATION, ENTER HIGHER DEGREE, AND/OR ENTER WORKFORCE

OBJECTIVE ONE

Retain undergraduates through enhanced mentorship capabilities of all STEMAP Research Teams' faculty with 75% participation rate once a year.

STRATEGIES

1. Create training for NM EPSCoR researchers
2. Create an "Excellent Mentor" brand
3. Partner with FLPDI

OBJECTIVE TWO

Retain undergraduates through an enhanced NM EPSCoR support system of 45 STEMAP students by May 2018.

STRATEGIES

1. Create bigger splash for end of the summer STEMAP presentations
2. Build competitive STEMAP student research presentations
3. Provide conference travel opportunities
4. Create Academic Year Program for students
5. Track STEMAP students
6. Provide more research experience

7. Create a sense of community among students & NM EPSCoR

OBJECTIVE THREE

Connect with 75 F/URM undergraduates a year for STEMAP, UVMN, and Research Teams.

STRATEGIES

1. Identify types of recruitment
2. Create language and images that encourage diversity
3. Partner with FLPDI
4. Identify and disseminate opportunities for NM EPSCoR recruitment
5. Develop STEMAP calendar