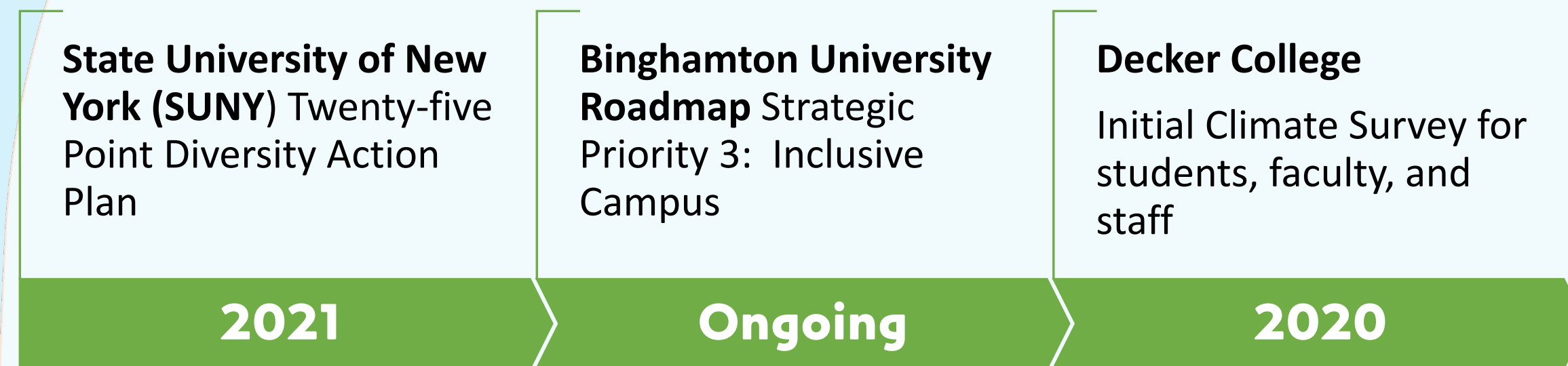


# Designing Decker College DEI Dashboard

Sharon A Bryant, PhD  
Decker College of Nursing and Health Sciences  
Binghamton University

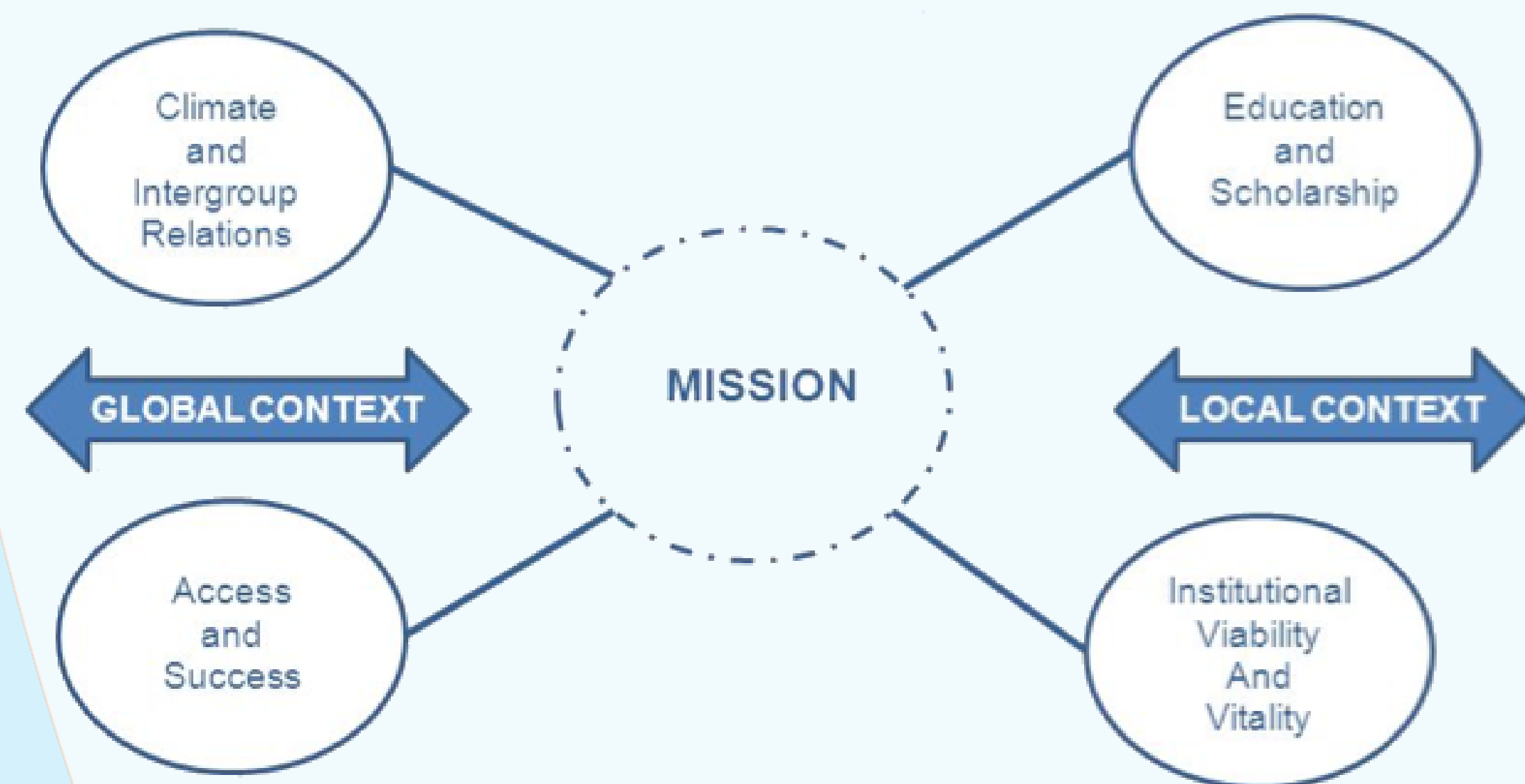
The Decker College DEI dashboard will enable us to track our progress towards creating a culture of belonging for our constituents.

- Three supporting DEI databases guide this capstone project.



Applying Daryl Smith (2007) theoretical framework to align the three supporting databases to create Decker College DEI dashboard.

## A Diversity Framework for Higher Education



Smith, Daryl G. 2009. *Diversity's Promise for Higher Education*. The Johns Hopkins University Press.

Metrics related to climate and intergroup relations indices.

- Faculty, staff, and student's agreement will diversity statements will increase by five percent when the climate survey is conducted biannually.
- By-laws committee will revise DC's mission statement to expressly support diversity, equity, and inclusion.
- Advising and Student Success office will create programs to address the social-emotional and academic development of URM students.
- DEI office to collaborate and partner with URM health-related student organizations



Metrics related to education and scholarship indices

- Embed DEI competencies throughout the 10 domains of professional nursing practice and expected in learning experiences across the curricula.
- Undergraduate/graduate curriculum committees create process to share best practices embedding racial equity into curriculum.

Process for tracking Decker College DEI metrics monthly, and annually

- Monthly staff meetings with program administrators. They will select one or more of Dr. Smith's framework indicators to report. Use the Decker College DEI metrics or create program specific DEI indicators to track monthly.
- Associate Dean of DEI will compile the monthly DEI reports.
- Decker College committees will embed DEI indicators into their committee objectives. Annually they will include DEI indicators in their end-of-year reports.
- Evaluation committee will work with the Associate Dean of DEI to determine which committee will track each Decker College DEI metric.
- The Evaluation Committee and the Associate Dean of DEI will compile these yearly DEI metrics into a yearly DEI dashboard.

Metrics related to access and success indices

- Decker College Undergraduate/ Graduate Recruitment-Retention. 20% URM undergraduates and 20% graduate student recruitment
- Strengthen and expand opportunity programs. Direct admit first-year Educational Opportunity Program (EOP) students.
- Admit EOP transfer students into the undergraduate program.

Future of Decker College DEI dashboard plans

- As Decker College expands to become a health sciences college
- Continue to align DEI metrics with the new schools (public health program, physical therapy, occupation therapy, and speech language pathology)
- Embrace culture of belonging

