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## College of Business Dean's Advisory Council on Diversity & Inclusion

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# Dean's Advisory Council on Diversity and Inclusion

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## Introduction

Dean's Advisory Council on Diversity and Inclusion (DACODI) is comprised of students, faculty, and staff who work together to ensure that the College of Business Administration (CBA) at Bowling Green State University (BGSU) is using best practices for a culture of diversity and inclusion. DACODI creates and evaluates the CBA's strategic goals and missions related to diversity and inclusion to achieve the best possible business outcomes for students, faculty, staff, and alumni of the CBA.

## Background

DACODI was inspired by research done by Catalyst on the better business outcomes produced by gender diverse businesses. To leverage the gender, ethnic, and age diversity represented in the CBA, a student organization was proposed to provide diversity and inclusion programming for students, faculty, staff, and alumni.

Upon further discussion, more information was needed on the current demographic makeup of students and faculty in the CBA. Bowling Green State University Institutional Research provided data for fall 2014 and fall 2015 on students and faculty in the CBA and the data on the University. Student data included information on enrollment status, international status, gender composition, and ethnicity composition for the undergraduate student body as well as percentages of gender in each academic plan in the CBA. Graduate student data included the number of students in each program and the gender composition of each program. Faculty data included information on the ethnic composition of faculty as well as the gender composition of each department. CBA data was compared to University data and it was found that some ethnic groups did not match the composition of the university as a whole as well as women being underrepresented in the CBA compared to the university. This data can be found in the appendices of this report.

With this data and the desire to ensure the CBA is utilizing best practices in diversity and inclusion, the decision was made to form an advisory council to implement strategic initiatives that support the University's and CBA's diversity and inclusion goals at all levels.

## Structure

DACODI was modeled after the the Bowling Green State University President's Advisory Council on Diversity and Inclusion (PACODI). PACODI makes recommendations to the President and assists with the review and development of strategic initiatives that support the University's diversity and inclusion goals at all levels.

DACODI will be comprised of the chair, members, and ex-officio members. The College of Business Associate Dean of Undergraduate Students serves as chair of DACODI for a term of one year. DACODI will do the following:

- Advise and makes recommendations to the Dean.
- Provide education, resources, and programming to students, faculty, staff, and alumni in order to implement strategic initiatives that support the University's and CBA's diversity and inclusion goals at all levels.
- Work collaboratively across all areas of the University to make progress towards achieving the University's and CBA's diversity and inclusion goals at all levels.

Membership appointments are made by the chair for a term of one year. Membership is comprised of the following:

- 4 Undergraduate Students (1 Student Ambassador, 1 International)
- 2 Graduate Students (1 International)
- 2 Faculty Members
- 1 Alumnus

Ex-Officio membership is comprised of the following:

- Associate Director of Business Career Accelerator
- Undergraduate Recruiting Coordinator
- Dean of the College of Business
- College of Business Associate Dean of Graduate Students
- Director of Multicultural Affairs
- Chief Equity & Diversity Officer
- College of Business Communications Manager of Marketing and Communications
- Administrative Assistant to the Dean's Office
- College of Business Senator of Undergraduate Student Government

The Dean's Advisory Council on Diversity and Inclusion will normally meet once a month during the academic year. DACODI may form ad hoc and subcommittee groups that may meet more frequently. These groups may include members of campus or the greater BG community. The full DACODI charge and 2016-2017 roster can be found in the appendix to this report.

## Goals

DACODI will support the diversity and inclusion strategy and initiatives set forth by the University. The University strives to build a campus and community that fosters diversity and inclusion and strives to achieve the following goals:

- Continue to increase the diversity of faculty and staff.
- Continue existing and/or design new programming to educate and inform BGSU community about diversity issues.
- Develop articulations agreements with graduate programs and other institutions to make BGSU a more diverse community.

DACODI will adopt these goals along with the following goals:

- Establish a diversity and inclusion statement for the CBA.
- Create programming for students to celebrate diversity and inclusion.
- Connect students with diversity and inclusion resources on campus.
- Create relationships with diverse alumni and companies that promote diversity.

## Performance Evaluation & Measurement of Goals

The charge is evaluated annually by The Chair in collaboration with the Dean of the CBA. DACODI sets strategy and goals annually and makes adjustments more frequently if needed.

Performance is evaluated by adherence to the charge and the achievement of goals. Goal achievement is measured by the completion of specific tasks assigned to each goal. New goals are established upon the completion of existing goals.

Demographic data is gathered each fall and compared to that of the University to evaluate if there are quantitative improvements made.

## Welcome Meeting

A welcome email has been sent out to the DACODI roster to invite them to the first meeting which was held on April 28, 2016 at 10:45 a.m. to 11:30 a.m. in BA 372. The meeting agenda included:

- Welcome
- Introduction of Members

- Discussion of Goals and Objectives
- Establish Meeting Schedule for Fall 2016 and Spring 2017

This meeting has established three goals for the 2016-2017 school year:

- Inventory best practices
- Integrate international students better, with a focus on Chinese students from our partner programs
- Increase celebrations of diversity and inclusion

This meeting has established three subcommittees for the 2016-2017 school year:

- Best Practices
- Diversity & Inclusion Celebrations
- Communications & Public Relations

The welcome email and first meeting minutes can be found in the appendix of this report.

## Future Programming & Suggestions

It is suggested that DACODI consider programming and initiatives to serve the following groups:

### General

- Create a diversity and inclusion section on the CBA website
- Form and communicate a CBA diversity and inclusion strategies and goals
- Collaborate with PACODI
- Collaborate with the greater university and Bowling Green community

### Current Students

- Create cultural and diversity events
- Utilize campus orientation and first year programs
- Create a centralized location on the CBA website of campus wide diversity and inclusion resources
- Provide diversity training for CBA student organizations from campus Student Leadership Assistants
- Inform students on multicultural scholarships, grants, research programs, and graduate programs
- Create programming to better integrate international students into CBA culture & provide them more tailored resources within the CBA

### Prospective Students

- Communicate utilization of best practices
- Create business presentations to include in multicultural recruitment programs

## Faculty & Staff

- Create initiatives to recruit diverse faculty and staff
- Introduce diversity and inclusion training

## Alumni & Companies

- Engage diverse alumni to increase involvement in the CBA
- Work with Business Career Accelerator to spotlight companies that emphasize diversity
- Create workshops on diversity in the workplace

A tentative schedule of programming is included in the appendix of this report.

## Resources

The following resources can be utilized to accomplish the goals created by DACODI and to create programming and initiatives:

### Campus Wide

- Trio Program <http://www.bgsu.edu/trio-programs.html>
- Global Village Learning Community <http://www.bgsu.edu/residence-life/learning-and-theme-communities/global-village.html>
- SMART Program <http://www.bgsu.edu/residence-life/residence-education/smart-program.html>
- Multicultural Affairs <http://www.bgsu.edu/multicultural-affairs.html>
- Undergraduate Symposium on Diversity <http://www.bgsu.edu/provost/center-for-undergraduate-research-and-scholarship/undergraduate-symposium-on-diversity.html>
- Student Leadership Assistants <http://www.bgsu.edu/center-for-leadership/student-leadership-assistant.html>
- LGBT Resource Center <http://www.bgsu.edu/access-diversity-and-inclusion/lgbt-resource-center.html>
- International Student Services <http://www.bgsu.edu/international-programs-and-partnerships/international-student-services.html>
- ESL Services <http://www.bgsu.edu/international-programs-and-partnerships/els-language-services.html>
- Cultural Student Organizations <http://bgsu.orgsync.com/>
- Women's Center <http://www.bgsu.edu/womens-center.html>
- Not in Our Town <http://www.bgsu.edu/not-in-our-town.html>
- Institutional Research <http://www.bgsu.edu/provost/institutional-effectiveness/institutional-research.html>
- Falcon Success Initiative <http://www.bgsu.edu/multicultural-affairs/falcon-watch-initiative-spring-2014.html>



- Ethnic Student Center <http://www.bgsu.edu/multicultural-affairs/ethnic-student-center.html>
- Multicultural Scholarships <http://www.bgsu.edu/multicultural-affairs/multicultural-scholarships.html>
- Diversity Workshop Requests <http://www.bgsu.edu/multicultural-affairs/diversity-program-request-form.html>
- University & Community Diversity Resources <http://www.bgsu.edu/multicultural-affairs/university-community-diversity-resources.html>
- PACODI <https://www.bgsu.edu/equity-and-diversity/presidents-advisory-counsel-on-diversity-and-inclusion.html>

#### First Year Programming

- Multicultural Success Seminar (Univ) 1510 <http://www.bgsu.edu/multicultural-affairs/programs-and-services.html>
- Big Gay Welcome <http://www.bgsu.edu/access-diversity-and-inclusion/lgbt-resource-center/programs.html>
- From Gay to ZE <http://www.bgsu.edu/access-diversity-and-inclusion/lgbt-resource-center/programs.html>
- PEAK Peer Mentor Program <http://www.bgsu.edu/pre-major-and-academic-planning/resources/peak.html>

#### Orientation & Prospective Student Programming

- SOAR <http://www.bgsu.edu/new-student/soar.html>
- International Student Orientation <http://www.bgsu.edu/international-programs-and-partnerships/international-student-services/future-students/orientation.html>
- Upward Bound <http://www.bgsu.edu/trio-programs/upward-bound.html>
- Multicultural Admissions <http://www.bgsu.edu/admissions/multicultural-students.html>
- International Student Admissions <http://www.bgsu.edu/admissions/international-students.html>

#### Alumni

- Affinity Groups <http://www.bgsu.edu/alumni/get-involved/affinity-groups.html>

#### Model University Diversity Business Pages

- Michigan State <https://mbp.broad.msu.edu/students/mbp-student-organizations/>
- Ohio State <http://fisher.osu.edu/offices/diversity-student-services/>
- University of Akron <https://www.uakron.edu/cba/about-us/inclusive-excellence.dot>
- Cleveland State University <https://www.csuohio.edu/business/student-resources/diversity-and-inclusion-business-week-2015>

## Appendix

### DACODI Roster

Last Name	First Name	Department	Affiliation	Email
<b>Siebenaler</b>	Thomas	Business Career Accelerator	Director	thomacs@bgsu.edu
<b>Barnes</b>	Ashley	College of Business	Administrative Secretary	ashnbar@bgsu.edu
<b>Williams</b>	Marjorie	College of Business	Alumni	william@bgsu.edu
<b>McGrath</b>	Herb	College of Business	Associate Dean of Graduate Students	<a href="mailto:rnmcgra@bgsu.edu">rnmcgra@bgsu.edu</a>
<b>Mohamed</b>	Zubair	College of Business	Associate Dean of Undergraduate Students	zubairm@bgsu.edu
<b>Coleman</b>	Fred	College of Business	Faculty	fcolema@bgsu.edu
<b>Weisstein</b>	Fei	College of Business	Faculty	fweisst@bgsu.edu
<b>Dorian</b>	Maggy	College of Business	Graduate Student	mdorian@bgsu.edu
<b>Tong</b>	Liwen	College of Business	Graduate Student	liwent@bgsu.edu
<b>Nieves</b>	Kaden	College of Business	Undergraduate Student	knieves@bgsu.edu
<b>Venkataraman</b>	Ameera	College of Business	Undergraduate Student	avenkat@bgsu.edu
<b>West</b>	Amy	Marketing and Communications	Communications Manager	amywest@bgsu.edu
<b>Waddell</b>	Barbara	Office of Equity and Diversity	Chair	bwaddel@bgsu.edu
<b>Monago</b>	Emily	Office of Multicultural Affairs	Director	emonago@bgsu.edu

<b>Kosakowski</b>	Susan	Undergraduate Recruiting	Coordinator	sekosak@bgsu.edu
<b>Queen</b>	Ryan	Undergraduate Student Government	College of Business Senator	queenr@bgsu.edu

### DACODI Welcome Email

Hello,

My name is Marjorie Williams and I am currently a senior in the College of Business as well as the Honors College. At this year's Women in Leadership Conference I learned from Catalyst that gender diverse businesses produce better business outcomes. Building upon this research, Dean Braun and I have been collaborating ways to ensure we are utilizing best practices for a culture of diversity and inclusion in the College of Business. As part of my honors project, we are in the process of creating the Dean's Advisory Council on Diversity and Inclusion (DACODI) and would like to have your input.

DACODI members will work with the dean to implement strategic initiatives that support the University's and College's diversity and inclusion goals at all levels. I have attached DACODI's charge in order to provide you with more information on the council.

The first DACODI meeting will be April 28, 2016 at 10:45 a.m. to 11:30 a.m. in BA 372. The agenda for the meeting is as follows:

- Welcome
- Introduction of Members
- Discussion of Goals and Objectives
- Establish Meeting Schedule for Fall 2016 and Spring 2017

Please confirm your interest as well as attendance through this meeting invite. If you have a scheduling conflict, you will be updated with meeting minutes and next steps.

We are excited to work with you and we look forward to your contributions to DACODI. Please contact me with any questions.

Thank you,

Marjorie Williams  
[William@bgsu.edu](mailto:William@bgsu.edu)  
 248-890-3105

\*email will be sent to those on DACODI Roster

## DACODI Charge

### Dean's Advisory Council on Diversity and Inclusion

#### Structure:

The council will be comprised of the chair, members, and ex-officio members. The College of Business Associate Dean of Undergraduate Students serves as chair of DACODI for a term of one year.

#### Charge:

Reviewed annually by the Associate Dean of Undergraduate Students in collaboration with the Dean of the College of Business.

- Advise and makes recommendations to the Dean.
- Provide education, resources, and programming to students, faculty, staff, and alumni in order to implement strategic initiatives that support the University's and College's diversity and inclusion goals at all levels.
- Work collaboratively across all areas of the University to make progress towards achieving the University's and College's diversity and inclusion goals at all levels.

#### Membership:

Appointments are made by the chair for a term of one year.

- 4 Undergraduate Students (1 Student Ambassador, 1 International)
- 2 Graduate Students (1 International)
- 2 Faculty Members
- 1 Alumnus

#### Ex-Officio members:

- Associate Director of Business Career Accelerator
- Undergraduate Recruiting Coordinator
- Dean of the College of Business
- College of Business Associate Dean of Graduate Students
- Director of Multicultural Affairs
- Chief Equity & Diversity Officer
- College of Business Communications Manager of Marketing and Communications
- Administrative Assistant to the Dean's Office
- College of Business Senator of Undergraduate Student Government

#### DACODI Subcommittees:

DACODI may develop subcommittees to advance its goals and mission. Only DACODI members may serve as subcommittee chairs. Subcommittees may set their own meeting schedules and agendas.

### Meetings:

The Dean’s Advisory Council on Diversity and Inclusion will normally meet once a month during the academic year. DACODI may form ad hoc and subcommittee groups that may meet more frequently. These groups may include members of campus or the greater BG community.

### Student Data

The screenshot shows an Excel spreadsheet titled "College of Business Fall 2014 Demographic Data". The spreadsheet is organized into several sections:

- Undergraduate:** Includes data for Full/Part Time students, categorized by CBA Count and University %.
- Business MBA:** Includes data for Business MBA students, categorized by CBA Count and University %.
- Academic Plan:** Includes data for various academic plans, categorized by CBA Count and University %.
- International:** Includes data for international students, categorized by CBA Count and University %.
- Gender:** Includes data for male and female students, categorized by CBA Count and University %.
- Academic Plan by Gender:** Includes data for various academic plans, categorized by gender (Male, Female), CBA Count, and University %.

The spreadsheet also includes a navigation bar at the bottom with tabs for "Fall 2014", "Fall 2015", and "Summary Sheet". The zoom level is set to 50%.

Student Data

College of Business Fall 2015 Demographic Data

Undergraduate				Business MBA			
Full/Part Time	CBA Count	CBA %	University Count	University %	Plan	Count	Academic Plan
Full	2610	96%	16614	87%	BTOLMBA	40	
Part	89	3%	1173	13%	EXEC	30	
Total	2700	99%	17787		ACCESS	1	
					MBA	1	
					FINAIDL	1	
					MBA	1	
					SCHMEL	1	
					MBA	1	
					Total	100	

Ethnicity				Academic Plan by Gender			
2 or more	CBA Count	CBA %	University Count	University %	Plan	Count	Academic Plan
Black	194	5.7%	1371	9.3%	BTOLMBA	21	21
Hispanic	4	0.1%	9	0.0%	EXEC	20	20
Hispanic	14	0.4%	58	0.3%	FINAIDL	30	30
Latino	89	2.6%	368	2.1%	ACCESS	1	1
Latino	2039	61.7%	11893	77.4%	MBA	1	1
White	381	11.2%	2369	13.3%	SCHMEL	1	1
Other	10	0.3%	51	0.3%	Total	100	100
					% Male	% Female	% Total
					50%	50%	50%

Academic Plan by Gender			
Plan	Male	Female	Total
BTOLMBA	21	21	42
EXEC	20	10	30
FINAIDL	30	30	60
MBA	1	1	2
SCHMEL	1	1	2
Total	100	100	200

Summary Sheet

Faculty Data

Copy of Faculty

Full/Part	Dep	Dept	ASST	Department Name	ID
F	AS	AI	Department	Communication	0001390
F	AS	AI	Department	English	0020240
F	AS	AS	Department	Applied Statistics/Oper	0006886
F	AS	AS	Dept of	Communication	00201767
F	AS	AS	Department	English	0009880
F	AS	AS	Department	English	00047387
F	AS	AS	Department		00800002
F	AS	AS	Ethnic Studies		00010309
F	AS	AS	Department	Higher Ed and Student Affairs	00800002
F	AS	AS	Department	Marketing	00800001
F	AS	AS	Math and Statistics Dept		00029111
F	AS	AS	Medical Laboratory		00800001
F	AS	AS	Music		00106126
F	AS	AS	Performance Studies		00800001
F	AS	AS	School of Art & Critical		00800002
F	AS	AS	School of Ed Found, Lead &		00200940
F	AS	AS	School of JHMSLS		00201762
F	AS	AS	Social Work		00201189
F	AS	AS	Social Work		00201776
F	AS	AS	VCT Tech Education		00201784
F	AS	AS	Family & Consumer Sciences		00201768
F	AS	AS	Geography		00064886
F	AS	AS	Department	Higher Ed and Student Affairs	00089863
F	AS	AS	History		00200855

Summary Sheet

Copy of Faculty

Home Insert Page Layout Formulas Data Review View

Calibri (Body) 11

General

B18

**Fulltime Instructional Faculty at Main Campus**

**All Colleges (including BA)**

	Female	Male	Total
2012-13	384 47.17%	430 52.83%	814
2013-14	355 47.33%	395 52.67%	750
2014-15	331 47.56%	365 52.44%	696
2015-16	329 48.45%	350 51.55%	679

**College of BA**

	Female	Male	Total
2012-13	26 33.77%	51 66.23%	77
2013-14	25 34.25%	48 65.75%	73
2014-15	24 35.29%	44 64.71%	68
2015-16	26 38.24%	42 61.76%	68

BA, 15-16 Sheet4 by Gender by Race Sheet2

Ready 140%

Copy of Faculty

Home Insert Page Layout Formulas Data Review View

Calibri (Body) 11

Percentage

O22

**Fulltime Instructional Faculty at Main Campus**

**All Colleges (including BA)**

	Am_Ind	Asian	Black	Hispanic	International	Multirace	Unknown	White	Total
2012-13	3 0.37%	64 7.86%	27 3.32%	28 3.44%	26 3.19%	0 0.00%	1 0.12%	665 81.70%	814
2013-14	3 0.40%	60 8.00%	25 3.33%	25 3.33%	35 4.67%	1 0.13%	0 0.00%	601 80.13%	750
2014-15	3 0.43%	42 6.03%	24 3.45%	21 3.02%	61 8.76%	2 0.29%	0 0.00%	543 78.02%	696
2015-16	3 0.44%	45 6.63%	24 3.53%	20 2.95%	50 7.36%	2 0.29%	1 0.15%	534 78.65%	679

**College of BA**

	Am_Ind	Asian	Black	Hispanic	International	Multirace	Unknown	White	Total
2012-13	0 0.00%	11 14.29%	2 2.60%	1 1.30%	1 1.30%	0 0.00%	0 0.00%	62 80.52%	77
2013-14	0 0.00%	10 13.70%	3 4.11%	1 1.37%	3 4.11%	0 0.00%	0 0.00%	56 76.71%	73
2014-15	0 0.00%	9 13.24%	3 4.41%	1 1.47%	5 7.35%	0 0.00%	0 0.00%	50 73.53%	68
2015-16	0 0.00%	7 10.29%	4 5.88%	1 1.47%	3 4.41%	0 0.00%	1 1.47%	52 76.47%	68

BA, 15-16 Sheet4 by Gender by Race Sheet2

Ready 110%

## Tentative Programming Schedule

### Diversity in Business Programming

#### **Fall Semester**

##### **August**

- DAC/Student Org Diversity Training (SLAs- <http://www.bgsu.edu/center-for-leadership/student-leadership-assistant/available-leadership-workshop-topics.html> )
- Speak to MULTICULTURAL SUCCESS SEMINAR (UNIV) 1510
- Multi Cultural Scholarships

##### **September**

- Latino Heritage Month September 15-October 15
- Fundraiser

##### **October**

- LGBT History Month
- Diversity Retreat
- Support Women in Leadership Conference

##### **November**

- National American Indian Heritage Month
- Veterans Celebration- companies that hire, grants, resources

##### **December**

- International Holiday Celebration
- Mentoring Program Enrollment

#### **Spring Semester**

##### **January**

- DIB Brunch Seminar (diversity education <http://www.bgsu.edu/multicultural-affairs/programs-and-services.html> )
- International student focus- visa, sponsorship, finding internships
- CBA MLK Day of Service Team

##### **February**

- Black History Month
- Contribute presentation to to the Black Issues Conference

##### **March**

- Women's History Month
- State of the State Conference <http://www.bgsu.edu/multicultural-affairs/state-of-the-state-conference.html>
- Contribute to multicultural conference <http://www.bgsu.edu/multicultural-affairs/multicultural-conference.html>

##### **April**

- CBA Org Potluck



- Eweek- Grants for women and minorities

## May

- Asian-Pacific Heritage Month
- Graduation Celebration-awards/scholarship

## DACODI First Meeting Minutes

Next meeting: September 8, 2016, 10:45 a.m.-12:15 a.m., BA 372

### 1. Discussion

- The DACODI charge was reviewed by all attendees
- Membership was reviewed & new members have been suggested
- Goals were discussed and established
- Subcommittees were suggested
- Future meeting dates and times were discussed

### 2. Results

- DACODI will meet the second Thursday of each month at 10:45 a.m. -12:15 p.m. Fall meeting dates are September 8, October 13, and November 10. Spring meeting dates are February 9, March 9, and April 13. Sub-committee chairs are expected to hold meetings prior to DACODI meetings and report out at the meeting.
- Marcia Salazar-Valentine, Executive Director of International Programs & Partnerships will be invited to join the group.
- Three goals for fall have been established:
  - Inventory best practices
  - Integrate international students better, with a focus on Chinese students from our partner programs
  - Increase celebrations of diversity and inclusion
- Three subcommittees are being proposed to accomplish these goals:
  - Best Practices: this group will conduct an inventory of best practices on diversity and inclusion seen in other business schools.
    - Co-chairs: Maggy Dorian & Marjorie Williams
    - Proposed Members: Tom Siebenaler (to study employment best practices, hiring for a diverse work place, discuss diversity resources seen at other institutions), Dr. Monago (to assist with adapting the climate study), Susan Kosakowski (to look into best practices for diverse recruiting)
  - Diversity & Inclusion Celebrations: this group will work directly with students and student organizations to establish a programming schedule for the 2016-2017 school year.

- Chair: Ameera Venkataraman
- Communications & Public Relations: this group will work on communicating all diversity and inclusion related news to the BGSU community and establishing diversity and inclusion material on the College of Business website.
  - Chair: Kaden Nieves
  - Proposed Members: Amy West, Communications Manager

### 3. Action Items

- All members and ex-officio members are expected to join one of the three standing committees. Please declare your interest in a committee this week by contacting the committee head.
- Subcommittee chairs please contact Marjorie Williams to solidify goals for fall.
- Maggy Dorian & Marjorie Williams please confirm the interest of proposed members of your committee and establish next steps during the summer.
- Ameera Venkataraman please contact Dean Braun on who to work with to plan diversity training for student organizations in the fall and plan a tentative calendar of events.
- Kaden Nieves please confirm the interest of proposed members of your committee and establish a proposal for updating the College of Business website.
- Chair Mohamed please work with Dean Braun to establish a budget for DACOD as well as send a member of DACODI to the PACODI summer retreat.
- Marjorie Williams please work with Donna Greenwald to get a quote from Barbara Waddell and an updated roster for DACODI.
- Open to suggestions for an undergraduate student to fill one of the student spots.
- Raise funds for DACODI (Diversity conference in the fall).
- Tom please establish workshops for recruiting international students and increasing diversity in the workplace.