

Promoting Diversity at the School of Natural Sciences

School of Natural Science faculty and staff consider diversity an important part of higher education and strive to promote diversity whenever possible. Some of the activities that are specifically aimed towards promotion of diversity and are practiced by the members of the school are listed below:

- 1- Employment practices:
 - A. During a search & screen, attempt is made to advertise as broadly as possible to reach a diverse group of people.
 - B. After Screening and interviewing the candidates, in cases where all important qualities are equal, candidates who would broaden the diversity of the school are given an edge
- 2- International Field Trip: School offers an annual international field trip that exposes students to various cultural events.
- 3- International Faculty Travel: Each year several faculty travel to various parts of the world to attend or present papers at international conferences. Often these faculty members present seminars on campus when they return and discuss their experiences, including cultural experiences, with students and other faculty.
- 4- Students study abroad: Natural Science students are encouraged to participate in programs that provide opportunities for study abroad.
- 5- Faculty/Students Research: A number of the Natural Sciences faculty members collaborate nationally and internationally with other scientists. These collaborations expose students to cultural factors in investigating and exploring science.
- 6- Classroom Discussions: Whenever possible, the faculty discuss relevant historical and cultural matters that relate to their topics of discussion in the classroom.

Annual Assessment of Diversity

Faculty report their diversity related activities in their annual report. When evaluating the annual reports, the dean assesses the diversity activities and, a report on diversity is generated.