

COSAM OIED Strategic Plan

Short-Term Goals (One-Year):

1. Strengthen communication so that all stakeholders understand the services provided by COSAM OIED, how we do them, and who we provide them for. **(Telling the COSAM Story)**
 - a. Update the webpage to reflect all the services offered by the office.
 - b. Capture images and testimonials at each event hosted by OIED and share on the website and/or social media.
 - c. Host listening sessions at least 2 times/year for faculty, staff, students, and alumni to share the work OIED is currently doing and learn ways to better engage stakeholders.
 - d. Develop a quarterly newsletter to share with stakeholders which includes news about the office, features alumni and students, and shares ways to be involved.
 - e. Increase social media engagement by 25%. Engagement can include likes, shares, follows, or comments.

Mid-Term Goals (Two- Years):

1. Foster a more inclusive climate with a greater sense of inclusion for all students, staff, and faculty by creating programming that counterbalances discriminatory practices. **(Elevate Auburn Experience for our Students; Exceptional and Engaged Faculty and Staff)**
 - a. Establish affinity groups for marginalized students, faculty, and staff.
 - b. Develop post-surveys for events to gain a better understanding of how the programs are impacting the faculty, staff, and student experience within the college.
 - c. Create a platform that allows student, faculty, and staff to voice opinions, express concerns, and ask questions. This can be in-person, virtually, or anonymously.
 - d. Develop and implement 1 program/month during the spring and fall semesters that can take place in-person or virtually tailored to a targeted stakeholder group (faculty, staff, student) that explores a specific aspect of inclusion, equity, and diversity for that constituency.
 - e. Identify current COSAM faculty/staff/departments to collaborate with to develop innovative programming that creates a greater sense of inclusion for groups traditionally underrepresented in STEM.
2. Identify new and innovative funding sources which allow OIED to support traditionally underrepresented undergraduate and graduate students in STEM (socially, academically, professionally). **(Strategic Enrollment; Elevate Auburn Experience for our Students)**
 - a. Create a donation link for the website.
 - b. Collaborate with Development, the Scholarship Coordinator, and the OIED Advisory Board to identify/develop new scholarships.
 - c. Identify and submit 2 grants/year to support student initiatives (undergraduate or graduate).
 - d. Create a yearly campaign for alumni to support OIED focusing on initiatives from the survey results that they have indicated an interest in financially supporting.
 - e. Identify current COSAM faculty to collaborate with for funding opportunities that support the mission of the office.

3. Engage COSAM BIPOC Alumni through consistent, effective communication. **(Operational Excellence; Telling the COSAM Story)**
 - a. Distribute a survey to all BIPOC alumni to determine programmatic interests to create events that cater to these interests.
 - b. Utilize the results from the alumni surveys to conceptualize quarterly alumni-focused events to engage with OIED and/or COSAM. This can include participation in existing OIED programming or the development and implementation of new alumni-focused programming.
 - c. Increase new alumni followers across social media outlets by 100.

Long-Term Goals (Three-Year):

1. Utilize and produce evidence-based practices to improve the retention and development of diverse students, faculty, staff. **(Transformative Research)**
 - a. Identify and incorporate best practices in accordance with CAS Standards to modify OIED practices to support students and staff.
 - b. Develop a survey to assess OIED scholars' pre- and post-intervention levels of academic self-efficacy, sense of inclusion in STEM settings (including at Auburn and beyond) as well as within COSAM OIED program.
 - i. Assess the impact of the program on the student retention.
 - c. Conduct town halls for all stakeholders each semester to address issues, concerns, and ways we could improve our programs to increase participation.
 - i. Utilize townhalls to develop new programming to increase participation.
 1. Assess the impact of the programs on the student retention.
 - d. Identify and incorporate best practices to retain and develop COSAM Faculty.
 - e. Identify and develop mutually beneficial relationships with organizations that focus on recruitment and retention of URM scientists and mathematicians.
 - f. Submit at least one paper for publication utilizing the collected data.
 - g. Present unique OIED programs at a national conference at least twice.
2. Leverage partnerships and collaborations within COSAM, the University, and organizations that share our commitment to IED in STEM fields to create programming for traditionally underrepresented STEM communities. **(Impactful Service)**
 - a. Identify collaborators that share a similar vision/mission as COSAM OIED.
 - b. Develop a working group of Stakeholders that meet once/semester to identify 2-3 needs that are critical to that office as it relates to IED work.
 - c. Utilize the stakeholder working points to identify and create programming to address at least one need/office each year to fulfill together. Examples could include BIPOC student enrollment, retention, and graduation or BIPOC faculty and staff recruitment, retention, and development.