

CISM Diversity Plan (September, 2005)

Mission:

CISM's diversity mission is to increase the diversity of participants in space weather research at all levels.

Goal:

CISM's goal is to involve historically underrepresented minorities and women in space weather research, or in related fields, in numbers that are significant with respect to the current participation by such groups.

Objectives:

To meet our goal we have established objectives in two areas: Recruitment and Retention, and Space Science Program Development at AAMU. The five objectives are:

Recruitment and Retention Objectives

1. Recruit undergraduates from groups who are underrepresented in science to attend graduate school in space science at CISM institutions.
2. Work with existing programs that aim to improve diversity in science.
3. Ensure that participants in Center activities and programs represent a diverse population

AAMU Space Science Program Development Objectives

4. Support the establishment of a viable space science program at Alabama A&M University, which is a leading producer African-American physics degrees.
5. Integrate the new AAMU program into the research and education programs of the Center

Program Elements:

To achieve its objectives CISM will conduct the following programs and activities.

Recruitment and Retention Programs and Activities:

1. Create a "Space Weather Weekend" workshop, advertised at minority-serving institutions where students might not otherwise be aware of opportunities in the field.
2. Inventory programs devoted to minority and women student recruitment (and retention) at CISM institutions and determine ways in which CISM can participate in and contribute to such programs.
3. Recruit a diverse participation for the summer school.

4. Recruit a diverse participation in its undergraduate programs.
5. Participate in the STC-wide partnership with GEM to recruit graduate students to CISM institutions.

AAMU Space Science Development Programs and Activities

6. Support the establishment of new degree programs in space science at the undergraduate and graduate levels.
7. Support the establishment and success of a new tenure-track faculty position in space physics
8. Ensure CISM-wide participation in a mentoring/support role for AAMU students that are engaged in CISM research
9. Provide CISM-sponsored colloquia with outside speakers at AAMU

Connecting Program Elements to Objectives:

The programs and activities described above support CISM’s diversity objectives as outlined in the following table.

Objective Program Element	1. Recruit to Space Science Grad School	2. Diversity in Science	3. Diverse Center Participants	4. Viable Space Sci program at AAMU	5. Integrate AAMU program into Center
1. Space Weather Weekend	X	X			
2. Existing programs at CISM institutions	X	X			
3. Diverse Summer School participants		X			X
4. Diverse undergrad participants	X	X	X		
5. GEM	X	X	X		
6. New AAMU degree programs		X		X	
7. AAMU faculty postioins			X	X	
8. CISM mentoring & support for AAMU students	X			X	X
9. Colloquia at AAMU	X			X	X

For each objective we have established the following metrics to assess our performance.

Objective 1: Recruit undergraduates from groups who are underrepresented in science to attend graduate school in space science at CISM institutions

Assessment	Goal	Year-3 Performance
Number of minority and female graduate students engaged in CISM research each year.	30 % of US total are women 20% of US total are minority	Current number is 30% (6/20) Current number is 25% (5/20)
Formative evaluation of the Space Weather Weekend	Overall score of “4” on a 5-point Likert scale. 1/3 of participants indicate likelihood of applying to CISM graduate schools	Evaluation score met or exceeded in all sessions 6 out 10 students new to CISM indicated interest in applying to CISM graduate schools
Summative evaluation of the Space Weather Weekend	Over the next 5 years, 7 students will begin study at CISM graduate schools	N/A
Number of women and minority students involved in CISM undergraduate research	40 % of US total are women 25% of US total are minority	Current number is 46% (13/28) Current number is 32% (9/28)
Number of minority students involved in CISM undergraduate research who go to CISM (or other space weather related) graduate schools	7 students over 5 years	5 students so far

Objective 2: Work with existing programs that aim to improve diversity in science

Assessment	Goal	Year-3 Performance
Inventory of Diversity programs at CISM campuses	CISM creates inventory of programs and find mechanisms by which CISM can contribute	N/A – To be done in coming year
Participation in STC/GEM partnership	CISM sends team to GEM meeting each summer	CISM participated in July 2005 GEM meeting in Boston.

Objective 3: Ensure that participants in Center activities and programs represent a diverse population

Assessment	Goal	Year-3 Performance
Number of minority and female graduate students engaged in CISM research each year.	30 % of US total are women	Current number is 30% (6/20)
	20% of US total are minority	Current number is 25% (5/20)
Number of minority and female participants at the CISM summer school.	1/3 of US participants are women and/or minorities	24% in 2003 (5/21) 41% in 2004 (9/22) 52% in 2005 (12/23)
Number of women and minority students involved in CISM undergraduate research	40 % of US total are women	Current number is 46% (13/28)
	25% of US total are minority	Current number is 32% (9/28)
Grade 6-14 programs target women and minorities	30% of teachers involved CISM professional development represent diverse populations	TBD

Objective 4: Support the establishment of a viable space science program at Alabama A&M University, which is a leading producer African-American physics degrees

Assessment	Goal	Year-3 Performance
New Degree programs at AAMU.	Establish new B.S. and M.S. space science degrees at AAMU	New B.S. and M.S. space science degrees now in place at AAMU
New tenure-track positions at AAMU in space science; CISM-sponsored faculty gets tenure	Hire a tenure-track space physicist with partial CISM support and provide support network	2 tenure-track positions advertised; search complete. Positions being filled this Fall

Objective 5: Integrate the new AAMU program into the research and education programs of the Center

Assessment	Goal	Year-3 Performance
CISM-wide participation in a mentoring/support role for AAMU	At least 3 CISM institutions are actively engaged in joint research/mentoring with AAMU units	Boston, FI Tech, and NCAR are working or plan to work with AAMU students
Provide CISM-sponsored colloquia with outside speakers at AAMU	AAMU will participate regularly in Access Grid Session. 2 CISM colloquium visitors/yr	AAMU regularly attends 1 colloquium last year