

## **Master of Public Policy and Administration Program Diversity Plan**

The Master of Public Policy and Administration program at Mississippi State University recognizes that planning for diversity, inclusion and access is an integral component of the program's future.

Diversity planning and implementation in the MPPA program are guided by the program mission, the MSU Vision Statement, and our program diversity statement and its initiatives.

### **Master of Public Policy and Administration Program Mission Statement**

The Master of Public Policy and Administration program strives to professionalize and diversify state and local government in Mississippi and the region. The program prepares persons to serve effectively as public administrators at the national, state, and local levels of government.

### **Mississippi State University Vision Statement**

Mississippi State University will be a leading public research university that is globally awarded and involved, accessible and responsive to many constituencies, and fully integrated with the intellectual, social, and economic development of the state, while delivering excellent programs of teaching, research, and service.

### **Master of Public Policy and Administration Program Diversity Statement**

The Master of Public Policy and Administration program at Mississippi State University recognizes and respects the differences that define each of us as individuals, including gender, color, ethnicity, national origin, age, disability, sexual orientation, gender identification, and beliefs. We recognize that a diverse mix of faculty, students, and staff promotes respect for the differences that constitute society. The MPPA program is committed to promoting and supporting diversity by providing and encouraging a multiplicity of views and perspectives in our teaching, research, engagement, and all other activities. We will actively recruit members of under-represented groups to apply for admissions into the MPPA program and the ranks of our faculty, and will provide reasonable accommodation to students and faculty with disabilities.

### **Initiatives**

- *Faculty Recruitment* - Identify underrepresented candidate(s) for open faculty position(s) and once hired, help to provide mentoring and support.
- *Student Recruitment* – Recruit more underrepresented students to the Master of Public Policy and Administration graduate program.
- *Internal Climate* – Provide students with both cultural awareness and sensitivity to diversity issues in order increase their effectiveness in today's workforce.

### **Diversity Plan**

**Faculty Recruitment Initiative:** Identify underrepresented candidate(s) for open faculty position(s) and once hired, help to provide mentoring and support.

The Department of Political Science and Public Administration is very committed to attracting a faculty with ethnic, racial, and gender diversity that reflects the diversity of our student body and the public as much as possible. The department

**Student Recruitment Initiative:** Recruit more underrepresented students to the Master of Public Policy and Administration graduate program.

The Master of Public Policy and Administration aims for a diverse student body in a number of different areas including, but not limited to including gender, color, ethnicity, national origin, age, disability, sexual orientation, gender identification, and beliefs. While our current student body is diverse we want to continue the commitment to diversity and focus on increasing the number of applicants, students and graduates from underrepresented groups in our program.

#### Student Retention and Success

We recognize student services and support is not only key for current student success and retention, but also necessary to attract prospective students. Making prospective students aware of these services is not only a component of our retention plan, but also our recruitment strategy.

**Internal Climate Initiative:** Provide students with both cultural awareness and sensitivity to diversity issues in order increase their effectiveness in today's workforce.

Master of Public Policy and Administration faculty, staff, and students understand the value of diversity in all aspects and at all levels of the department and are committed to maintaining a diverse and welcoming place for academic, professional and personal growth and development. Mississippi State University is committed to its tradition of instilling among its students and alumni ideals of diversity, citizenship, leadership and service.