ASEE Engineering Deans Diversity Council Initiative

Growing in Inclusive Excellence
University of Kansas
School of Engineering
December 20, 2017

1. Develop a Diversity Plan for our engineering programs with the help and input of national organizations such as NSBE, SHPE, NACME, GEM, SWE, AISES, WEPAN and the ASEE that would:

    a. articulate the definition and the vision of diversity and inclusiveness for the institution;

    The vision of IHAWKe, the Office of Diversity and Women's Programs for the University of Kansas (KU) School of Engineering, is to grow our institution in inclusive excellence by recruiting, educating, retaining, and graduating world-class diverse engineers, including underrepresented minorities and women, that create empathetic and viable solutions for our local and global communities. IHAWKe (Indigenous, Hispanic, African American, Women, KU Engineering) will support and equip innovative, team-oriented diverse engineers that change the world, connect with others, and conquer their classes.

    b. assess its need or justification; provide a statement of priorities and goals;

    The University of Kansas (KU) School of Engineering (SOE) is committed to serving our state, nation, and the world by increasing the number of diverse engineers, including women and underrepresented minorities, that can address and create solutions for the complex, multicultural, multidisciplinary challenges that exist in today's global society.

    The KU SOE IHAWKe Diversity Plan includes these goals:

    • Promote and engage diverse K-12 students and their families in engineering and computing through school relationships, community partnerships, and remote day camps.
    • Recruit and nurture diverse undergraduate and graduate students, including women and underrepresented minorities, to be innovative leaders that successfully graduate and advance their engineering careers.
    • Engage and retain women and underrepresented minority engineering students through community building, design thinking, and project-based leadership development.

- Increase the number of women and underrepresented minority faculty that are recruited, promoted, and tenured through KU's enhanced hiring for excellence practices.
- Expand the university's and regional companies' participation in the GEM Consortium increase the number and pool of diverse graduate students and faculty candidates.
- Develop a summer undergraduate research experience program and site for diverse engineering students, including women and underrepresented minorities.
- Strengthen our academic and engineering partnership with Haskell Indian Nations University.
- Partner with national professional societies in outreach such as SHPE's Noche De Ciencias program.
- Build academic and research bridges with minority serving institutions such as the Kansas City Kansas Community College and North Carolina A&T University.
- Partner with majority-minority public school systems such as the Kansas City Kansas Public Schools through the Diploma+ program to increase the number of diverse KU engineering students.
- Partner with the KU Adidas Leadership Scholars program to develop a high school engineering summer bridge program.
- Create peer mentoring and tutoring programs and enhanced alumni connections and mentoring.
- Expose students to diverse role models through a technical speaker series and the Langston Hughes Visiting Faculty fellowship.
- Support the development of the KU Women in Computing group.
- Create and foster the NAE Grand Challenge Scholars Program.
- Collaborate with and support existing KU and national programs such as the KU Multicultural Scholars, McNair Scholars, GEAR-UP, and TRIO STEM.

c. commit to equity, implicit bias and inclusion training across the school;

- Charge the newly hired Engineering Associate Dean for Diversity, Equity, and Inclusion and IHAWKe Program Coordinator to establish and promote inclusive excellence, cultural competency, and implicit bias training within the School of Engineering.
- Commit to practicing KU's enhanced Hiring for Excellence standards and best practices to increase the diversity of the faculty and staff hiring pool.

d. define accountability; and the means of assessing the plan through various means including surveys.

- Develop research-based, grant funded programs that support the diversity plan goals.
- Create an internal diversity, equity, and inclusion logic model and dashboard to measure outcomes and impact to inform SOE leadership for decision-making.
- Administer periodic surveys to assess the effectiveness of the diversity plan goals.