Our Vision
To be a best-in-class institution for developing engineers that excel as multicultural technologists and leaders (intellectually and socially engaged, valued, interactive, and connected to resources, information, each other, the College, the nation, and the world).

Why Diversity, Equity & Inclusion?
Our compelling reasons for DEI:
1. Diversity drives innovation and fosters creativity.
2. Businesses agree that diversity is critical for the bottom line.
3. The global marketplace drives a need for cultural competency.
4. Diversity (both faculty and student diversity) on campus benefits all students.
5. Our nation is changing, and our higher education institutions need to reflect this diversity.
6. As a public, state university, we have an obligation to educate the broad spectrum of qualified students from across the state.

Our DEI Strategic Objectives
1. Increase the understanding of DEI concepts to build skills and experiences to constructively engage in dialogue on DEI-related topics across our community.
2. Build a robust set of metrics for the continuous collection and monitoring of information (data) relevant DEI-related issues.
3. Build mechanisms, including leadership accountability and reward systems, to bring a “constancy of purpose” in focusing on DEI-related issues and opportunities.
4. Build communities and creative learning spaces to create an inclusive environment that welcomes and supports students, faculty, and staff.
5. Develop talented and diverse college leadership, departmental leadership, and instructional and research faculty capable of providing a world class academic and research learning environment for a global, diverse student body.
6. Recruit, develop, and graduate a talented and diverse body of students and postdoctoral researchers with the academic and multicultural skills to engineer solutions to tomorrow’s global challenges.
7. Recruit, retain, and develop a talented and diverse staff capable of supporting a world class academic and research learning environment for a global, diverse student and faculty population.
8. Design and develop resources and opportunities for engagement and interaction that facilitate a more equitable and inclusive learning environment for students.

Our Planning Process
Planning team structure:
• Four study committees focused on our key constituency groups (undergraduate and graduate students, faculty and staff)
• A lead committee to review and integrate recommendations into a single plan.

Process:
• Organizing the lead team and subcommittees.
• Communication planning
• Data collection and analysis
• Synthesizing summary findings and suggested actions into the final report

Our Implementation Team
Role: Year 1 implementation of the strategic plan.
• Michael Wellman, Associate Dean, Academic Affairs (chair)
• Brian Noble, Associate Dean, Undergraduate Education
• Mary-Ann Mycek, Associate Dean for Graduate Education
• Deborah Mero, Executive Director, Resource Planning and Management
• Jeanne Murabito, Executive Director, Student Affairs,
• Kim Elliott, Director, Graduate Education
• Dan Kim, Executive Director, Communications & Marketing
• Lyonel Milton, Managing Director, Center for Engineering Diversity and Outreach
• Heidi Sherick, Faculty Development/Academic Leadership Consultant,
• Robert Scott, Director, Diversity Initiatives

Upcoming Events
• oSTEM Student Leadership Event – September 25, 2016
• CoE Student Town Hall – October 11, 2016
• Dean “State of the College” talk – October 21, 2016
• “Positive Chalking” event co-sponsored by OSA and CAPS – November 16, 2016
• Keynote/Fireside Chat with author Margot Shetterly (“Hidden Figures”) – January 24, 2017