

**The Univ. of Tennessee
Diversity Plan - College of Engineering**

15-Sep-10

Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop an environment within the College of Engineering that supports inclusion. Provide information and initiatives to enhance under-represented faculty, staff, and student development within the College of Engineering	Develop and sustain a College of Engineering (COE) Summer Bridge Program to help strengthen the academic credentials of incoming COE under-represented freshmen to increase the retention of first year students.	Summer 2011 and on going	Dean, Assoc. Dean Acad. & St Affairs, ODP Dir., Dept Heads	Monitor percentage of participants compared to overall UTK COE.
	Increase enrollment of under-represented students by partnering with Univ. admissions for recruiting visits to high schools and participation in campus wide recruitment activities.	Fall 2010 and on going	Dir. Of ODP, Univ. Admissions	Compare to data from other COEs based on national averages
	Continue COE Summer Outreach Initiatives to provide awareness of engineering disciplines and the importance of math and science (includes HITE, MITE, and INSTEP).	On going	Dean, Assoc. Dean Acad.&St Affairs, ODP Dir., Dept Hds	Collect student feedback on the evaluation of the programs and services offered.
	Ensure that mentors are designated for all under-represented faculty members. Insure mentors are prepared to fulfill their roles	On going	Dean, Associate Deans, Department Heads	Department Heads insure that mentors of under-represented faculty meet or exceed expectations on annual reviews

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (particularly department heads, directors, deans, and vice chancellors).

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase female and other under-represented groups within the faculty	Identify and actively recruit qualified candidates. Insure that college work environment is conducive to retention of female and other under-represented candidates.	Fall 2010 and on going	Dean, Assoc. Deans, Dept Heads	Compare to data from other colleges of engineering based on national averages. Also conduct analysis by discipline.
	Develop financial resources and establish appropriate incentives to attract strong candidates. Coordinate with UTK administration to facilitate placement of spouses,when appropriate.	Fall 2010 and on going	Dean, Assoc. Deans, Dept Heads	Compare to data from other colleges of engineering based on national averages.
	Stress college commitment to diversity by discussing the importance with each search committee and providing summary of potential candidates from other universities, when applicable (more senior seaches).	Fall 2010 and on going	Dean, Assoc. Deans, ODP Dir., Dept Heads	Compare to data from other colleges of engineering based on national averages.
Increase number of under-represented staff	Identify, seek and recruit more members of under-represented groups.	On going	Dean, Assoc. Deans, Department Heads	Number of staff from under-represented groups in the college, by department

Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop an inclusive student body and expand the proportions of under-represented populations. Provide support and initiatives for current students from under-represented populations.	Develop a series of enrichment programs through SHPE, SWE, and NSBE to expand awareness of engineering disciplines to focus on academic excellence, professional development, and community service.	Fall 2010	ODP Dir.	Monitor the retention percentage of under-represented students comparable to previous years.
	Actively use scholarships, Engineering Ambassadors and other proactive recruiting efforts to support this objective. Obtain improved funding for scholarships, Bridge program, and other activities that help recruit and retain students.	On going	Assoc. Dean Acad. & St Affairs Dir. Diversity Programs	Use enrollment data from Institutional Research to measure improvement over time. Compare to data from other colleges of engineering based on national averages.
	Participate in Graduate School sponsored events to attract prospective GEM graduate students	On going	Assoc. Deans, Dept. Heads, Graduate School	Monitor the number of under-represented graduates students enrolled UTK from GEM compared to previous years.
	Work with high schools to provide awareness of COE events in an effort to recruit under-represented students	On going	Assoc. Deans, ODP Dir. and Univ. Admissions	Monitor the number or percent increase of under-represented students compared to previous COE events.
	Work with the Office of Professional Practice to ensure rewarding cooperative education experiences or internships for undergraduate students.	On going	ODP Dir. and Prof. Practice Dir.	Monitor the number or percentage increase of under-represented students participation within Pre-Professional activities (co-op/internships).
	Collaborate with the Ronald McNair Post baccalaureate Achievement Program and other STEM supporting programs in efforts to encourage academic excellence and professional development.	On going	Assoc. Dean Acad. & St Affairs, ODP Dir.	Monitor the number of attendees participation compared to previous years.
	Develop an Academic Excellence Center which will provide academic tutoring and student environment in efforts to increase retention.	Fall 2011	Assoc. Dean Acad. & St Affairs	Monitor the number of students who actively participate by the number of visits made.
	Work with COE faculty and administration to develop an initiative effort to promote undergraduate research opportunities. The initiative purpose will be a recruitment tool for COE graduate studies.	Spring 2011	Assoc. Deans, Dept. Heads	Monitor the participation of under-represented students and the number who enter the graduate

Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Establish partnerships with other universities.	Develop research and/or education agreements with institutions in other countries.	On going	Associate Deans	Number of agreements and the stature of universities having agreements.
	Continue (TLSAMP) program and expand as appropriate. Participating schools are UTK, Tennessee State University, Vanderbilt University, University of Memphis, LeMoyne-Owen College, and Middle Tennessee State University	On going	Dir. Diversity Programs	Number of UT CoE students participating in the program.
	Pursue articulation or transfer agreement options with selected HBCU's and colleges.	On going	Associate Dean for Acad. & St Affairs, Dir. of Advising	Number of agreements.
Promote linkages to state high schools through the college to advertise engineering and identify potential engineering freshman.	Use First Robotics and similar programs to establish linkages. Work with guidance counselors and personal contacts in selected schools.	On going	Assoc. Dean Acad. & St Affairs, Dir. Engineering Fundamentals	Number of high schools contacted and increase in participation from these schools.

Goal Five: Ensure that curricular requirements include significant intercultural perspectives.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Promote intercultural perspectives in the curricula.	Establish Engineering Fundamentals courses/departmental courses for college wide curriculum with intercultural perspective.	On going	Associate Dean Student Affairs; Dir. Engineering Fundamentals, Dept. Heads	Monitor increase in intercultural content.
	Maintain compliance with Criterion <i>h</i> of ABET accreditation: <i>Engineering programs must demonstrate that their graduates have the broad education necessary to understand the impact of engineering solutions in a global and societal context.</i>	On going	Assoc. Dean Acad. & St Affairs	Continued ABET accreditation for all engineering programs.
Provide international experience for students.	The college will expand its study abroad program and the international component of the Co-op/Intern program and seek external funds to support this area.	On going	Assoc. Dean Acad. & St Affairs, Dir. Professional Practice, and Dir. Engineering Outreach	Increase in number of students participating and increase in externally funded grants to support this area.

Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Further emphasize teaching and research in graduate, especially doctoral, programs.	The College of Engineering will encourage departments to emphasize best practices in teaching for graduate students and will place special emphasis upon such training for GTA's using the Graduate School program. The college hosts, and encourages departments to host, graduate seminars and visiting scholars to emphasize the diversity of researchers and to promote interaction with a diverse group of scholars.	On going	Associate Deans, Dept. Heads	Number of seminars and visiting scholars; number of students participating in the best practices program.

Diversity Summary for Students Graduated in Engineering--2009*							
Based on students graduated in 2008-2009. Values are in % based on national statistics.							
(+/-) indicates trend and (#) is the value in 2000				UTK CoE FY09 student graduation percentages are in green			
Degree	For. Nat.	Af.Am.	Hisp	Other	Asian Am.	Caucasian	Women
BS	6.0 (-) (8.3)	4.6 (-) (5.6)	6.6 (+) (5.8)	8.9	12.4	65.4	18 (-) (21)
CoE at UTK	2.3 (-) (7.4)	7.0 (+) (6.1)	2.6 (+) (0)	0.6	3.8 (-) (4.2)	83.7	16.0 (-) (20.3)
MS	44.1	4.7	5.3 (+) (4.5)	17.4 (+) (11.2)	15.1	57.5 (-) (64.8)	23.0 (+) (21.7)
CoE at UTK	27.5 (+) (15.8)	5.9 (+) (3.6)	2.0 (=) (0.6)	1.0 (+) (0)	1 (-) (2.4)	62.8 (-) (77.6)	18.6
PhD	55.1	3.8	3.8 (+) (2.9)	17.6 (+) (13.8)	13.2	61.6 (-) (66.0)	21.2 (+) (15.9)
CoE at UTK	62.7 (+) (48.5)	1.7 (+) (0)	1.7 (+) (0)	0	3.4 (-) (6.1)	30.5 (-) (45.5)	28.8 (+) (12.1)
Diversity Summary for Tenured/Tenure-Track Faculty in Engineering--2009*							
All values are in % based on national statistics.				UTK CoE Fall 2010 Faculty percentages are in green			
(+/-) indicates trend and (#) is the value in 2001							
Discipline	Af. Am. %	Asian %	Hisp. %	Women %	Tot. No. Fac.		
CoE National	2.5 (+) (2.1)	23.3 (+) (17)	3.5 (+) (3.0)	12.7 (+) (8.9)			
CoE at UTK	2.7	30.2	1.3	10.2	149		
CBE Nation.	2.1	19.7	5.3	14.3			
CBE at UTK	0	12.3	0	8.8	11.4		
CEE Nation.	2.9	19.1	8.7	13.8			
CEE at UTK	0	46.4	0	5.8	17.25		
EECS Nation.	2.6	28	3.3	11.2			
EECS at UTK	2.5	30.2	0	18.2	39.75		
IIE Nation.	3.3	24.2	6	16.6			
IIE at UTK	0	59.5	13.5	13.5	7.4		
ME Nation.	2.8	25.6	2.7	9.8			
MABE at UTK	0	31.8	0	1.5	26.4		
MSE Nation.	2.1	22.5	2.8	13.4			
MSE at UTK	5.2	47.9	0.0	8.3	19.2		
NE Nation.	1.3	11.9	1.3	8.8			
NE at UTK	0	11.8	7.4	7.4	13.6		
UTSI	16.7	0	0	16.7	12		
CoE Admin	0	0	0	0	2		
*Taken from ASEE Profiles of Engineering Colleges, ASEE 2009 Edition							