

## CoE Diversity Plan –Winter 2009 – 1/16/09

A first-rate education is required to prepare our students and graduates to further these frontiers. Over the next 5 years, our primary goal is to raise the CoE's national and international visibility as an engineering leader. We must build diversity into every aspect of our community, and improve the overall quality of our educational experience.

Our diversity goals (3-year averages) are:

- **Undergraduate Students**

- Increase female BS graduates from 19.3% (2005-2008) to 23%
- Increase URM BS graduates from 5.9% to 8%

- **Graduate Students**

- Maintain female MS graduates at 25%
- Increase URM MS graduates from 4.5% to 7%
- Maintain female PhD graduates at 28%
- Increase URM PhD graduates from 2.8% to 5%

- **Faculty**

- Increase female faculty from 18% to 20%
- Increase URM faculty from 3% to 5%

- **Our Methods to Increase Diversity**

- Implement targeted pathway programs managed by EADC, MESA, and other partners.
- Develop targeted financial support and scholarships for promising women and URM incoming students.
- Recruit students with national diversity fellowships such as NSF and GEM.
- Ensure that women and URM faculty have equitable representation of awards and endowed positions.