

Chapter 8A: Diversity Plan - Community

Objectives and Goals

Objective: Create an intellectual community and workplace that respects, welcomes, and promotes diversity through teaching/learning; research and scholarship; outreach; and other university programs and practices.

Goal: Identify, develop, and support programs that contribute to the development of a welcoming environment and enhance progress toward cultural competency.

Goal: Infuse multicultural and global perspectives into the curriculum.

Strategies:

- ✘ Strengthen and restructure the College of Engineering Diversity Committee,
- ✘ Develop and implement a stronger and more deliberate structure to measure and reward faculty participation in promoting diversity,
- ✘ Develop training opportunities for administrative and support staff on specific cultural and environmental issues that impact underrepresented and international students,
- ✘ Develop a clear charge for the WMEP Advisory Panel and recruit membership among faculty leaders in each department,
- ✘ Develop and implement a professional development program (the Professional Learning Institute) for students that addresses diversity issues,
- ✘ Develop and implement a professional development program for faculty and staff that addresses diversity issues, and
- ✘ Implement the College of Engineering Internationalization Initiative (Chapter 4F).

Metrics:

- ✘ Retention of underrepresented students,
- ✘ Retention of underrepresented faculty, and
- ✘ Retention of underrepresented staff.

Timeline:

- ✘ Launch the PLI during the 2007/2008 academic year,
- ✘ Restructure the College of Engineering Diversity Committee during Fall 2007,

Accountability:

- ✘ PLI, Tom Siller, Associate Dean for Academic and Student Affairs
- ✘ Diversity Committee and associated activities, Sandra Woods, Dean