

## *Chapter 8B: Diversity Plan - Students*

### **Objectives and Goals**

**Objective:** **Recruit, retain and graduate a student body that supports the land-grant mission of the university to provide access and opportunity to individuals from all segments of society. Sufficiently increase the number of students from underrepresented groups to contribute to the creation of an effective learning environment that benefits all of its members.**

**Goal:** Strengthen partnerships with institutions that serve diverse populations.

**Goal:** Develop strategies to support curricular and co-curricular advising.

**Goal:** Increase resources available for need- and merit-based financial aid to attract and retain members of underrepresented groups and increase overall access.

### **Strategies:**

The College of Engineering will:

- ✘ Focus on recruitment and retention of female and Hispanic American students in the near term (adding strategies for other groups with time),
- ✘ Develop a diverse group of degree programs that will attract a diverse student body,
- ✘ Recruit a diverse faculty and staff (Chapter 8C and 8D),
- ✘ Implement recruiting and retention strategies described in Chapters 4A and 4B,
- ✘ Strengthen admissions and recruiting functions in the College to accomplish the goal of increasing enrollment of diverse students,
- ✘ Charge every administrative unit with increasing the enrollment of women and underrepresented minorities in the College of Engineering; information and best practices should be shared among units,
- ✘ Develop recruiting materials that reflect the priority placed on diversity by the COE,
- ✘ Target diverse populations during college recruiting visits and make use of gender- and ethnically-balanced presentation materials and presenters,
- ✘ Develop an annual target list of diverse students and aggressively recruit these individuals; include a faculty member in the recruiting process,
- ✘ Develop a recruiting process that includes sufficient personal contact with prospective students,
- ✘ Use scholarships strategically,
- ✘ Create a recruiting committee to review ongoing data concerning recruitment and retention of students from underrepresented groups (Chapter 4A),
- ✘ Prepare students to work in a globally-diverse work environment,
- ✘ Provide summer bridge opportunities for K-12 students to introduce them to engineering fields (in cooperation with the NSF Rocky Mountain Middle School Math Science Partnership),

- ✘ Develop scholarships and fellowships through development activities and through contracts and grants,
- ✘ Use our Undergraduate Research Program to recruit and retain students from underrepresented groups,
- ✘ Implement our graduate student recruiting plan (Chapter 4E),
- ✘ Utilize the existing Colorado Alliance for Minority Participation (CO-AMP), and
- ✘ Strengthen the national partnerships and collaboration with Minority Serving Institutions, the Hispanic Association of Colleges and Universities (HACU), and Historically Black Colleges and Universities (HBCU).

**Metrics:**

- ✘ Undergraduate enrollments (fraction of students from underrepresented groups),
- ✘ Graduate enrollments (fraction of students from underrepresented groups), and
- ✘ Graduates (fraction of students from underrepresented groups).

**Timeline:**

- ✘ Implement above strategies during the 2007/2008 academic year.

**Accountability:**

- ✘ Director, School of Biomedical Engineering
- ✘ Department Heads
- ✘ Recruitment and Retention Committee
- ✘ Associate Dean for Academic and Student Affairs
- ✘ Coordinator, Women and Minorities in Engineering Program
- ✘ Dean, College of Engineering