

Diversity Management Plan

Time Period of Plan: 3 Years (2019 – 2022)

Strategic Objectives 1- 4: Increase the diversity of faculty, staff, graduate students, and undergraduate students

Action Items:

- See Diversity, Equity, and Inclusion Plan

Measures of Action Items:

- Tenure and tenure-track faculty
- Professors of practice, instructors, and/or long-term adjuncts
- Non-teaching academic staff
- Postdoctoral fellows
- Doctoral student enrollment
- Master's student enrollment
- Undergraduate student enrollment
- Undergraduate low-income student enrollment
- Undergraduate first-generation student enrollment
- Geographic diversity (domestic, international, in and out-of-state enrollments)
- Incoming undergraduate student yield by demographic group

Baseline Data

- Data is provided in the appendix for each measure with the following exceptions of data to be tracked:
 - Undergraduate low-income student enrollment
 - Undergraduate first-generation student enrollment
 - Incoming undergraduate student yield by demographic group

Planned Achievements

Note that recruitment and admission of undergraduates is done by the University of Florida Office of Admissions. Thus the Herbert Wertheim College of Engineering does not have control over the demographics of undergraduate students.

- Award scholarships for undergraduate first-generation students
- Provide at least three targeted recruitment messages to admitted underrepresented students including a personal phone call by faculty, administrator, staff, or student.
- Expand national consortium for prospective engineering graduate students to increase

numbers of female and URM student prospects

- Continue to bring in prospective PhD students as undergraduate juniors, involve in Summer Undergraduate Research at Florida program, and admitted PhD students to campus to visit the college and departments of interest, learn about admissions, fellowships, research institutes, meet current graduate students, and see Gainesville.
- Continue Faculty Search Committee best practices for recruiting diverse faculty

Time Period of Action Items

Annually in Summer

- Review actions taken for improvement and assess data measures.

Resources of Action Items

- Funding for hiring provided by Wertheim transformation funds and Provost office
- Funding for Summer Undergraduate Research at Florida program provided by Provost office and the Herbert Wertheim College of Engineering
- Training materials

Strategic Objective 5: Foster a culture of inclusion among the HWCOE community of faculty, staff, graduate students, and undergraduate students

Action Items:

- See Diversity, Equity, and Inclusion Plan

Measures of Action Items:

- Administrators
- Advisory Boards
- Climate data (students, faculty, staff) - climate studies, online surveys, exit surveys, student responses at forums/focus groups, etc.;
- Number and scope of activities and programs that promote diversity;
- Opportunities for interactions among people having a diversity of experiences and backgrounds;

Baseline Data

- Data is provided in the appendix for each measure with the following exceptions of data to be tracked:
 - Climate data (students, faculty, staff) - climate studies, online surveys, exit surveys, student responses at forums/focus groups, etc.;
 - Number and scope of activities and programs that promote diversity;
 - Opportunities for interactions among people having a diversity of experiences and

backgrounds;

Planned Achievements

- Host NAMEPA and SECME national conferences in 2019
- Implement industrial partners best practices for promoting a diverse and inclusive culture
- Continue to provide opportunities for networking, communication, and consensus-building of faculty, students, and staff
 - Host one college wide reception per semester for underrepresented faculty, staff, and students
 - Luncheons for women and underrepresented minorities in engineering throughout the semester for students and faculty
- Successful integration of campus Chief Diversity Office and college diversity initiatives with each engineering department through the College's Diversity and Inclusion Committee
- Implementation of diversity and inclusion learning modules in all design courses
- Continue support and sharing of activities for all underrepresented/diversity-oriented student organizations

Time Period of Action Items

Semi-annually – at end of each semester

Climate data will be reviewed annually each summer

- Review actions taken for improvement and assess data measures.

Resources of Action Items

- Administrative support for College Diversity and Inclusion committee
- Funding for activities and programs

Strategic Objective 6: Improve retention among the HWCOE community of faculty, staff, graduate students, and undergraduate students

Action Items:

- See Diversity, Equity, and Inclusion Plan

Measures of Action Items:

- Doctoral student retention
- Doctoral degree recipients
- Master's student retention
- Master's degree recipients
- Undergraduate student 6-year graduation rates

- Undergraduate first to second year retention rate
- Bachelor's degree recipients
- Climate data (students, faculty, staff) - climate studies, online surveys, exit surveys, student responses at forums/focus groups, etc.;
- Opportunities for interactions among people having a diversity of experiences and backgrounds;

Baseline Data

- Data is provided in the appendix for each measure with the following exceptions of data to be tracked:
 - Master's and doctoral retention
 - Climate data (students, faculty, staff) - climate studies, online surveys, exit surveys, student responses at forums/focus groups, etc.;
 - Opportunities for interactions among people having a diversity of experiences and backgrounds;

Planned Achievements

- Update faculty mentoring program by integrating departmental faculty mentoring best practices with input from college work-life balance committee and college diversity and inclusion committee
- Continue support for participation in professional development programs such as Women in Higher Education Leadership: HERS (Higher Education Resource Services) Institute
- Continue support to send underrepresented students to research and professional development conferences such as the Grace Hopper Conference
- Implement college-wide student peer mentoring
- Continue tutoring programs through Center for Student Excellence
- Increase summer bridge program (STEPUP) participation from 36 to 60 students
- Increase first to second year retention to 85%

Time Period of Action Items

Annually in Summer

- Review actions taken for improvement and assess data measures.

Resources of Action Items

- Administrative support for College Diversity and Inclusion Committee and College Work-life Balance Committee
- Funding for activities and programs

Strategic Objective 7: Increase globalization to enhance our effectiveness as world citizens

Action Items:

- See Diversity, Equity, and Inclusion Plan

Measures of Action Items:

- Number of students participating in an international experience

Baseline Data

- Data is provided in the appendix for each measure

Planned Achievements

- Scholarships for study abroad
- Participation of at least 50% of undergraduate students in an international experience

Time Period of Action Items

Annually in Summer

- Review actions taken for improvement and assess data measures.

Resources of Action Items

- Scholarships for study abroad
- Faculty Advisors
- Funding for activities and programs