

# **CornellEngineering** **Diversity Programming**

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Dean of Engineering

**March 31, 2017**



# Why emphasize diversity?

“The answer to the problem (of increasing America’s STEM talent pool) lives next door, around the block, or across town. Increasing the presence of underrepresented minority (URM) Americans in the study of STEM disciplines must be a primary part of the ultimate solution to the problems of the United States’ endangered competitiveness.”

*National Action Council for Minorities in Engineering (NACME) 2008 report,  
Confronting the New American Dilemma*

“Only 1.3 percent of the women graduating from U.S. colleges and universities are engineers! The fact remains that engineering is attracting only a small share of the fastest growing segment of college students. This is a huge waste of talent ... our two largest racial minority groups comprise about one third of the college-age kids in our country, and that fraction is steadily growing. But ... they earn less than 13 percent of the engineering degrees.

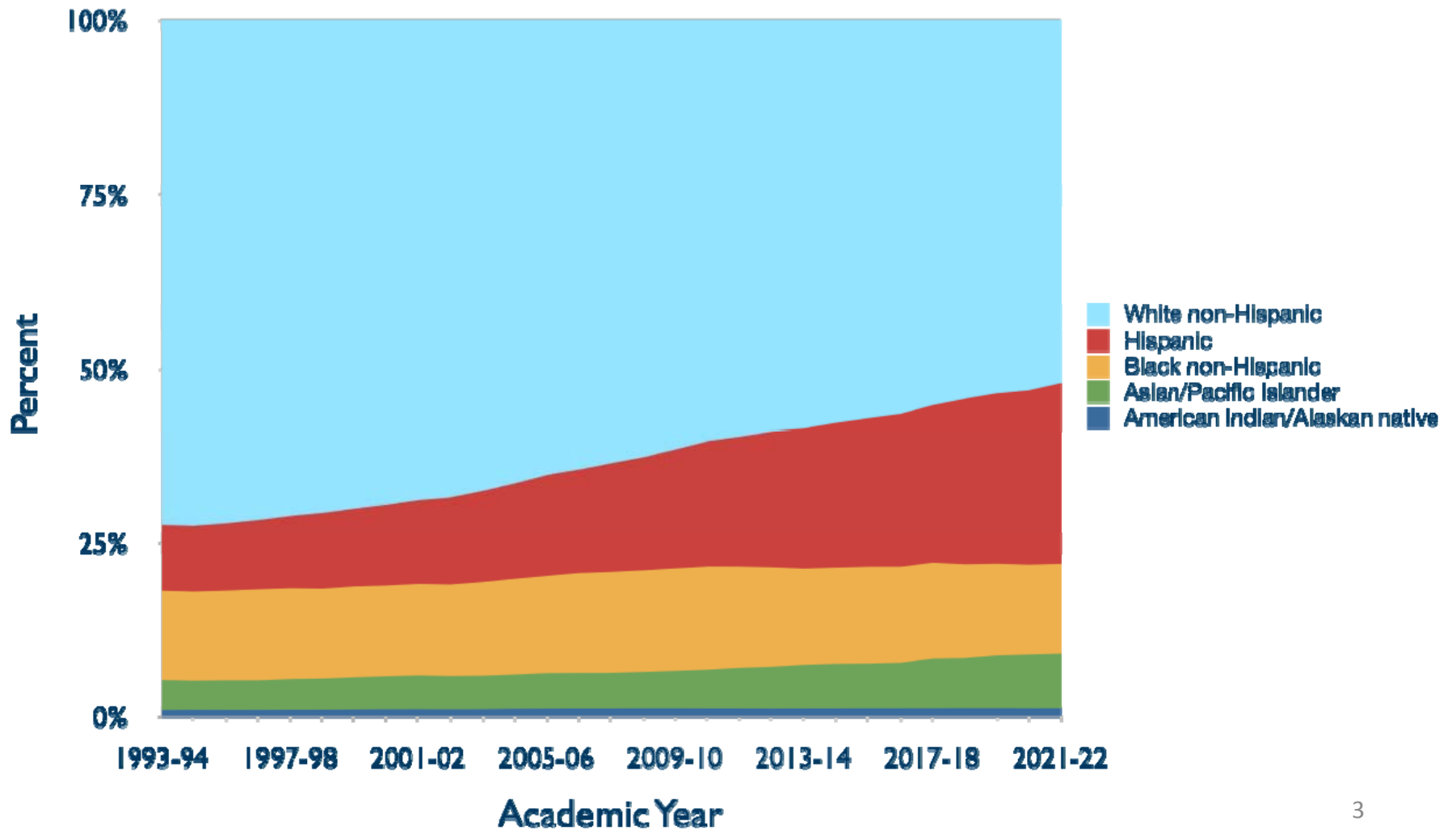
*Charles M. Vest, President, NAE. 2011*

“Radical innovations often happen at the intersections of disciplines... The more diverse the problem solving population, the more likely a problem is to be solved.”

*Harvard Business Review, 2007*

# The changing pipeline

## Racial/Ethnic Distribution of High School Graduates

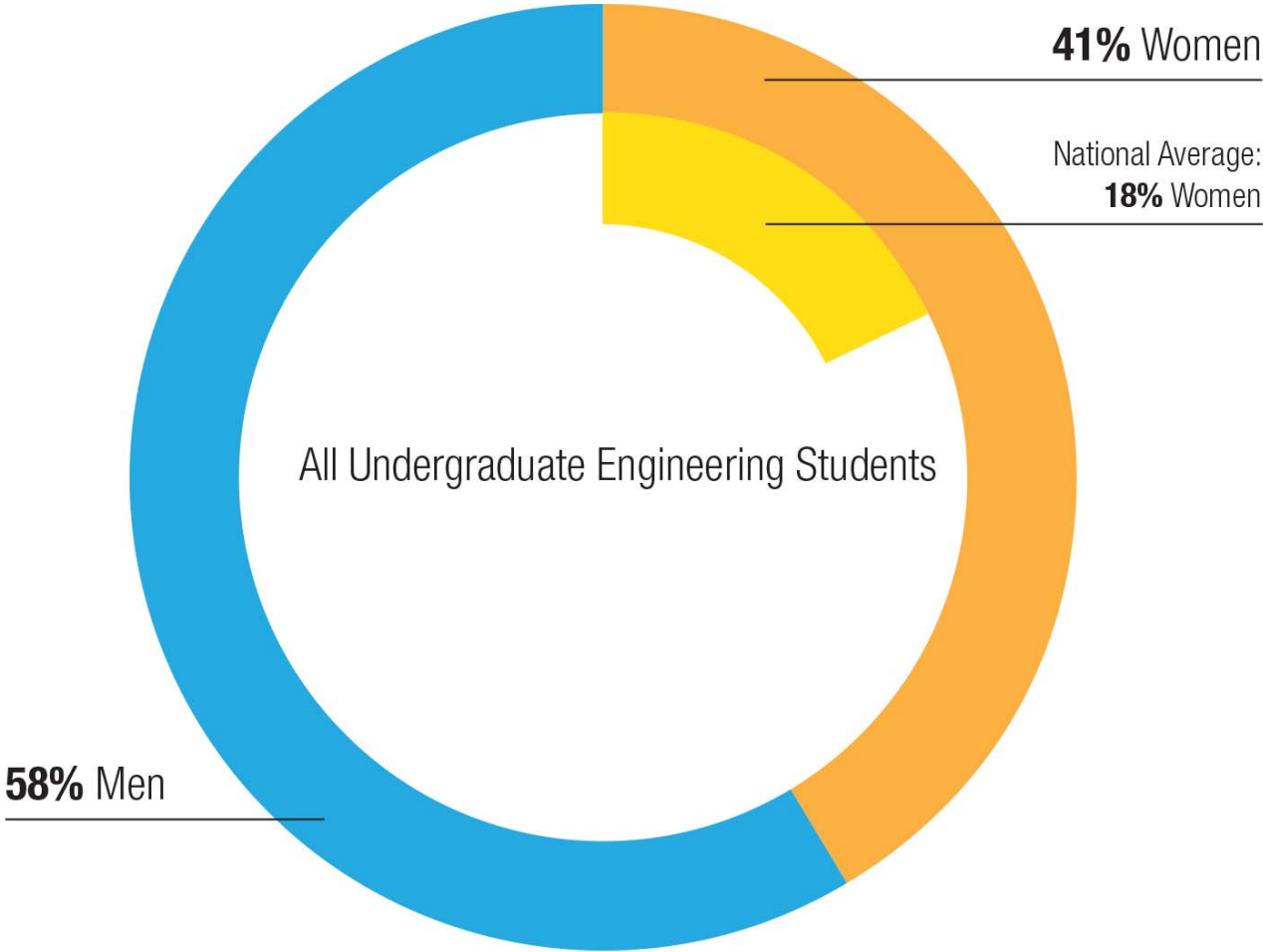


# Phases of Engineering Diversity

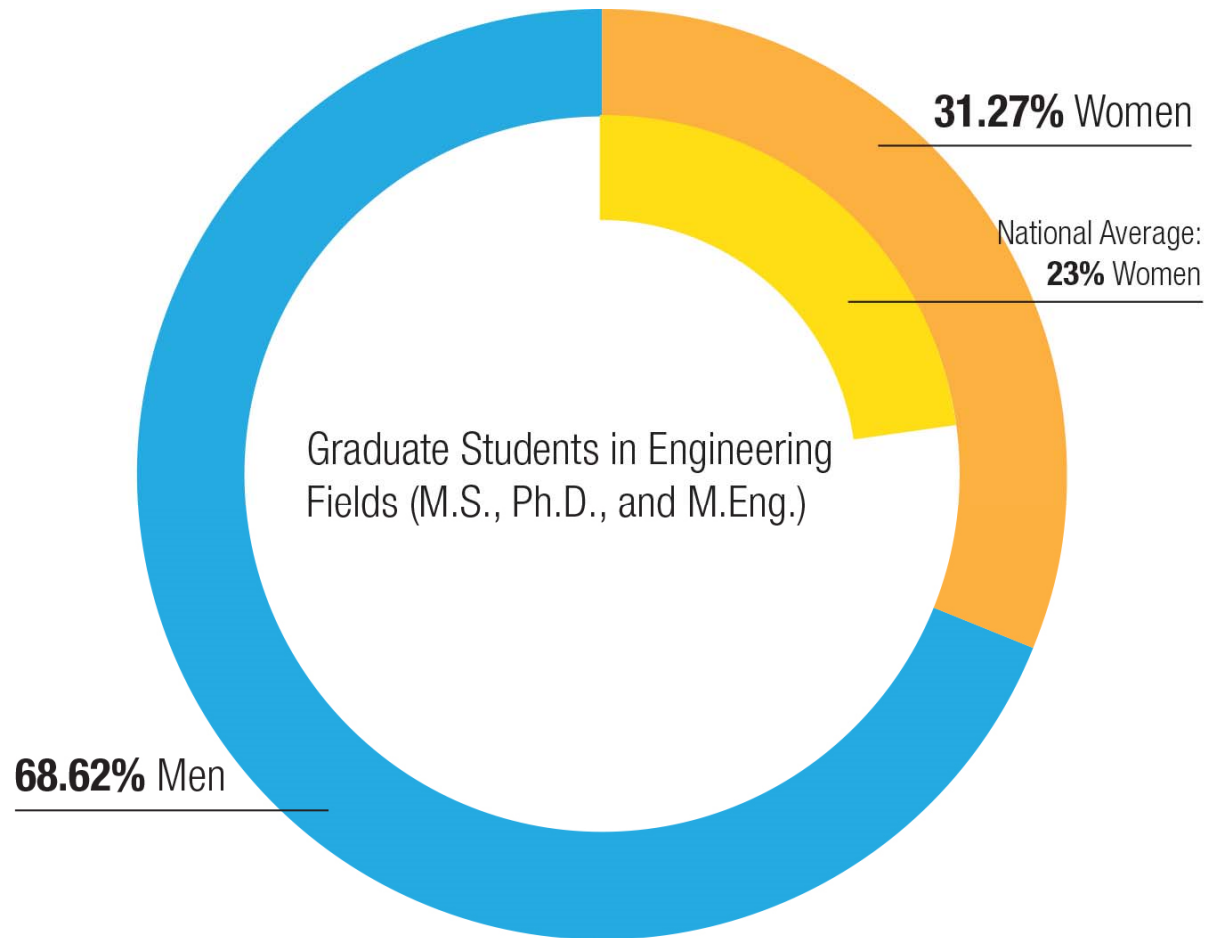
- Phase I – Women and URMs appear in engineering programs (1970s and 1980s)
- Phase II – Programs for underrepresented students are developed to create a community and provide support
- Phase III – College wide “culture change” to one that values diversity and rewards success equally

**How are we doing?**

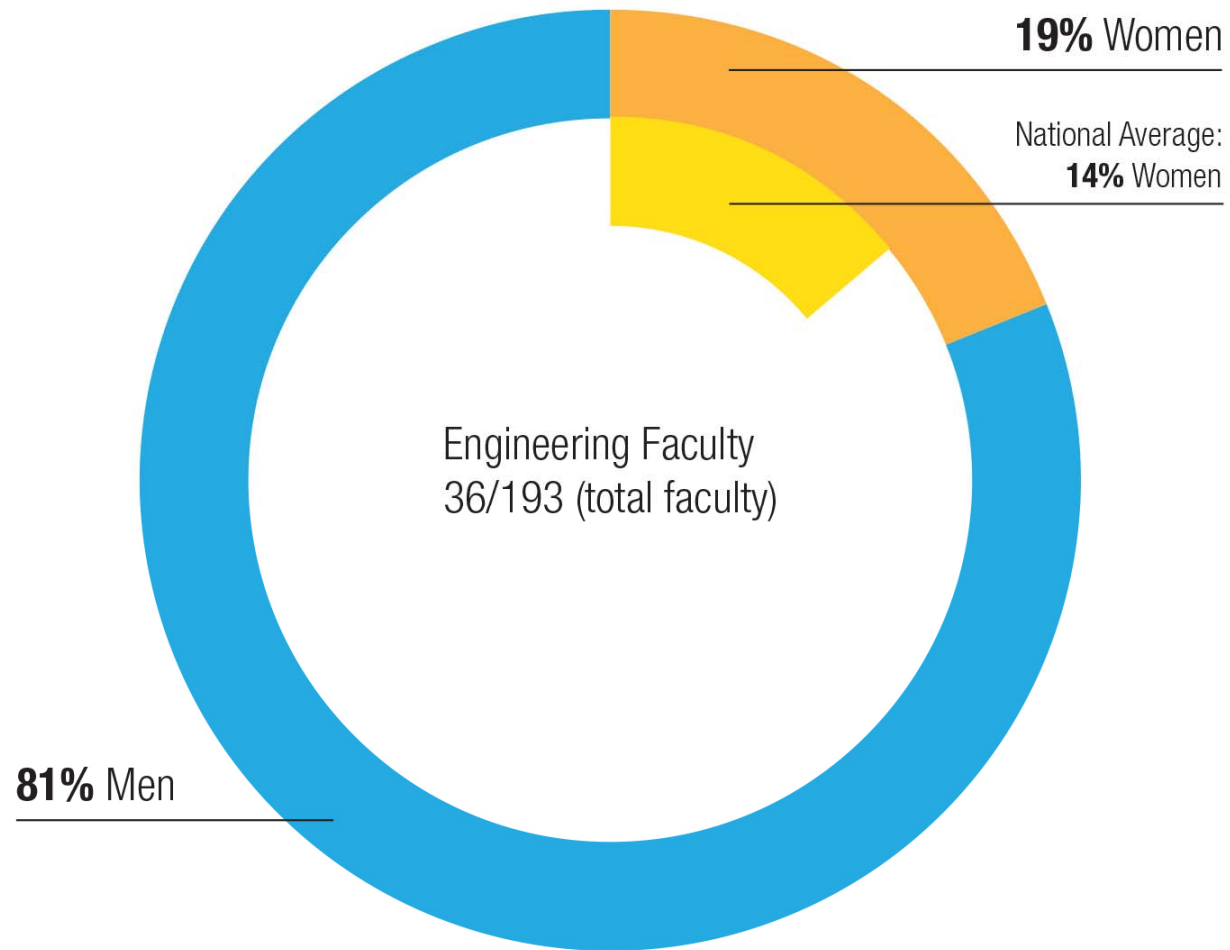
# All Undergraduate Engineering Students



# Graduate Students in Engineering Fields

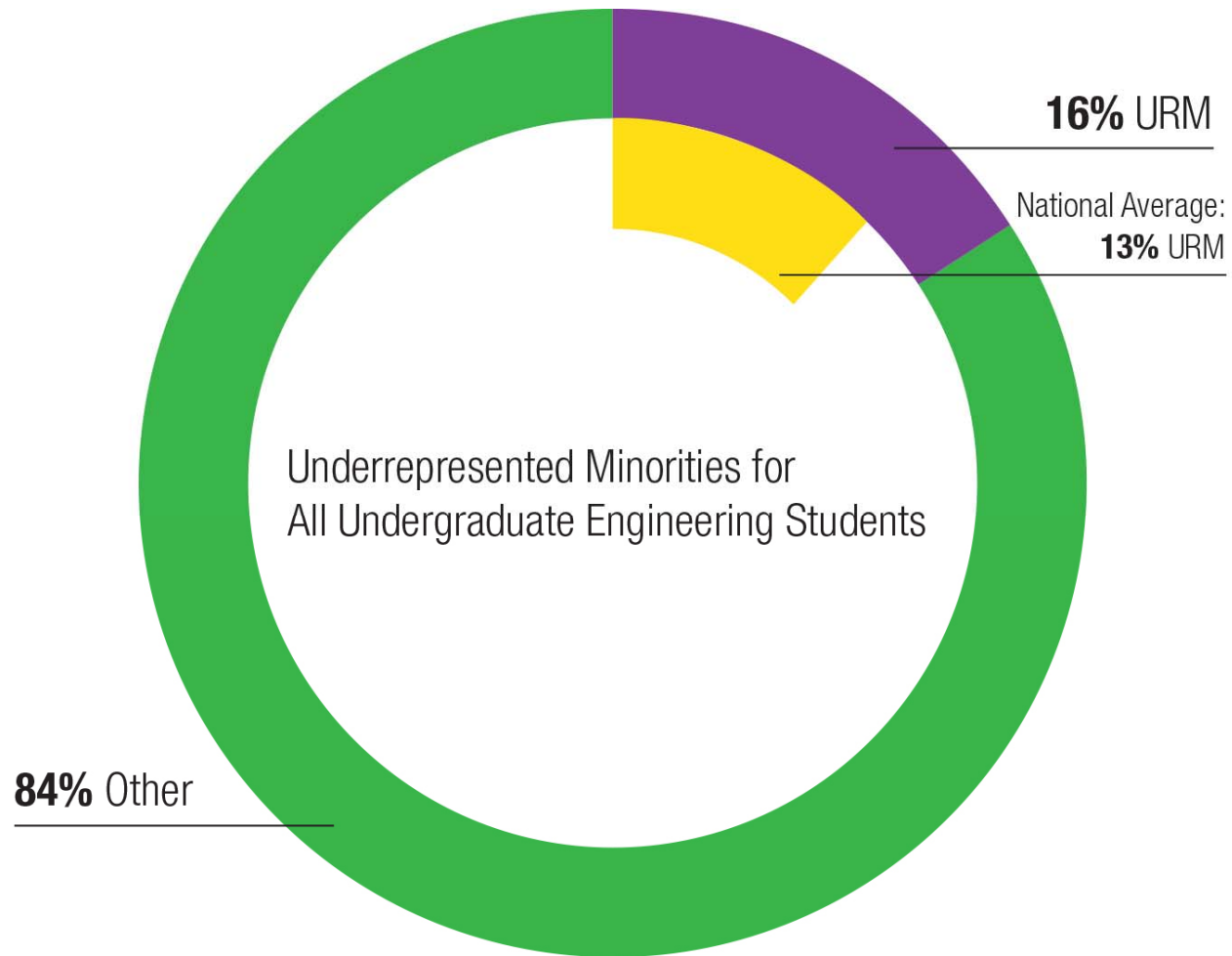


# Engineering Faculty

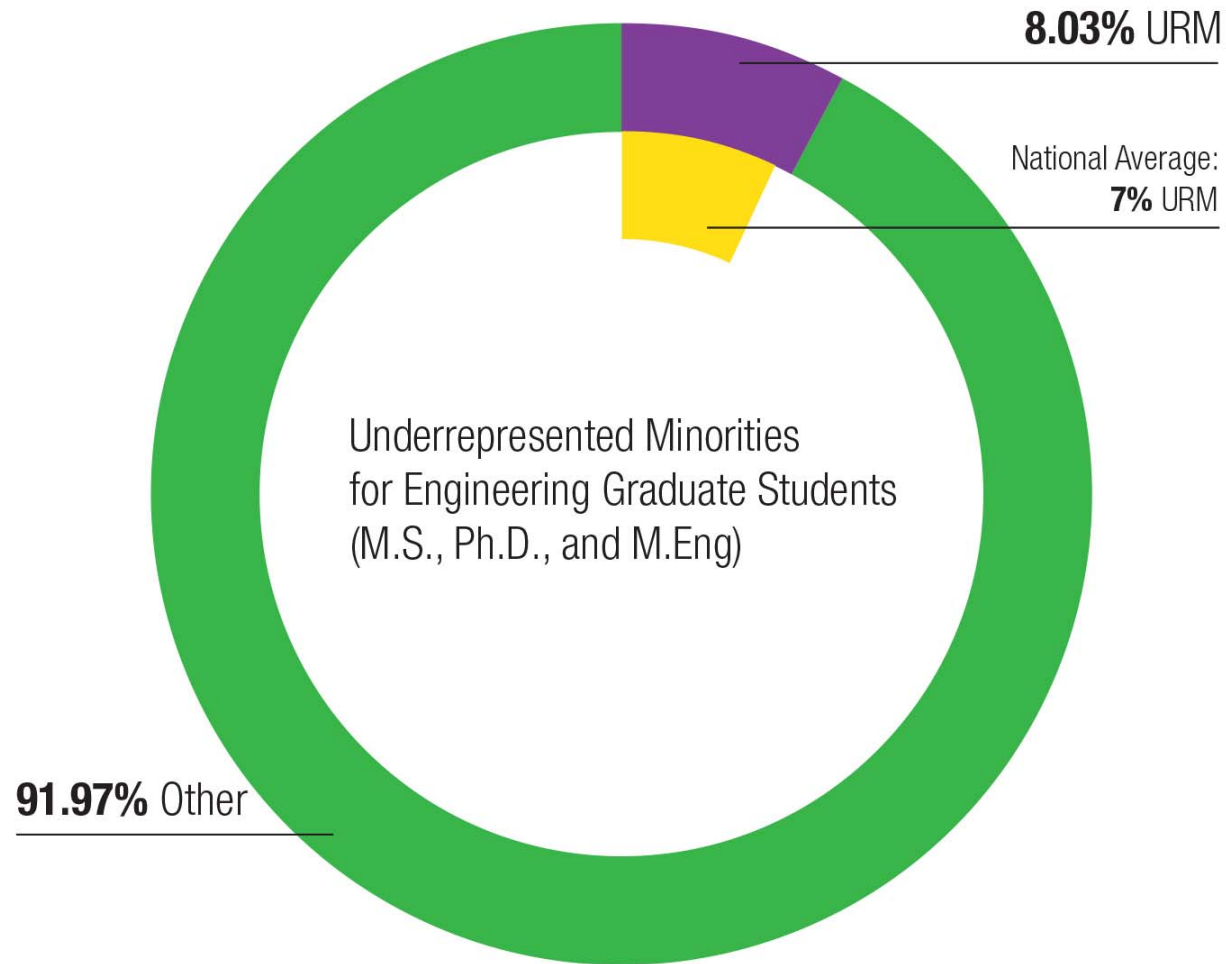




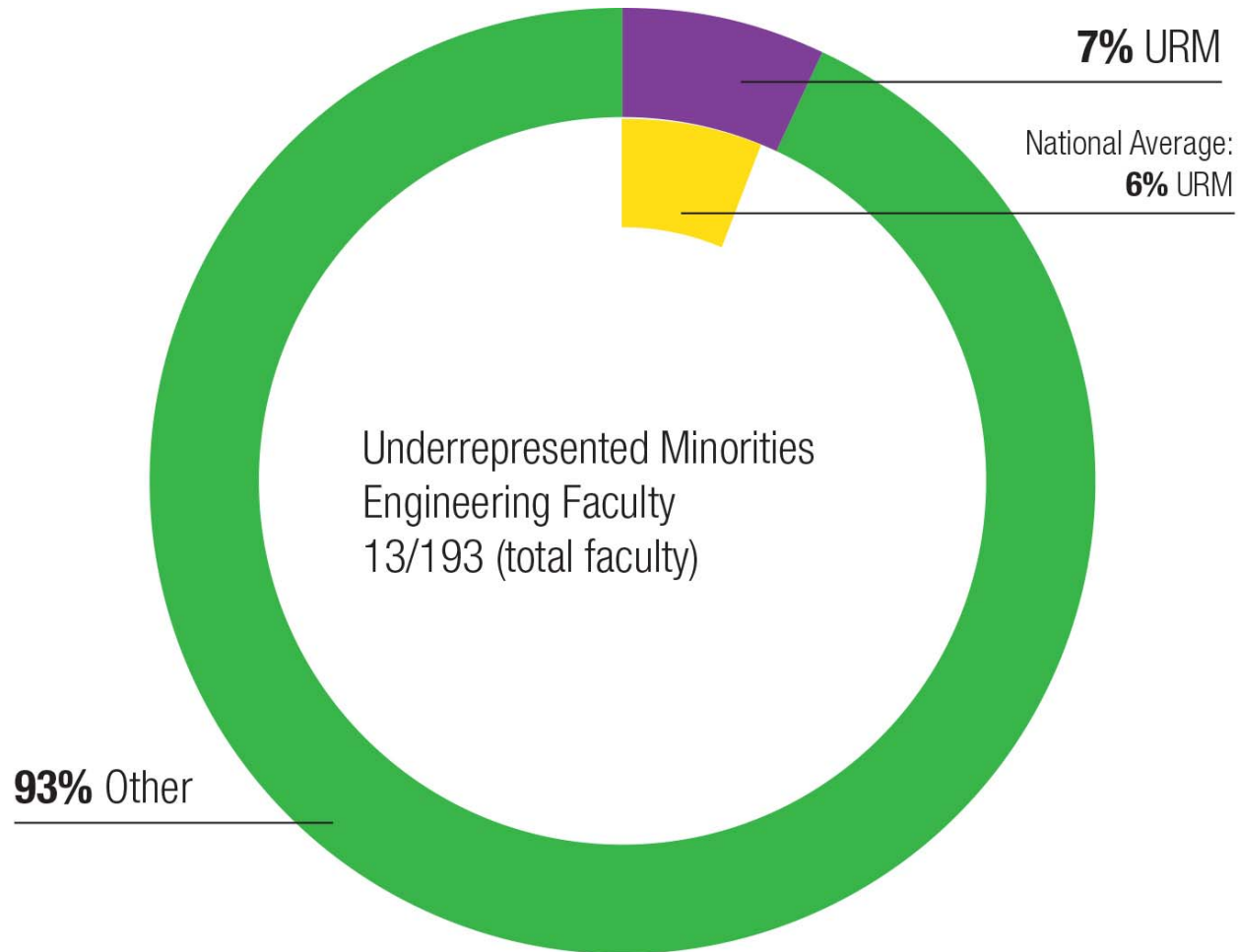
# URM Undergraduate Engineering Students



# URM Engineering Graduate Students



# URM Engineering Faculty



# Toward New Destinations

- Institutional diversity planning initiative
- Started 2012-2013 academic year
- Each college and administrative unit will select several (3-5) annual initiatives that best match their particular contexts and goals
- These become areas of focused effort
- Each unit reports annually on progress

# Organizing Rubric

- The framework is structured according to four core principles:
  - Composition (demographic make-up)
  - Engagement (personal and professional commitment to institutional goals; retention)
  - Inclusion (climate and interpersonal relations)
  - Achievement (levels of attainment; opportunities to participate)

# Constituencies

- Undergraduates
- Graduate and Professional Students
- Postdocs and Academic Professionals
- Tenure Track Faculty
- Staff
- Off Campus (Vendors, Community, Parents, Alumni)

# Diversity Programs in Engineering (DPE)



Mark Lewis  
Associate Dean for Diversity  
and Faculty Development



Jami Joyner  
Director



Angelica Keen  
Asst Director



Cindy Mosqueda  
Assoc Director



Debra Moss  
Administrative Assistant  
and Program Coordinator

# Survey Results

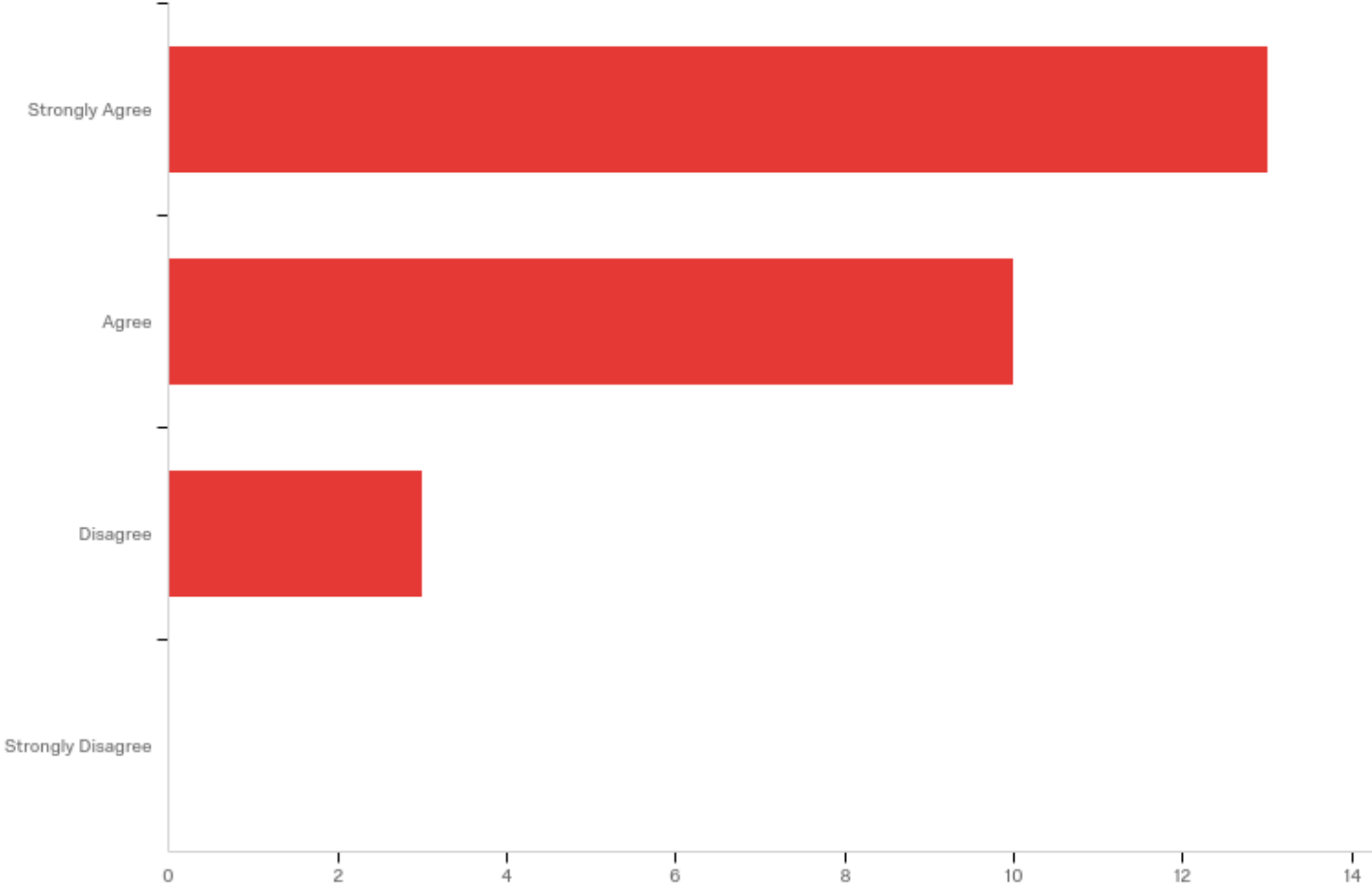
(28 responses)

Engineering College Council Meeting

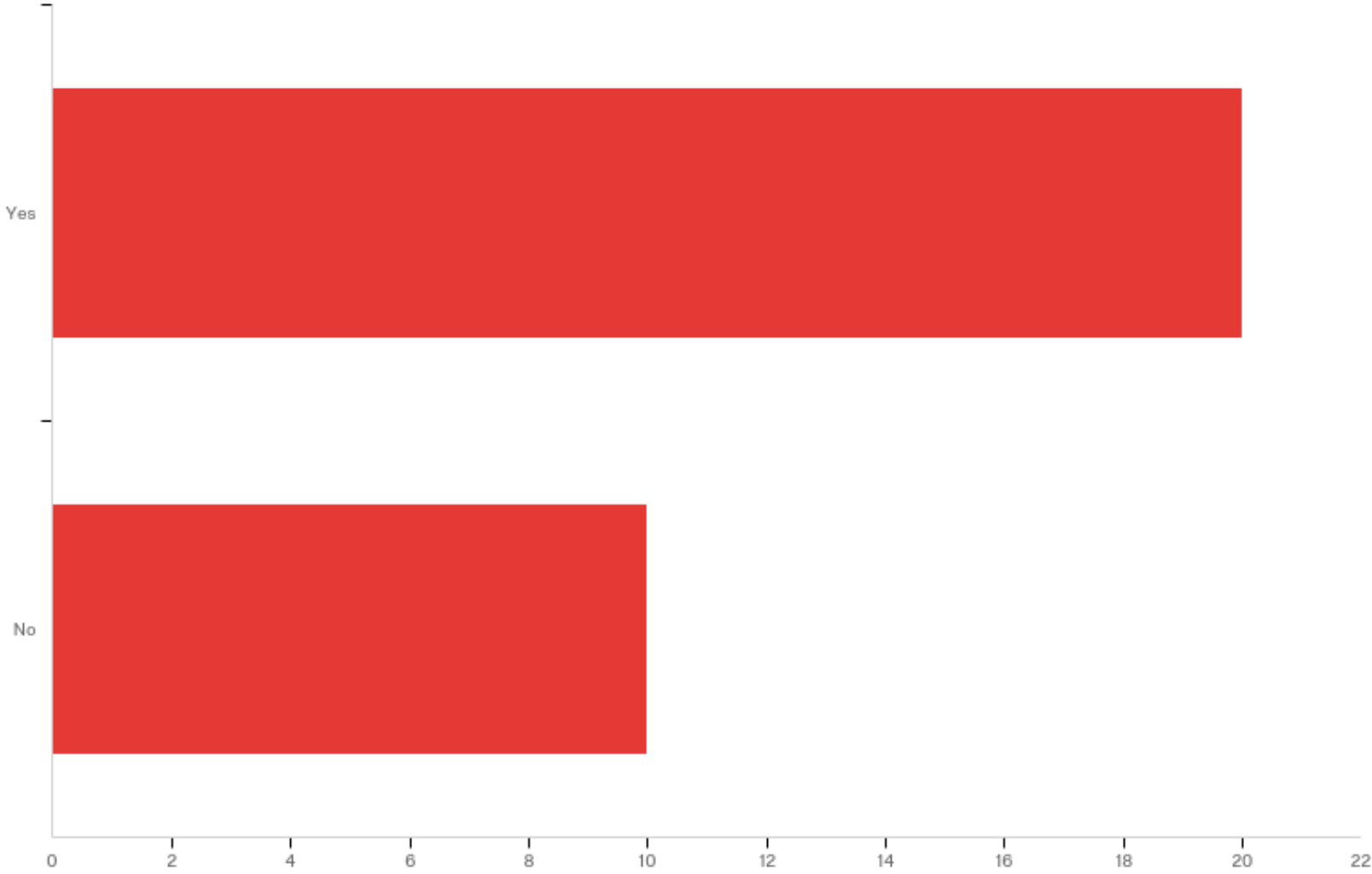
March 31, 2017



My company demonstrates a strong institutional commitment to diversity.



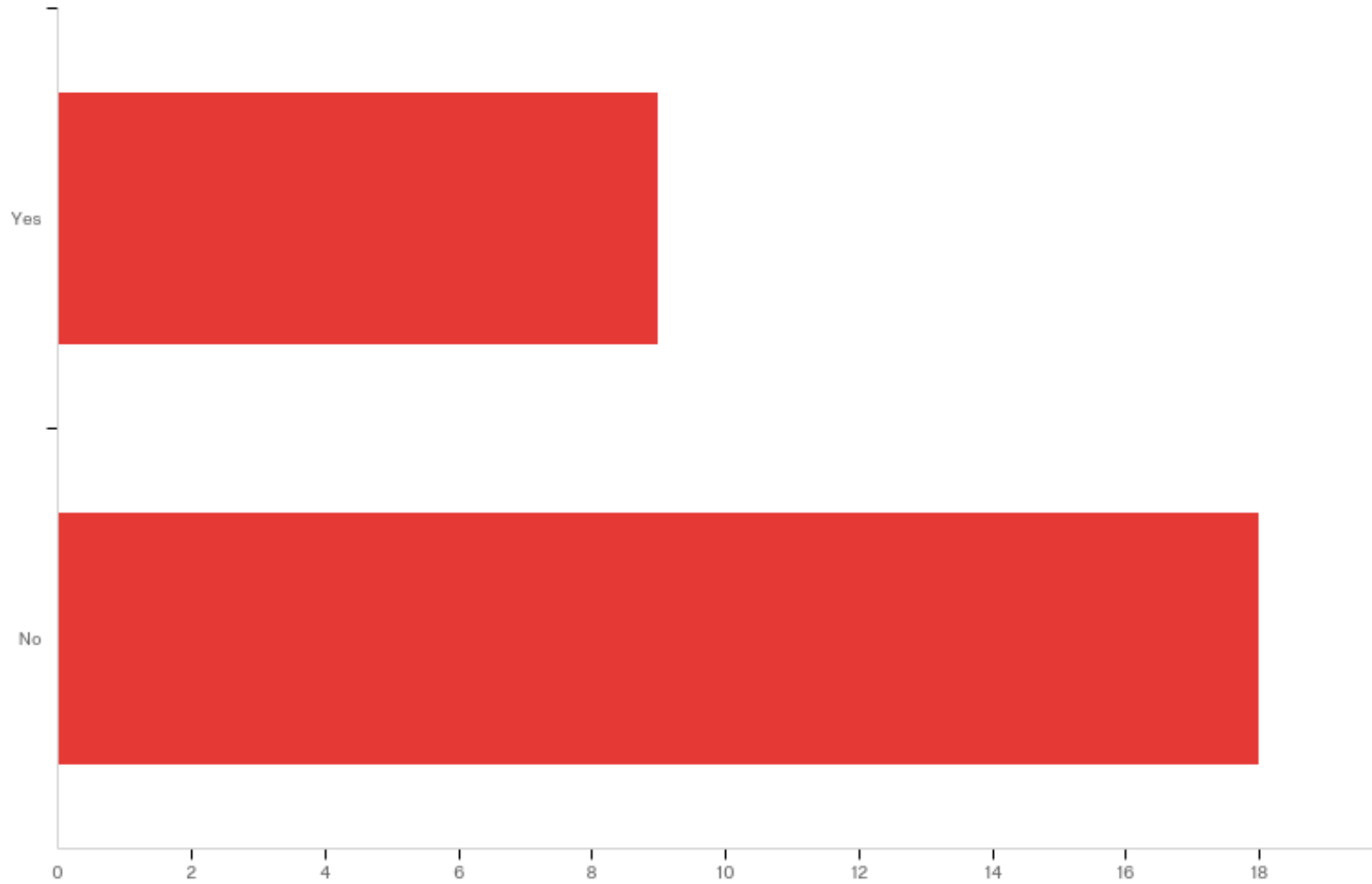
Does your company engage in recruiting/hiring practices to increase the number of underrepresented minorities or women employees?



## What practices has your company implemented to create a climate of inclusivity for it's employees?

- Emphasize team work, inclusivity at social events
- Included in standards of conduct of performance assessment
- Outside speakers
- Diversity committees – diversity training events
- Culture team – encourage employees from different groups/levels to interact. Sponsored inclusion days, inclusion Sessions for managers
- Small group discussions and awareness

Are any of the practices required?



Do you have specific processes in place for the professional development, advancement and promotion of under-represented groups in your place of employment?

