INCLUSIVE EXCELLENCE THROUGH DIVERSITY
SUBCOMMITTEE

October 30, 2009
University of Colorado
Engineering Advisory Council
PURPOSE

• Provide recommendations to Dean Davis that achieve college of engineering student recruitment, retention and performance that mirrors the evolving Colorado state population
DESIRED OUTCOMES

• Understand the background of diversity efforts of the University System and College of Engineering and Applied Science
  – CU System Blue Ribbon Commission on Diversity
  – Charge to the Diversity Action Committee
  – BOLD Center initiatives
• Understand the current performance of diverse student recruitment, retention and performance
• Agree on our subcommittee purpose
• Agree on our strategic (long-term) goals
• Agree on our tactical (short-term) objectives
• Agree on next steps
The University has a history of embracing noble causes and altruistic aims.
CU is known for being focused on serving the diverse population of the state.
CU is recognized for its leadership role in forming K-12 partnerships:
- Seminal K-12 engineering education for teachers
  - www.teachengineering.org
A Diversity Action Committee was established in the College.
Our results to date are unsatisfactory and lag the Universities we want to be associated with.
Bold action is required.
THINGS THAT ARE BEING DONE TODAY

• K-12 Partnership programs to create capacity
• Move to the BOLD culture with the BOLD Center
• GoldShirt Program
• Andrews Hall Living and Learning Community
• Summer Bridge programs
• Collecting and analyzing the current results
• Moving from a remediation model to a proactive excellence model
STRATEGIC GOALS

• Establish aggressive goals over a 20 Year horizon
  – This is a marathon, not a sprint
  – Develop strategic measures that are evaluated annually

• Produce engineering graduates consistent with the demographics of the state
  – Recruit in parity with the K-12 demographics in Colorado
  – Retain and prepare diverse engineering students in parity with the majority population of the college
  – Generate a research population that is in parity with the demographics of the state
THOUGHTS AND IDEAS

• Be the premier university system that produces a diverse engineering population to meet industry and national needs
  – Consistent with Good to Great aspiration
• Securing a commitment from a coalition of companies (Industry Associations) to invest in promoting more engineering graduates
  – Get a greater number of relatively small checks which can equate to a very large number
• Conduct an awareness campaign with industry
• Target companies with our unique research and technological competencies
• Leverage the recent Gathering Storm report and the recent NASA Panel on the need for a huge increase in engineers and scientists with US citizenship
THOUGHTS AND IDEAS

• Benchmark Universities that we aspire to be associated with and that are perceived to be successful in graduating a robust diverse student population

• Conduct focus groups with students so we understand what they believe would achieve our strategic goals

• Establish specific metrics to evaluate progress, year over year
NEXT STEPS

• Iterate virtually to refine tactical approaches and develop specific recommendations
• Develop marketing campaign
  – Approach ten companies by April meeting
• Develop strategic measures
• Provide specific recommendations to Rob
• Follow-up and update at next EAC meeting