

Diversity, Retention and Recruitment

Frank St. John

- Committee:
 - Vince Newsom-Chairman
 - Clayton Nicholas
 - Frank St. John
 - Terri Talbert-Hatch
 - Sam White
 - Kevin Zaletel
- Last meeting September 21
 - Updated DIAC Long Range Plan (Diversity Committee)
 - Planning for student meeting on October 1st.

DIAC Long Range Plan



Mission/Objectives

Strategies

Initiatives

**Guide the School & Advise the Dean:
Nourish the partnership
between school, industry,
and community**

Primary Source of Industry Advice to
Dean and School Leaders

Promote Diversity and Inclusion

Vibrant and Relevant DIAC

- Advisors on School Topics & Issues (Diversity-shared)
- Engage School's Diversity Initiatives (Diversity)
- Recognize Membership & Service
- Recruit Members
- Grow DIAC Leaders
- Link to Dept Adv. Boards & Alumni Board
- Show Relevant Metrics (Diversity-shared)

**Enable relevant
educational experiences
for students**

Student - Industry Linkage

Champion Research, International,
Service and Experiential Learning
(RISE)

- Grow Internships & Coops (Diversity)
- Hold Ind. Open Houses & Facility Tours Div. shared
- Define Real World Senior Projects
- Engage Student Organizations (Diversity)
- Provide Job Shadowing Opportunities (Diversity)
- Attend Job Fairs with Subject Matter Experts
- Mock Interviews
- Dev. strategic plan for recruiting diverse students

**Support comprehensive
outreach to the community**

Support IUPUI Community Outreach

K - 12 ISTEM - Fill the Pipeline

- Staff the IUPUI State Fair Booth
- Community / Curriculum Collaboration: (Music Technology & Indianapolis Symphony)
- Support ISTEM Initiatives (Diversity)
- Support K - 12 Summer Programs (Diversity)
- Help 7 - 12 at Risk Students (Diversity)

**Promote excellence in
research and creative
activity**

Grow Research and Realize Technology

- Industry Review of Research Programs
- Integrate School and Industry Research Pursuits
- Help License and Commercialize Research
- Bring Company Intellectual Resources to Support Technology Research
- IUPUI Fellows (e.g. Rolls Royce Fellows)

**Support the intellectual
and economic
development of
community stakeholders**

Collaboration w/Industry (Pervasive
Connections)

Support University Funding

- Participate in Brown Bag Lectures
- Industry Engagement on Strategic Plans
- Build the Education / Public / Private Bond
- Capital Campaign Leaders
- Support University Funding Through Legislative Process
- Tie Into 2012 Super Bowl

Diversity, Recruiting and Retention (Update)

Mission/Objectives

Strategies

Initiatives

Enable relevant educational experiences for students

Student - Industry Linkage

Champion Research, International, Service and Experiential Learning (RISE)

- Grow Internships & Coops (Diversity)
- Hold Industry Open Houses & Facility Tours (Diversity-shared)
- Define Real World Senior Projects
- **Engage Student Organizations** (Diversity)
 - Provide advisory role to SWE, NSBE and SHPE
 - Help with year to year organization transition
 - Work on developing peer mentoring
- Provide Job Shadowing Opportunities (Diversity)
- Attend Job Fairs with Subject Matter Experts
- Mock Interviews
- **Develop strategic plan for recruiting diverse students**

1 Priority

New initiative added

Preparation for October 1st Student Meeting

- Our role should be to engage and facilitate—not necessarily to lead
- Where we can help
 - Provide resources
 - Advise
 - Provide visibility of students to DIAC and DIAC to students
- Desired outcomes
 - Identifying a mechanism(s) for ongoing collaboration
 - Synchronizing calendars
 - Identify at least one joint activity
 - Areas where organizations may need our help