

**Purdue School of Engineering and Technology, IUPUI**  
Unit Action Plan: Diversity  
July 2011 – June 2012

The Purdue School of Engineering and Technology, IUPUI, is pursuing excellence in our core mission by advancing a multi-faceted culture of diversity that seeks, values, and embraces diversity in all of its forms. The following sections of this unit action report summarize representative diversity related accomplishments, activities, and strategies the School pursued during the period of July 2011 through June 2012.

For completeness, this report includes information related to students, as well as efforts focused on faculty and staff. Terminology used in summarizing data provided by the IUPUI Office of Equal Opportunity has been adopted in this report for consistency (e.g., Black, Hispanic, etc., categories, as well as job group descriptions).

**Strategic Plan:**

The Purdue School of Engineering and Technology, IUPUI, completed the final edition of its 2012-2017 Strategic Plan (please see [http://www.engr.iupui.edu/about/documents/IUPUI\\_StrategicPlan\\_sm\\_6-8-12\\_FINAL.pdf](http://www.engr.iupui.edu/about/documents/IUPUI_StrategicPlan_sm_6-8-12_FINAL.pdf)). The plan includes a set of initiatives to help focus attention and resources that will help our School compete at the highest levels, achieve excellence in our core mission, and enhance our image and reputation.

Our School identifies diversity as one of the 10 core values that define, inform, and guide the decisions within our School. Moreover, the School included diversity as one of its 5 strategic areas. Each strategic area is accompanied by a set of initiatives and actions. For example, the diversity area includes the initiative: *Increase the percentage of underrepresented faculty, staff, and students*. It is supported by the 7 actions listed below:

1. Monitor data provided by the IUPUI Office of Equal Opportunity to compare incumbency to availability to determine where the School needs to make greater efforts to reach parity and diversity in the faculty and staff workforce.
2. Align the School's Affirmative Action Plan to IUPUI's diversity performance indicators for faculty and staff.
3. Develop a more effective marketing strategy and recruit more effectively from high schools, community colleges, and colleges and universities with substantial populations of underrepresented students.
4. Increase the number of Ph.D. students from other institutions that present guest lectures, seminars, and are involved in other activities with E&T student organizations, such as National Society of Black Engineers (NSBE), Society of Women Engineers (SWE), and Society of Hispanic Professional Engineers (SHPE).
5. Increase the number of '3+2' programs with Historically Black Colleges and Universities (HBCUs).
6. Increase scholarships, fellowships, and other forms of support for underrepresented students.
7. Partner with the Purdue School of Science, the IU School of Education, and K-12 schools to understand and address the needs of at-risk students and the disparities in K-12 education.

## **Faculty and Staff:**

### Tenured/Tenure Track Faculty:

The School made offers to 3 new tenure-track faculty members for the 2011-2012 academic year. Each of these offers was accepted and Drs. Huidan (Whitney) Hu, Jing Zhang, and Andres Tovar all started on August 1, 2011. Upon appointment, Dr. Hu was the only female tenure-track faculty member in Mechanical Engineering. Upon appointment, Dr. Tovar was the only Hispanic/Latino tenure-track faculty member in Mechanical Engineering.

The School made an offer to Dr. Euzeli dos Santos and he accepted during the 2011-2012 academic year. He will be appointed on July 1, 2012 as a tenure-track faculty member in Electrical and Computer Engineering. Dr. dos Santos will be the only Hispanic/Latino tenure-track faculty member in Electrical and Computer Engineering.

In summary, 3 out of the last 4 tenure-track faculty members hired in our School have been members of traditionally underrepresented groups in engineering. All 4 hires have been faculty members belonging to either female and/or minority groups as defined by the campus.

Providing a nurturing environment and professional development opportunities for these underrepresented faculty members to succeed is of the utmost importance to the School.

Although significant progress has been made toward unmet goals in this job category, increasing hires of tenure-track faculty members from the Black and Hispanic groups remains an unmet goal.

### Clinical and Full-Time Non-Tenure-Track Faculty, Including Lecturers:

The School hired 7 non-tenure-track faculty members on or after August 1, 2011. The Asian category was below the 80% metric in the annual incumbency vs. availability detail in this job group. However, this finding is of not of particular concern at this point as the Asian job group is well represented in the tenured/tenure-track job group.

### Other Academic (Visiting Faculty and Part-time Faculty):

Three visiting faculty members have been hired since August 1, 2011. In particular, 2 of the 3 hires were female. Please note that visiting research positions, including post-doctoral assistants, in which the hire was made by the Principal Investigator of the externally funded grants or contracts, have not been included in this report.

Most noteworthy, Dr. Thomas Anthony, who is a member of the Black group, has accepted our offer to be appointed as a visiting assistant professor in the Department of Engineering Technology with a plan in place to transition this faculty line into a possible tenure-track appointment given some likely upcoming retirements. Dr. Anthony has been encouraged to publish results from his doctoral dissertation during his visiting appointment as it will strengthen his case for a tenure-track position and also increase the probability of a successful tenure-track probationary period.

The School continues to rely on a large number of part-time instructors (approximately 125). Increasing the number of Hispanic instructors remains an unmet goal in this job category.

### Executive Management

There are no unmet goals reported in the latest version of the *Incumbency versus Estimated Availability* report. Dr. Wanda Worley was appointed as the interim Associate Dean for Academic Affairs and Undergraduate Programs for the fall semester of 2011. She acted on behalf of Dr. Stephen Hundley, who was on sabbatical leave.

The School will implement a reorganization plan of some of its technology programs effective July 1, 2012. As part of this plan, Dr. Wanda Worley will be appointed interim Associate Dean for Academic Affairs and Undergraduate Programs from July 1, 2012 through June 30, 2013. The School plans an internal search and screen to fill this position during the 2012-2013 academic year.

Providing executive management experience and opportunities for underrepresented groups, particularly females, Blacks, and Hispanics, remains a high priority for the School in this job category.

### Professional Staff (PA):

Several professional staff were hired since August 1, 2011. The School is well represented in both the female and Asian groups. An unmet goal remains with respect to the Black group in this job category.

### Clerical Staff (CL):

There are no unmet goals in this job group.

### Technical Staff (TE and RS):

No technical staff positions are unfilled at this time. There remains an unmet goal in the female group in this job category.

The School remains committed to providing professional development opportunities for all of its employees, with an extra effort to ensure female and minority faculty and staff have opportunities for professional development. For example, starting on July 1, 2012, the School has set aside approximately \$10,000 in its base budget to support professional development for staff. Proposals will be reviewed for support from this pool. Proposals that include training to enhance understanding of and appreciation for diversity will be highly valued. This base budget support is in addition to opportunities for professional development offered within the School through the various engineering and technology departments.

### **Students:**

#### Pre-College Activities

The School continues to host underrepresented high school and middle school students during summer camps that explore engineering and technology careers. MEAP (Minority Engineering Advancement Program) has 3 week-long camps each summer. POWER (Preparing Outstanding Women for Engineering Roles) is a week-long, residential summer camp exclusively for high school girls. POWER is the only residential-based summer camp on the IUPUI campus. POWER camp began in 2006 and attracts many participants from outside of Indiana, including Puerto Rico. During the 2011 POWER camp, a pre- and post-assessment was taken by all the participants. Two example positively worded statements showed a significant change in the desired direction: "I know what types of classes to take in high school if I want to have a career in engineering" and "Careers in engineering are exciting."

The School also continues to work with both the student and professional organizations – Society of Women Engineers, Society of Hispanic Professional Engineers, and National Society of Black Engineers to perform outreach and programming for K-12 students.

**Recruitment and Current Students**

Recruitment activities continue in Puerto Rico and with the Atlanta University Consortium (AUC) in conjunction with the Admissions Office and the Office of Diversity, Equity, and Inclusion. We are proactive in visiting prospective students in Puerto Rico and on the campuses of Morehouse, Clark Atlanta, and Spelman. Our School provides financial support to bring AUC admitted students to the IUPUI campus to visit. The School of Engineering and Technology offers scholarships equivalent to the out of state portion of tuition for all AUC transfer students with a 2.8 GPA or above.

Applicant and admitted undergraduate student demographics for 2010, 2011, and 2012 (to date) are summarized in the table below. The numbers for 2010 and 2011 may differ from last year’s report because more categories have been added (e.g., two or more races).

	<b>2010</b>		<b>2011</b>		<b>2012 (to date)</b>
<b>Applicants</b>					
Black/African American	31		31		33
Asian /Pacific American	25		18		25
Hispanic /Latino	17		31		40
Native American/Alaskan Native	4		2		0
<b>Admitted</b>					
Black/African American	28		28		32
Asian/Pacific American	24		15		25
Hispanic/Latino	16		31		40
Native American/Alaskan Native	4		2		0

**July 2012 and Beyond**

Specific plans for the next fiscal year include leveraging the School’s Diversity Council and the Dean’s Industrial Advisory Council (DIAC) diversity sub-committee to expand and support the activities of our student professional organizations (SWE, SHPE, and NSBE). These plans emphasize utilizing these organizations for recruitment and retention of underrepresented students in all of our programs, both at the undergraduate and graduate levels.

**Prepared by the Purdue School of Engineering and Technology, IUPUI  
June 20, 2012**