DIVERSITY AND INCLUSION

Gallogly College of Engineering
Mewbourne College of Earth and Energy

MISSION:
To cultivate diversity of thought and strengthen an inclusive environment for all students, faculty and staff

SUMMARY
Diversity and inclusion has been a priority in the College of Engineering since the formation of the Multicultural Engineering Program in the early 1980’s. Diversity and inclusion continue to be a priority, as evidenced by our student enrollment and the resources we invest in building this culture.

The Diversity and Inclusion (D&I) Program is open to all students in the Gallogly College of Engineering and the Mewbourne College of Earth and Energy. The D&I program facilitates the outreach, recruitment, retention and overall success of underrepresented minorities and populations. Diversity brings with it better solutions and ideas that serve broader populations of society. Thus, it is equally important that we build a diverse student population, with students from different backgrounds, experiences, knowledge and understanding. It is critical that our engineering students are well prepared to solve complex problems and develop new solutions working collaboratively in diverse teams. The D&I program mentors and supports our diverse engineering and science students such that they are well prepared for successful professional careers.

The D&I program operates each year on an uncertain budget. Program support relies heavily on soft funding (e.g., student fees and corporate support). The program has a total salary need of $156,000 but only $96,046 is provided in central salary support. The Gallogly College of Engineering has to find $80,000 each year to pay the staff positions and this does not include the tutors, student assistants, graduate assistants or any of the programming costs. Together, the GCoE and the MCEE have worked to encourage corporate partners to invest in our D&I programs. Corporations do tend to make funding of D&I initiatives their highest priority to support recruitment of a diverse workforce. Student fees have been a relatively reliable source of funding, due to strong growth in enrollment of engineering and computer science students. However, these enrollments have leveled off in the last couple of years.

SELECT D&I PROGRAMS
D&I funding covers activities of outreach, recruiting, retention, and career development that target our D&I scholars. Some of the key programs are highlighted in the sections below. In addition to these programs, D&I works closely with other college programs. These collaborations create broader visibility of our D&I programs and student services and enhance the inclusive culture in engineering.

Recruitment
Recruiting has been historically aligned with the Minority Engineering Program (MEP). The program transitioned over the years to become embedded in the larger D&I Program.
Recruiting occurs throughout the year in organized events and through family visits to OU’s campus. D&I has historically strong recruiting ties to Houston area schools as well as schools throughout OKC. D&I has been very successful in recruitment efforts because of the messaging about the strong support network made available to students. Parents often remark that they feel more comfortable leaving their son/daughter at OU because of the D&I program and staff.

a. American Indian STEM & Business Day is a one-day event tailored to the interests of American Indian HS Juniors and Seniors. The event is co-hosted by the Gallogly College of Engineering and the Price College of Business with a goal to expose more indigenous students to the various business and STEM majors and careers. Through hands on activities, meeting current students, and an introduction to the Diversity and Inclusion staff from both colleges, the students receive a glimpse of all that OU has to offer.

b. Graduating seniors at the annual D&I banquet, spring 2017

1. Retention
a. Summary of Student Support
b. Scholarships: approximately $350,000 in annual privately funded scholarships in support of more than 200 D&I scholars.
c. Tuition Waivers: The university generously provides $267,000 in tuition-waiver funds to help our D&I students manage the costs of tuition.

d. For Fall 2018, undergraduate women enrollment was 25% and URM enrollment was 24% in the Gallogly College of Engineering, comparing very favorable to national norms.
e. AT&T Summer Bridge is a 4-week residential (on-campus) program for first year students who have been accepted to the University of Oklahoma and who are planning
AT&T Summer Bridge is designed to help students prepare for their first year of engineering, chemistry and math coursework. Students take a math class for college credit, have chemistry preparation workshops, and participate in numerous activities designed to help them successfully transition to college. Participants in this program demonstrate retention and graduation rates better than the general student population.

f. The 1st year engineering orientation course is organized such that smaller groups of engineering students are clustered in project-based sections of the course. The D&I program has two sections of the course specifically for the D&I scholars. In addition to the project experience which fosters creativity and team building, those in the D&I section gain the skills they need to design their own effective learning experience and understand the teaching/learning process.

g. Student organization mentorship and guidance is provided throughout the year. AISES (American Indian Society of Engineers and Scientists) NSBE (National Society of Black Engineers) SHPE (Society of Hispanic Professional Engineers) SASE (Society of Asian Scientists and Engineers) SWE (Society of Women Engineers) WECE (Women in Electrical and Computer Engineering) ASK (Alpha Sigma Kappa) AWICS (Association of Women in Computer Science), and many other student organizations rely on mentorship and programming offered by D&I staff.

h. Tutoring is provided through the D&I program in support of all students’ achievement of academic excellence in engineering. All students, regardless of class level, are encouraged to participate in tutoring services.

i. The Women in Engineering program was launched in 2016. The mission of the program to inspire and foster the advancement and achievement and this is accomplished through year-long programming that serves the specific needs of being a woman engineer.

   i. Halliburton Women’s Welcome provides a support program for female first-year students as they transition to the study of engineering and science at OU.

   ii. First-Year Interest Groups (FIGs) are held bi-weekly during the fall semester to continue to leveraging the strengths of community built through Women’s Welcome. FIGs meet over dinner at Couch Cafeteria to benefit from relevant professional programming offered by faculty and alumni. FIGs are open to all students in GCoE and MCEE.

j. D&I programming occurs year-round and includes activities such as monthly meetings, career fair reception, student enrichment trips, ExxonMobil Multicultural Engineering Mentoring Program, and the BP Diversity and Inclusion Banquet. Program event funding is generally provided by our corporate partners. D&I staff, along with additional college student services staff, provide all the personnel resources to support the programs.

2. Career

   a. The Dean’s Advisory Board on Diversity has membership from our D&I program alumni. The purpose of the board is to promote the vision, goals and objectives of diversity in the Gallogly College of Engineering. Board members are committed to increasing the number of underrepresented engineering graduates sought among the first by industry and investors. DABD members serve as mentors, guest speakers and judges for engineering competitions. DABD raises discretionary funds targeting diversity initiatives and scholarships.
b. The D&I program hosts a reception for all students and recruiters immediately after the fall engineering career fair. At this event, the D&I students can engage with corporate recruiters one-on-one to learn more about opportunities with the various companies.

STRATEGIC PLAN
For the 2019 Fall semester, the Diversity and Inclusion office will occupy a new suite on the first floor of Gallogly Hall. This new space will be larger and more welcoming than the current and past D&I facilities. A new learning center will include more space for tutors and Scholars to meet and study together to promote academic success. As the GCoE transitions to a renewed emphasis on graduate programs and research, the D&I program is positioning itself to make significant contributions.

D&I will use best practices to better support the recruitment and retention of our graduate students. D&I will support the cultivation of meaningful relationships with strategic universities and conferences. We will be purposeful about the demographics of this community and identifying relevant ways to support these students’ needs.

D&I will work to support faculty search committees in the process of building a diverse candidate pool. D&I will also work to increase awareness of best practices, resources and training.

STRATEGIC DIVERSITY & INCLUSION INITIATIVES
1. Foster access and equity
   • Create equal opportunity for all students
   • Provide training and resources
   • Increase research engagements

2. Recruit and Retain diverse students, faculty, and staff
   • Recruit and retain diverse Faculty
   • Recruit and retain diverse staff
   • Recruit and retain diverse undergrad and graduate students

3. Prepare students for diverse global careers
   • Embed D&I training and awareness into curricular and extra curricular

(recent graduates at the annual D&I banquet, K. Brown, J. Cortez, K. Crowley, S. Calhoun)