

Increasing the Diversity of the Engineering Pipeline: Graduate Pipeline

Sarah A. Rajala
Dean and Professor
Earnest W. & Mary Ann Deavenport, Jr. Chair

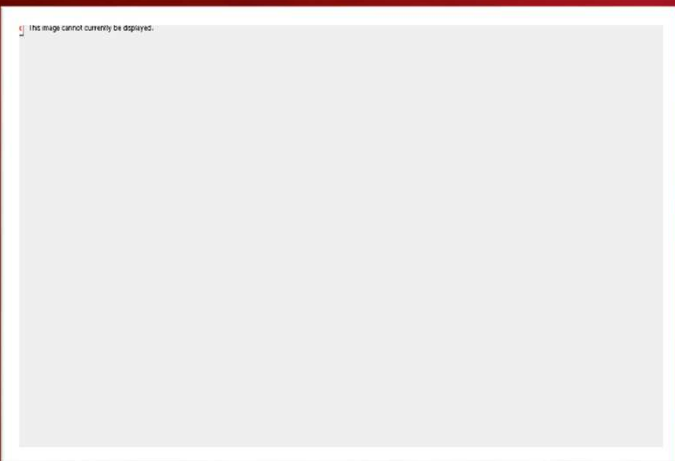
April 11, 2011

Changing Conditions



- Changing U.S. demographic
 - Increase in diversity
 - Increase in first-generation
 - Increase in non-traditional
 - Increase in returners
- Changing workforce needs
 - 2.5M jobs will require graduate degrees between 2008-2018
 - Changes in availability of tenure-track position
 - Changes in international higher education

Strategies for Success



- Broadening participation in graduate school
 - Improve completion rates
 - Provide peer-mentoring
 - Make effective use of technology
 - Recruit a more diverse faculty to serve as role models
 - Develop strategic partnerships with minority-serving institutions
 - Pipeline
 - Role models
 - Encourage faculty to promote inclusiveness

- Number one in master's and doctoral degrees to African Americans
- Named number one graduate school by *Hispanic Business*
 - Recruitment and retention
- Recruitment
 - SURE - Summer Undergraduate Research in Engineering/Science
 - FOCUS - Weekend program for students of color - 20th year
- Partnerships
 - FACES - Facilitating Academic Careers in Engineering and Science
 - Morehouse, Emory, Spelman, Georgia Tech

- Purdue
 - College of Engineering Diversity Action Committee
 - Faculty and Staff
 - Promote a climate in engineering that values people
 - Programs - Resources - Recruitment
- Stanford
 - Engineering Diversity Programs
 - Champion - Dr. Noe Lozano, Director
 - GEM
 - gp2a Program – peer mentoring – all levels
 - Faculty mentoring

- **IMAGE - Increasing Minority Access to Graduate Education**
 - Entering 20th year
 - Summer Bridge to Ph.D. Degree
 - Partnership with Louis Stokes Alliance for Minority Participation
 - Mentoring - peer - faculty - professional
 - Seminars and workshops
 - Scholarships
- **Diversity Advisory Council**
 - Retention
 - Changing the culture

