

University of Bridgeport School of Engineering Strategic Plan for Diversity, Equity, and Inclusion, 2022-2027

Updated October 30, 2022

We strive to make University of Bridgeport (UB) a place that values, welcomes, and nurtures diversity, equity, and inclusion (DEI) in all forms. This strategic plan outlines the objectives, as well as the parties responsible for the timely implementation of agreed-upon goals, targeted to create and maintain an equitable and just environment for faculty, staff, and students.

Strategic Goals

The strategic goals for our school stem from the commitment of University of Bridgeport to diversity, equal opportunity, and affirmative action. The school leadership (College of Engineering, Business and Education (EBE) Dean, School of Engineering (SOE) Director, Department Chairs, and UB DEI Council) participated in formulating the goals. Direct interactions with, and feedback from, our constituents positively influenced the goals as well.

Our strategic goals for the next five years are as follows:

1. Provide a welcoming, inclusive, and nurturing environment conducive to attracting and retaining a diverse group of faculty, staff, and students
2. Integrate the SOE DEI plan with UB's DEI plan to build on the strengths and activities of the university
3. Create processes to recognize and reward faculty, students, and staff for their diversity, equity, and inclusion efforts

OVERARCHING GOAL: Establish baseline database

Task	Metric	Baseline 2021	One-Year Target	Initiative Leader(s)
Building the baseline database for current diversity and inclusion status of UB’s SOE	N/A	No organized information available	Preliminary database containing any available historical diversity data and inclusion survey results	EBE Dean SOE Director OIE Director
Building the database on faculty, staff, and student retention over the next 3 years	N/A	No organized information available	Database containing any available information on retention of students, faculty, and staff	EBE Dean SOE Director SOE Department Chairs OIE Director
Building the database containing information on the academic success of women and under-represented minorities (URMs) in SOE over the next 3 years	N/A	No organized information available	Database containing available information on academic success of SOE women and URMs to be developed	EBE Dean SOE Director SOE Department Chairs OIE Director

1. **STRATEGIC GOAL #1:** Provide a welcoming, inclusive, and nurturing environment conducive to attracting and retaining a diverse group of faculty, staff, and students -via outreach

Task	Metric	Baseline 2021	One-Year Target	Initiative Leader(s)¹
a. Develop SOE strategies for retention in collaboration with the corresponding university offices, and encourage faculty, staff, and students to participate in retention activities already present at the university level	Perform annual analysis of retention for faculty, staff, and students	No school-specific retention strategies in place.	Build database on existing efforts and activities in this space. Combine it with school-specific efforts, developed if necessary, and achieve 60% engagement among faculty, students, and staff.	EBE Dean SOE Director SOE Department Chairs Asst. Provost of Student Management
b. Organize and implement a SOE specific annual DEI workshop for department chairs	Keep track of attendance for workshops	No regularly organized workshops by SOE. University workshops exist, but do not necessarily address school-specific needs.	School-specific workshop held annually with 100% participation. Evaluate methods to increase attendance for university-organized workshops within three months.	SOE Director SOE Department Chairs DEI Council
c. Seek and secure private and federal funding that includes commitments to the academic and professional advancement of underrepresented and economically disadvantaged students and faculty	Perform annual analysis of the results (both applications and awarded grants)	Isolated efforts requires DEI plan or activities that supports URM students. (e.g. Department of Navy Grant, PI: Dr. Jani Macari Pallis; NASA Projects, PI: Dr. Jani Macari Pallis; NSF HSI Grant, PI: Dr. Buket Barkana Undergraduate	Develop and implement school- and department- level efforts focused in this direction.	EBE Dean Director of Grants SOE Director SOE Department Chairs

¹ Drs. Art McAdams, Junling Hu, Prabir Patra, Ausif Mahmood

		<p>research curriculum for Hispanic and URM students</p> <p>NACME – National Action Council for Minorities in Engineering Scholarships - reengage</p>		
<p>d. Implement a faculty/staff/student exit survey and use the results to identify issues and opportunities for continuous improvement</p>	<p>Surveys administered at school level for faculty and staff. Departments to apply DEI questions as a part of their senior exit interview process.</p>	<p>Rudimentary faculty exit rubric in place. Individual departments run undergraduate senior student exit surveys. DEI questions not asked of students in a systematic way.</p>	<p>Develop faculty/ staff/student exit survey; share anonymized results with the DEI Council and department chairs; and implement changes. Candidates will be informed beforehand how the survey will be utilized.</p>	<p>EBE Dean OIE Director DEI Council</p>
<p>e. Provide support for academic clubs, teams, and organizations that develop and/or conduct activities addressing diversity, equity, and inclusion</p>	<p>Provide annual report on the overall funding level</p>	<p>Some support provided on case-by-case basis</p> <p>(UB current student organizations include NSBE and SWE; UB plans to add SHPE)</p> <p>Clubs/Advisors would get credit for DEI programs</p> <p>NACME – National Action Council for Minorities in Engineering Scholarships - reengage</p>	<p>Systematically support clubs, teams, and organizations with this platform; regular reports from supported groups addressing diversity, equity, and inclusion will be required</p>	<p>SOE Director Dean of Students Director, Center for Student Involvement</p>

f. Provide support for URM-focused summer research undergraduate programs	Provide annual report on the overall funding level	Some support provided on case-by-case basis	Systematically support selected summer undergraduate programs with this platform	Asst. Provost of Student Management
g. Request from all engineering faculty diversity and inclusion statements that highlight steps taken/to be taken to improve/ensure an inclusive and equitable environment for research and learning	Conduct annual survey among students and faculty to evaluate satisfaction with the learning and research environment in the school	No diversity statements in existence	Verify with the chairs that statements are put into practice.	EBE Dean TM, ME, BME and CPEG Chairs

STRATEGIC GOAL #2: Integrate the SOE DEI plan with UB’s DEI plan to build on the strengths and activities of the university

Task	Metric	Baseline 2021	One-Year Target	Initiative Leader(s)²
a. Review university plans and verify that the school DEI plan is in compliance	Review plans annually Annual endorsement from university leadership	SOE DEI plan will integrate UB’s Interim DEI obtained from Dean of Students	Annual verification. Perform adjustments to the SOE DEI plan based on verification.	EBE Dean SOE Director EE & CS Chairs DEI Council

² Drs. Navarun Gupta, Jani Macari Pallis, Ausif Mahmood, Buket Barkana

STRATEGIC GOAL #3: Create processes to recognize and reward faculty, students, and staff for their diversity, equity, and inclusion efforts

Task	Metric	Baseline 2021	One-Year Target	Initiative Leader(s)³
a. Create a new annual school award for diversity and inclusion efforts	Prepare annual report on the awards given	First faculty award will be established in Fall 2023	Continue and expand awards to include students, student groups, and staff, targeting goal of one award per category	EBE Dean SOE Director SOE Department Chairs Advancement Office
b. Make diversity and inclusion efforts part of the annual evaluation process	Gather annual information on how many departments use diversity and inclusion efforts as a component of their evaluation	Not an explicitly identified component when determining the annual review	Diversity and inclusion effort will be considered when determining annual review for faculty and staff	EBE Dean SOE Director SOE Department Chairs Department Chairs
c. Make diversity and inclusion efforts part of the criteria for distribution of department and school resources	Make diversity and inclusion efforts part of the criteria for distribution of department and school resources	Not an explicitly identified component when determining the distribution of department and school resources	Diversity and inclusion effort will be considered when deciding on the distribution of departmental and school resources	EBE Dean SOE Director SOE Department Chairs

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 Junling Hu, PhD, Chair, Department of Mechanical Engineering
 Arthur McAdams, PhD, Chair, Department of Technology Management

³ Drs. Khaled Elleithy, Ausif Mahmood and Julie Demers, CRA and Mostafa Hassan

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Mostafa Hassan, Assistant Dean of Graduate Students

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