A Dean's Role through the Lens of Gender Diversity, Equity, & Inclusion w Dean Ala Qubbaj

Although Deans say they hold leaders accountable...

Key Takeaway
Deans need to collect the data necessary to identify critical areas for change, and means of determining if efforts are making a difference.

Dean Ala Qubbaj
- Dean, Engineering and computer Science, UTRGV
- Senior Associate Vice President/Vice Provost for Faculty Affairs & Diversity, UTRGV
- PI ADVANCE Institutional Transformation Grant, UTRGV
- PI INCLUDES ADVANCING STEM Latinas in Academic Careers
- Professor of Mechanical Engineering, UTRGV

Prior EDGE Showcase Webinars
- Virginia Valian, Ph.D. (Nov. 14, 2019)
- Kimberly Griffin, Ph.D. & Alan Mabe, Ph.D. (Dec. 11, 2019)

Prior EDGE Showcase Webinars
- Achieving Engineering College Excellence through Gender Diversity, Equity, and Inclusion
ASEE EDGE Showcase Webinar: A Dean's Role through the Lens of Gender Diversity, Equity, & Inclusion w Dean Ala Qubbaj

29,479 Students (Fall 2019) Over 5000 Degrees Awarded

101 Faculty (13% females)

11 Faculty & 7 graduate programs

3507 students (18% females), ~ 500 degrees awarded

Four Frames for Inclusive Organizations

• Create a vision of a diverse, equitable, & inclusive organization
• Foster leaders passionate about an inclusive organization
• Provide supports for under-represented minorities
• Develop and use inclusive policies & procedures

CGO Insights/ Briefing Note No. 1 https://www.simmons.edu/sites/default/files/2019-03/Insights_01.pdf
ASEE EDGE Showcase Webinar: A Dean's Role through the Lens of Gender Diversity, Equity, & Inclusion w Dean Ala Qubbaj

How have you “Re-visioned College Culture?”

VISION
To be the most CARING, ENGAGED and SUCCESSFUL College of Engineering and Computer Science nationally recognized for its welcoming climate, engaging internal and external stakeholders, embracing diversity and excellence as well as promoting sustainable development and a better quality of life.

MISSION
To prepare the next generation of PASSIONATE, INNOVATIVE, multicultural and ethical professionals and transformative LEADERS in engineering, technology, and computer science who are sought after by industry, government, and academia.

GOALS (and initiatives)
Goal 1: Cultivate LEADERSHIP culture & FAMILY CLIMATE
Goal 2: Enhance STUDENT SUCCESS & DEVELOPMENT with special focus on LEADERSHIP skills.
Goal 3: Expand OPPORTUNITIES
Goal 4: Enhance PARTNERSHIPS
Goal 5: Enhance gender/ethnic DIVERSITY as well as INCLUSION of persons with disabilities.
Goal 6: Enhance RESEARCH, INNOVATION and ENTREPRENEURSHIP.

How have you sought to model “Passionate Leadership?”
“People don’t care how much you know, until they know how much you care.”
- Theodore Roosevelt

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”
- John Quincy Adams

You must love those you lead before you can be an effective leader. You can certainly command without that sense of commitment, but you cannot lead without it. And without leadership, command is a hollow experience, a vacuum often filled with mistrust and arrogance.

Maricela Lizcano, Ph. D.
UTRGV Mechanical Engineering Graduate

Mario Gonzalez
Civil Engineering Senior

Brandon Ramirez (UTRGV 2019 Graduate)

“It’s more than just a bike”
How have you developed and supported the use of “Inclusive Policies & Procedures?”

Policy is Necessary but not Sufficient

How have you “Provided Support for Underrepresented Minority (URM)” Faculty?

EDGE Next Steps
1. Sign the ASEE Engineering Dean’s Diversity Pledge [contact Nathan Kahl (N.Kahl@asee.org)]
2. Join the EDGE Listserv to learn the latest gender equity information: [https://edge.asee.org/]
3. Register for the next EDGE Showcase Webinar with Dean Scott Ashford, Oregon State University, *Disrupting Process to Dismantle Culture* (see EDGE Showcase Webinar Series: [https://edge.asee.org/webinar-series/]

EDGE Next Steps (Continued)
5. Use the state-of-the-art EDGE College Self-Assessment Tool, and [https://edge.asee.org/self-assessment-tool/]
   Contribute to the EDGE College Self-Assessment Tool Pilot Program
   • Help us identify a subset of questions for proposed ASEE’s National Gender Equity Indicators data base
   • contact Gretal Leibnitz (EDGE.Leibnitz@gmail.com)
6. Check out the EDGE app for total engineering faculty counts (working to update URM info & incorporate 20 years of ASEE Profiles data) [https://shinyapps.asee.org/apps/EDGE/]
Interested in participating in the EDGE College Self-Assessment Tool Pilot Programs?

Contact:
Gretal Leibnitz, Ph.D.
Co-PI & EDGE Project Director
Edge.Leibnitz@gmail.com

Or Visit:
https://edge.asee.org/self-assessment-database/