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ENGINEERING DEANS
GENDER EQUITY
WEBINAR SHOWCASE SERIES

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

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Dean, College of Engineering and Computer Science University of Texas Rio Grande Valley (UTRGV)

January 29, 2019

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ASEE
AMERICAN SOCIETY FOR ENGINEERING EDUCATION

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Slide 2

Prior EDGE Showcase Webinars

https://edge.asee.org/webinar-series/

Achieving Engineering College Excellence through Gender Diversity, Equity, and Inclusion

WHY SO SLOW?
VIRGINIA VALIAN

An Inclusive Academy

Virginia Valian, Ph.D.
(Nov. 14, 2019)

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Although Deans say they hold leaders accountable…

free photo 115628302 © creativecommonstockphotos - Dreamstime.com

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.

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Prior EDGE Showcase Webinars

https://edge.asee.org/webinar-series/

EDGE College Self-Assessment Tool: Foundation for Strategic Change

Kimberly Griffin, Ph.D. & Alan Mabe, Ph.D.
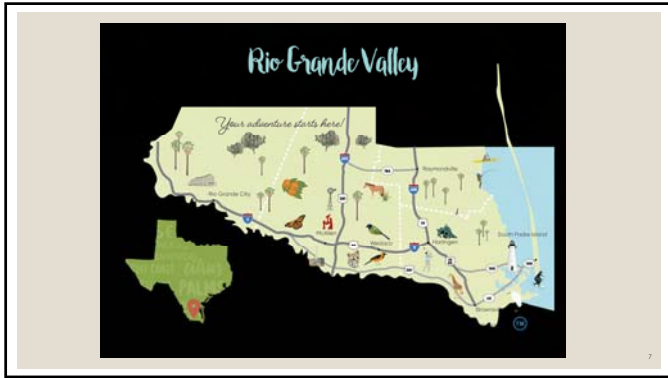
(Dec. 11, 2019)

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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

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The University of Texas
Rio Grande Valley

29,479 Students (Fall 2019)   **Over 5000 Degrees Awarded**
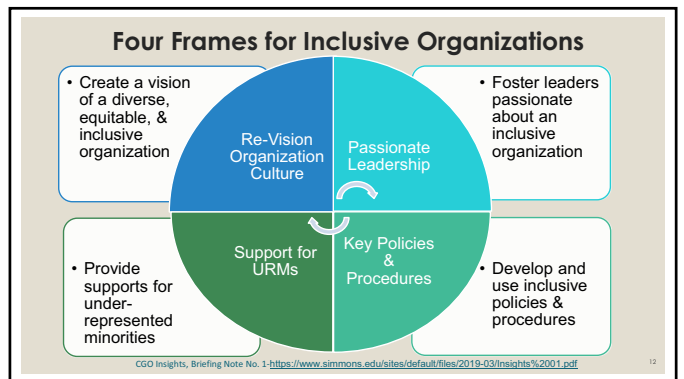
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101 Faculty (13% females)

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101 Faculty
(13% females)

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

7 Undergraduate &
7 graduate programs

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& Computer Science

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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

Re-Vision Organization Culture

Passionate Leadership

Support for URMs

Key Policies & Procedures

CGO Insights, Briefing Note No. 1-https://www.simmons.edu/sites/default/files/2019-03/Insights%2001.pdf

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How have you
"Re-visioned College Culture?"

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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.

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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.

Vxffhwixд#Nrjhwkhu

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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.

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NSF'S
10 BIG IDEAS

#1 BIG IDEA

Future of Work   Growing Converg. Research   Harnessing the Data Revolution   Mid-scale Research Infrastructure   Navigating the New Arctic
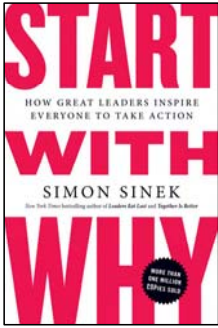
NSF 2026   NSF INCLUDES   Quantum Leap   Understanding the Rules of Life   Windows on the Universe

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How have you sought to model
"Passionate Leadership?"

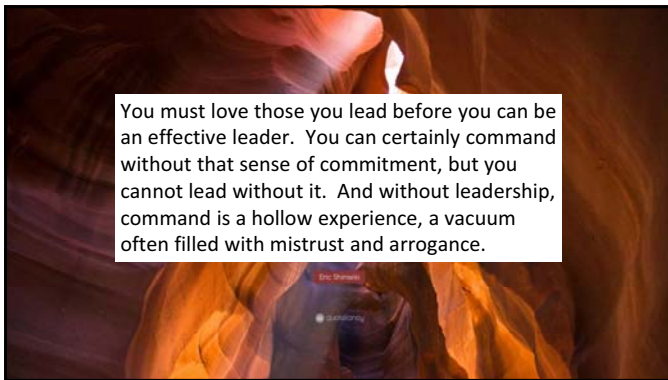*"People don't care how much you know, until they know how much you care."*
-Theodore Roosevelt

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

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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.

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Maricela Lizcano, Ph. D.
UTRGV Mechanical Engineering Graduate

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Mario Gonzalez
Civil Engineering Senior

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Brandon Ramirez (UTRGV 2019 Graduate)

"It's more than just a bike"

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How have you developed and supported the use of
"Inclusive Policies & Procedures?"

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Policy is Necessary but not Sufficient

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

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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/

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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. **NEW!** **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/

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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/

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Thank You!

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