



**ENGINEERING DEANS
GENDER EQUITY**
WEBINAR SHOWCASE SERIES

**Deans Panel Discussion on the COVID-19 Crisis:
Challenges and Opportunities in Diversity, Equity, and Inclusion (May 6, 2020)**

Webinar Time-Markers

Yannis Yortsos, Ph.D., Dean of the Viterbi School of Engineering, USC (MODERATOR)

Sharon Walker, Ph.D., Dean of the College of Engineering, Drexel University

Rudolph G. Buchheit, Ph.D., Dean of the College of Engineering, University of Kentucky

Scott Ashford, Ph.D., PE (CA), Kearney Dean of Engineering, OSU

The unprecedented COVID-19 crisis has disrupted engineering education at a fundamental level. This session will explore challenges as well as opportunities associated with Diversity, Equity and Inclusion (DEI) at the faculty level, and how engineering schools address them. We will also address DEI issues in a post-Coronavirus future.

- 0:00:00 Introduction and EDGE Resources
- 0:05:35 Dean Yannis Yortsos Welcome & Panelist Introductions
- 0:08:15 Dean Sharon Walker
- 0:09:07 Dean Rudy Buchheit
- 0:09:35 Dean Scott Ashford
- 0:10:55 Question 1: *COVID-19 disruptions will likely disproportionately affect the careers of female faculty given that women, on average, take on more household and child-rearing duties than men. What are your thoughts on how these might exacerbate gender inequalities that already exist?*
- 0:11:40 Dean Scott Ashford
- 0:13:37 Dean Sharon Walker
- 0:18:36 Dean Yannis Yortsos
- 0:19:05 Dean Rudy Buchheit
- 0:23:00: Question 2: *COVID-19 disruption has created financial impacts. Will activities and commitments to advancing diversity, equity, and inclusion continue with equal emphasis, as reflected in budgets, or will emphasis be weakened?*
- 0:24:30 Dean Sharon Walker
- 0:27:02 Dean Rudy Buchheit
- 0:28:57 Dean Scott Ashford
- 0:31:53 Dean Sharon Walker

- 0:33:20 Question 3: *Is there a call to action in our engineering community (e.g., ASEE's Dean's Council, others?) to create ideas on how we can shape the future so that the diversity, equity, and inclusion issues we care about become organic and part of the "new" world?*
- 0:34:43 Dean Sharon Walker
 0:37:08 Dean Rudy Buchheit
 0:37:49 Dean Scott Ashford
 0:39:38 Dean Yannis Yortsos
- 0:41:13 Participant Questions: *How do we provide faculty with supports to create diverse, equitable, inclusive teaching; research mentoring, advising, as well as collegial environments. Because it is very easy for us to get siloed within our particular spaces which tend to be occupied by people similar to us, so how do we actively foster diverse environments?*
- 0:41:50 Dean Yannis Yortsos
 0:42:23 Dean Sharon Walker
 0:44:00 Dean Rudy Buchheit
- 0:45:00 *What happens if faculty vulnerable to COVID-19 do not feel comfortable going back to the classroom?*
- 0:45:29 Dean Scott Ashford
- Can we lobby state and federal politicians to argue for the importance of science?*
- 0:45:58 Dean Scott Ashford
 0:46:58 Dean Rudy Buchheit
- 0:48:10 *How will research intensive institutions balance demands for research with current significant demands on faculty for time-intensive transitioning of teaching to on-line with regards to tenure and promotion?*
- 0:48:38 Dean Scott Ashford
 0:49:53 Dean Sharon Walker
 0:51:36 Dean Rudy Buchheit
 0:53:06 Dean Yannis Yortsos
- 0:53:50 *How do we communicate all these good intentions and commitments to our constituencies?*
- 0:54:30 Dean Rudy Buchheit
 0:55:24 Dean Sharon Walker
 0:57:06 Dean Scott Ashford
- 0:58:06 Closing Comments