

2016 Diversity Initiatives and Goals

Department

Department of Mechanical Engineering-Engineering Mechanics

Liaison

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2016 Diversity Initiatives and/or Goals

- One of five participating universities in the NSF-funded Transforming Engineering Culture to Advance Inclusion and Diversity. As part of this program, a ME-EM ad-hoc committee has:
 - Developed a vision for the department, which include four items:
 - Regardless of background, beliefs, ethnicity or gender, all students feel welcomed into the department.
 - The departmental culture is respectful, inclusive, constructive, and open-minded.
 - Students value the diverse aspects of all individuals and practice building inclusive environments on their teams.
 - Faculty and staff have the tools to create inclusive learning and work environments and seek opportunities to further develop their knowledge and skills in this area.
 - Developed and in the process of distributing a climate survey of undergraduate and graduate students groups with a critical mass of MEs. The goal of the survey is to understand the experience of our diverse student population. Once the results are compiled and discussed, the department can develop strategies for improving the climate for all students, faculty, and staff.
 - Drafted a set of learning outcomes and community principles for the department. The outcomes focus on effective teaming practices in our project-based courses. The learning outcomes and community principles are in the process of being revised and implemented.
- Increase faculty awareness of diversity and ways they can contribute to Michigan Tech's diversity goals. We are working on this initiative via the following measures:
 - Consider professional development activities related to diversity (from the Vita Update) for merit pay increases
 - Invite diversity/inclusion experts to facilitate discussion through lunches, workshops, retreat, and faculty/staff meetings
- Continue support of Summer Youth Program, Women in Engineering, and Engineering Explorations programs focused on expanding the number of women and underrepresented minorities in mechanical engineering
- Send a memory stick containing interviews with women and minority ME students and/or faculty to accepted applicants indicating interest in an ME major. This initiative, which began seven years ago, has coincided with an increase in the percentage of minority and women students majoring in ME at MTU.