

## **Diversity Plan 2022 for the College of Engineering at The University of Texas at Arlington** *The University of Texas at Arlington Updated 10/21/2022*

### **Diversity plan purpose/mission**

The College of Engineering at The University of Texas at Arlington is committed to diversity and inclusion as part of a campus-level strategic plan. UTA is a comprehensive research institution whose mission is the advancement of knowledge and the pursuit of excellence. The University promotes lifelong learning through academic and continuing education programs and the formation of good citizenship through its service learning programs. The diverse student body shares a wide range of cultural values and the University community fosters unity of purpose and cultivates mutual respect. Toward these goals, the College is committed to increasing the number and percentage of under-represented minorities among the students, faculty and staff, to include people from all cultural and demographic backgrounds.

### **Goals, objectives, priorities**

Over the next five years, COE will place particular emphasis on the following priority goals:

1. Improve the mix of undergraduate students with diverse backgrounds by focusing COE recruitment efforts across the United States in locations with higher populations of diverse K-12 students.
2. Maintain College Committee on DEI, in coordination with the College leadership bodies, as a mechanism to spearhead the College's DEI initiatives in collaboration with the University DEI efforts.
3. Increase graduate student diversity by continuing active recruiting and participation in programs devoted to diversity, equity and inclusion.
4. Increase faculty diversity by actively recruiting through national searches and opportunity hires.
5. Enhance faculty and student retention of underrepresented minorities and women through mentoring programs and other supporting activities.

### **How will progress be tracked?**

To evaluate progress over time, COE will use institutional data to track metrics and success criteria relevant to our diversity and inclusion goals, including percentages (and trends) of diverse undergraduates (for both matriculation and graduation), graduate students, faculty, and staff. College demographic information will be compared to that of academic peers, aspirational peers, and regional peers on an annual basis.

### **Who is accountable for ensuring that diversity plan is implemented?**

A successful plan for diversity requires the participation of all members of the College, including faculty, staff, and administrators. Each member of the College plays an important role in the implementation and successful execution of the plan.