July 31, 2015

Engineering is empowering society in unprecedented ways. It is at the core of all innovation, resulting in tremendous societal and economic benefits; it is the most important discipline to address current and emerging challenges in the US and on a global scale; and it provides new, imaginative ways to enrich life. A fundamental requirement for growth of this enabling power, however, is for the engineering community to attract and engage people from all segments of our society. The evolving demographic landscape of the US, the need for constant economic competitiveness and the upholding of our core values to ensure equal opportunity and access to all who seek it, all point to the importance of actively embracing diversity and inclusiveness in all our endeavors. Diversity and inclusiveness are essential for the development of creative solutions to the world’s challenges and to enrich life.

While gains have been made in the participation of women, African-Americans, Hispanics, and Native Americans in engineering in recent decades, significant progress is still needed to reach a level where the engineering community fully embraces all segments of our increasingly diverse and vibrant society. In particular, we must further promote the pursuit of engineering education to all those who have been historically under-represented within our discipline; provide an educational experience that is demonstrably equitable and inclusive; and actively work to improve the broader engineering culture to fully engage the diverse generations to come.

The year 2014-2015 was declared by ASEE as the Year of Action in Diversity. The undersigned deans of engineering schools across the United States commit through specific action to provide increased opportunity to pursue meaningful engineering careers to women and other underrepresented demographic groups. We further commit to ensuring that our institutions provide educational experiences that are inclusive and prevent marginalization of any groups of people because of visible or invisible differences. We affirm the importance of such aims as a reflection of our core values, as a source of inspiration for drawing a generation to the call of improving the human condition. Recognizing the urgency to act, the undersigned colleges/universities commit to establishing at each of our institutions programs that include the following:

1. Develop a Diversity Plan for our engineering programs with the help and input of national organizations such as NSBE, SHPE, NACME, GEM, SWE, AISES, WEPAN and the ASEE that would: articulate the definition and the vision of diversity and inclusiveness for the institution; assess its need or justification; provide a statement of priorities and goals; commit to equity, implicit bias and inclusion training across the school; define accountability; and the means of assessing the plan through various means including surveys.
2. Commit to at least one K-12 or community college pipeline activity with explicit targeted goals and measures of accountability aimed at increasing the diversity and inclusiveness of the engineering student body in our institution.

3. Commit to developing strong partnerships between research-intensive engineering schools and non-PhD granting engineering schools serving populations underrepresented in engineering.

4. Commit to the development and implementation of proactive strategies to increase the representation of women and underrepresented minorities in our faculty.

A measure of success will be the notable increase in diversity in enrollments, retention and graduation rates of engineering students, and increased diversity in our faculty and in the engineering workforce, over the next decade. Combined with changes in engineering education, for example as envisioned in the Grand Challenges Scholars Program, we envision the evolution of our engineering schools as the places which will prepare the graduates with the diversity, inclusiveness and engineering educational preparation to help make the world a better place.

Signed:

Kyle Squires, Vice Dean and Interim Dean
Ira A. Fulton Schools of Engineering
ARIZONA STATE UNIVERSITY

Amy J. Moll
Amy J. Moll, Ph.D.
Dean, College of Engineering
BOISE STATE UNIVERSITY

Dr. Lex A. Akers, P.E.
Founding Dean
Caterpillar College of Engineering and Technology
BRADLEY UNIVERSITY

Keith W. Buffinton, Ph.D.
Dean of Engineering
BUCKNELL UNIVERSITY

Mahyar Amouzgar
Dean and Professor
College of Engineering
CAL POLY POMONA

Debra Larson, PhD, PE
Dean, College of Engineering
CAL POLY SAN LUIS OBISPO
Dean, College of Engineering
CALIFORNIA STATE UNIVERSITY, LONG BEACH

Dr. Emily L. Allen
Dean College of Engineering, Computer Science, and Technology
CALIFORNIA STATE UNIVERSITY, zatar

S. K. Ramesh, Ph.D., Fellow IEEE
Dean, College of Engineering and Computer Science
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

Jenna P. Carpenter, Ph.D., F.ASEE
Dean, School of Engineering
CAMPBELL UNIVERSITY

Anette M. Karlsson, Ph.D.
Dean and Professor
Washkewicz College of Engineering
CLEVELAND STATE UNIVERSITY

Kevin Moore, Dean
College of Engineering and Computational Sciences
COLORADO SCHOOL OF MINES

David I. McLean, PhD., P.E.
Professor and Dean
College of Engineering
COLORADO STATE UNIVERSITY

Joseph J. Helble
Dean, Thayer School of Engineering
DARTMOUTH COLLEGE

Tom Katsouleas
Tom Katsouleas
Vinik Dean of Engineering
DUKE PRATT SCHOOL OF ENGINEERING

Ronald A. Madler
Dean and Professor
College of Engineering
EMBRY-RIDDLE AERONAUTICAL UNIVERSITY, PRESCOTT ARIZONA

Maj Mirmirani, Ph.D.
Dean, College of Engineering
EMBRY-RIDDLE AERONAUTICAL UNIVERSITY, DAYTONA BEACH

Dr. Bruce W. Berdanier, PE, LS, FASCE
Dean and Professor of Engineering
FAIRFIELD UNIVERSITY
Dr. Weal Zatar  
Dean and Professor, College of Information Technology and Engineering  
MARSHALL UNIVERSITY

Leo Kempel  
Dean, College of Engineering  
MICHIGAN STATE UNIVERSITY

Wayne D Pennington  
Dean of the College of Engineering  
MICHIGAN TECHNOCOLOGICAL UNIVERSITY

Jason M. Keith  
Dean and Professor  
MISSISSIPPI STATE UNIVERSITY

Dr. Eugene M. DeLoatch  
Dean, School of Engineering  
MORGAN STATE UNIVERSITY

Nada Marie Anid, Ph.D.  
Dean, School of Engineering and Computing Sciences  
NEW YORK INSTITUTE OF TECHNOLOGY

Louis A. Martin-Vega  
Louis A. Martin-Vega, Ph.D., P.E. Professor and Dean College of Engineering  
NORTH CAROLINA STATE UNIVERSITY

Promod Vohra, Dean  
College of Engineering & Engineering Technology  
NORTHERN ILLINOIS UNIVERSITY

Julio Ottino  
Dean, McCormick School of Engineering  
NORTHWESTERN UNIVERSITY

Dennis Irwin  
Dennis Irwin, Ph.D., P.E. Dean and Moss Professor of Engineering Education  
OHIO UNIVERSITY

Vincent P. Manno, Sc.D.  
Provost and Dean of Faculty  
OLIN COLLEGE OF ENGINEERING

Leah H. Jamieson  
The John A. Edwardson Dean of Engineering  
PURDUE UNIVERSITY
Shekhar Garde  
Dean of Engineering  
RENSSELAER POLYTECHNIC INSTITUTE

Edwin Thomas  
RICE UNIVERSITY

Steven W. Buckner  
Interim Dean, Parks College of Engineering, Aviation and Technology  
Professor of Chemistry  
SAINT LOUIS UNIVERSITY

Michael D. Staley  
Dean, School of Engineering, Design & Construction  
SEMINOLE STATE COLLEGE OF FLORIDA

John J. Warwick  
Dean and Professor  
SOUTHERN ILLINOIS UNIVERSITY

Hasan Sevim  
Dean and Professor School of Engineering  
SOUTHERN ILLINOIS UNIVERSITY  
EDWARDSVILLE

Michael Bruno  
Dean, Schaefer School of Engineering and Science  
STEVENS INSTITUTE OF TECHNOLOGY

Chilukuri K. Mohan  
Interim Dean, College of Engineering & Computer Science  
SYRACUSE UNIVERSITY

Keya Sadeghipour  
Dean & Professor, Mechanical Engineering & Bioengineering  
TEMPLE UNIVERSITY

Dr. M. Katherine Banks  
Dean of Engineering  
TEXAS A&M UNIVERSITY

Stan McClellan, PhD  
Director, Ingram School of Engineering  
TEXAS STATE UNIVERSITY
Ronald W. Welch, Ph.D., P.E., COL (Retired)  
F.SAME, F.ASEE  
Dean of Engineering & Louis S. LeTellier Chair  
THE CITADEL

David B. Williams  
Executive Dean of the Professional Colleges and Sean of the College of Engineering  
THE OHIO STATE UNIVERSITY

Amr. S. Elnashai, FREng  
The Harold and Inge Marcus Dean of Engineering  
THE PENNSYLVANIA STATE UNIVERSITY

Thomas N. Farris  
Dean, School of Engineering Rutgers  
THE STATE UNIVERSITY OF NEW JERSEY

Alexander, J. Iwan, Ph.D.  
Dean and Professor  
THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

Richard J. Sweigard, Ph.D., P.E.  
Dean of the Herff College of Engineering  
THE UNIVERSITY OF MEMPHIS

Joseph L. Cecchi, Ph.D.  
Dean, School of Engineering  
THE UNIVERSITY OF NEW MEXICO

Sharon L. Wood  
Cockrell School of Engineering  
THE UNIVERSITY OF TEXAS AT AUSTIN

Richard T. Schoephoerster, PhD, PE  
Dean and Riter Professor  
College of Engineering  
THE UNIVERSITY OF TEXAS AT EL PASO

Nagi G. Naganathan, Ph.D., ASME Fellow  
Professor & Dean  
College of Engineering  
THE UNIVERSITY OF TOLEDO

Nicholas J. Altiero, Ph.D.  
Dean, School of Science and Engineering  
TULANE UNIVERSITY

Liesl Folks, PhD, MBA  
Dean, School of Engineering and Applied Sciences  
UNIVERSITY AT BUFFALO – SUNY
Alec Scranton
Dean, College of Engineering
UI Foundation Distinguished Professor of Chemical and Biochemical Engr.
UNIVERSITY OF IOWA

John S. Usher, Ph.D., P.E.
Acting Dean
JB Speed School of Engineering
UNIVERSITY OF LOUISVILLE

Julie M. Ross
Dean, College of Engineering
Information Technology
UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

Tim Anderson
Dean, College of Engineering
UNIVERSITY OF MASSACHUSETTS, AMHERST

Joseph Hartman, Ph.D., P.E.
Dean, Francis College of Engineering
UNIVERSITY OF MASSACHUSETTS, LOWELL

David C. Munson
Dean, College of Engineering
UNIVERSITY OF MICHIGAN

Samuel B. Mukasa
A. W. (Tony) England, Dean
College of Engineering and Computer Science
UNIVERSITY OF MICHIGAN – DEARBORN

Samuel B. Mukasa
Dean and Eric J. Essene Professor of Geochemistry
College of Engineering and Physical Sciences
UNIVERSITY OF NEW HAMPSHIRE

Emir José Macari, Ph.D.
Professor and Dean of Engineering
Interim Director for Research
UNIVERSITY OF NEW ORLEANS

Peter Kilpatrick
McCloskey Dean of Engineering
UNIVERSITY OF NOTRE DAME

Vijay Kumar
Nemirovsky Family Dean
Penn Engineering
UNIVERSITY OF PENNSYLVANIA

Gerald D. Holder
U.S. Steel Dean of Engineering
UNIVERSITY OF PITTSBURGH