

LYLE SCHOOL OF ENGINEERING

Office of the Dean

November 16, 2020

Dear ADRP Selection Committee,

Diversity, Equity and Inclusion Impact Plan

Vision for Diversity, Equity and Inclusion in the Lyle School of Engineering

The Lyle School of Engineering

DEI Objectives

- I. Increase URM student recruitment, retention, graduation, and first destination success
- II. Develop and implement a comprehensive plan for URM faculty recruitment and support
- III. Improve organizational culture for staff development and success

Objective One – Increase URM student recruitment, retention, graduation, and first destination success

Goal 1 Increase URM, (Black and Latinx), enrollment to 25% by 2024 (currently 20%)

For the past three years, the Lyle School of Engineering has maintained a higher than average female enrollment. In the 2019-2020 academic year, women represent 32% of incoming first year students, 33% of enrollment and 37% of the graduating class. While we have been successful

Funding strategies include:

Assessment

-granting institutions and referral sources

Track utilization of job advertisement and networking outlets

Measure representation by demographic group and other diversity indicators during all stages of the recruitment and hiring process

- % URM candidates in application pool
- % URM candidates in each round of the interview process
- % URM candidates given job offers
- % URM candidates who accept job offers

Examine demographic distribution of faculty in tenure-track and non-tenure track roles

Goal 4

Evaluate demographic distribution of faculty promotions to ensure equitable decision-making

Objective Three - Staff Development and Success

As with all academic institutions, the faculty and staff on a campus are considered the face of that institution. As a member of the Dallas community, the Lyle School strives to better represent our community at all levels. The goals of the school include recruiting not only students, but faculty and staff from all underrepresented populations in an effort to ensure that members of the community can see themselves studying and working at the Lyle School of Engineering. In addition, the school is working to build partnerships within the Dallas community as a way to show members of the community that studying and working at the Lyle School is attainable.

Goal 5 -Improve staff success and advancement opportunities

Policies and practices strategies

Utilizing the university guidelines for creating a diverse pool of candidates has provided the Lyle School with the opportunity to increase the number of individuals who identify as those from URM's by 11% in one year. Although we take pride in our staff diversity, we will actively seek more equity and inclusiveness for all Lyle staff, and we will review hiring, performance-based increases, and promotions for any indication of disparities across our diverse groups.

Policies and practices strategies include:

Create a new Staff Onboarding Program

- Encourage vertical and horizontal communication, feedback, and promote personal agency
- Align talents and tasks

Revise performance review process, including manager training to ensure consistency throughout the school

Create a process of transparency related to annual reviews

Conduct annual climate surveys

Professional development strategies

The Lyle School has a strong history of recruiting and retaining staff members who identify as those from historically underrepresented populations. Staff play an important role at the Lyle School and are often called upon to serve on committees within the school and across campus. Having a strong representation of all populations brings robust insight into problems facing the institution. Lyle staff actively engage in all aspects of operation for the school, whether it be in student support activities, or activities related to administrative duties and faculty support. The Lyle leadership team works diligently to ensure we are hiring the best and brightest for open

positions. The Lyle School will actively support and recognize the professional development of staff.

Professional development strategies include:

In conjunction with Human Resources, develop a retention and career advancement pathway program

Create opportunities to develop an internal talent pool

Identify value-add certifications, professional development and training for staff to attend

Extend Hart Center program offerings to staff, (count as PD for performance reviews)

- HLA and Coaching Programs

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Summary