



# Mechanical Engineering

## POINT OF CONTACT

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## PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not yet presented in a Systemic Analysis Report Out session.

1 2 3 4 5 6 7 8

## SYSTEMIC ANALYSIS STEPS UTILIZED

### PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

#### PROCESS

The Department met and had initial conversations on the development of a plan of action to promote DEI at the Departmental level. The process for this systemic analysis will utilize the eight steps to guide reflection provided by the LMU Office of Intercultural Affairs. In addition, some initial actions were discussed and planned for the next few months as the Departmental plan is further developed. We expect to work closely with the new Associate Dean for DEI in the College during the Spring 2021. We decided to start work on two of the eight steps (4 and 7) to guide reflection in Academic Units.

#### HIGHLIGHTS

#### ISSUES IDENTIFIED

#### OUTCOMES

- \* The outcome will identify populations by ethnicity and gender for students both undergraduate and graduate that are not reflected in and represented by the faculty and staff in the Department.
- \* Attendance of identified webinars, many disciplines specific, on DEI by the Department's faculty and staff will help to identify areas to monitor, explore, and assess regarding DEI within the Department.
- \* Attendance of a workshop on DEI by the Department's faculty and staff will help to shape the Departmental plan regarding areas to monitor, explore, and assess regarding DEI within the Department.
- 📄 The Department will receive feedback from the graduates on their experiences and perceptions of diversity, equity, and Inclusion issues and concerns in their program of study.

#### ACTION STEPS

- \* The Department tasked the DEI subcommittee to collect pertinent data such as enrollment, retention, and graduation rate by ethnicity and gender over the past 10 years at the university, college, and department level for undergraduate and graduate programs.
- \* Faculty and staff will be asked to attend webinars and other training focused on DEI issues in academic departments.
- \* We currently are planning a retreat or workshop in the early part of the spring 2021 semester for the department on DEI. We will work with the Office for Intercultural Affairs and other appropriate offices on campus to provide training and resources for this event.
- 📄 The Department's assessment subcommittee and graduate program subcommittee will modify surveys to graduating students to include appropriate questions on DEI. The subcommittees will work with the DEI subcommittee within the Department and the Office of University Assessment to help craft such questions.

#### NEXT STEPS

### LEGEND FOR PRESIDENTS COMMITMENTS

- 📄 Hiring
- \* Culture and Climate
- 📄 Education

### SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

- |   |                                      |
|---|--------------------------------------|
| 1. Listen to your team and constituents | 5. Analyze strategic partnerships    |
| 2. Review infrastructure and policy     | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs           |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment     |