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1818 N Street, NW
Suite 600
Washington, DC  20036
Main (202) 331-3500
Fax (202) 265-8504

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ASEE
AMERICAN SOCIETY FOR ENGINEERING EDUCATION

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, SW, 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:
Chance M. Glenn

Chance M. Glenn, Ph.D.
Professor and Dean, College of Engineering, Technology & Physical Sciences
ALABAMA A&M UNIVERSITY

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

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Dean of Engineering and Uthlaut Professor
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Dean, College of Engineering
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Founding Dean, Caterpillar College of Engineering & Technology
BRADLEY UNIVERSITY

Larry Larson
Larry Larson
Sorensen Family Dean, School of Engineering
BROWN UNIVERSITY

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

Mahyar Amouzgar, Ph.D.
Dean and Professor
College of Engineering
CAL POLY POMONA

Debra Larson, Ph.D., P.E.
Dean, College of Engineering
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Guruswami Ravichandran
Guruswami Ravichandran
Otis Booth Leadership Chair, Division of Engineering and Applied Science
John E. Goode, Jr., Professor of Aerospace and Mechanical Engineering
CALIFORNIA INSTITUTE OF TECHNOLOGY

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Dean
CALIFORNIA STATE UNIVERSITY, CHICO

Ram Nunna
Dean, Lyles College of Engineering
CALIFORNIA STATE UNIVERSITY, FRESNO

Susamma Barua
Susamma Barua
Interim Dean, College of Engineering and Computer Science
Professor of Computer Science & Computer Engineering
CALIFORNIA STATE UNIVERSITY, FULLERTON

Forouzan Golshani
Dean, College of Engineering
CALIFORNIA STATE UNIVERSITY, LONG BEACH

Dr. Emily L. Allen
Dean College of Engineering, Computer Science, and Technology
CALIFORNIA STATE UNIVERSITY, LOS ANGELES
S. K. Ramesh, Ph.D., Fellow IEEE  
Dean, College of Engineering & Computer Science  
CALIFORNIA STATE UNIVERSITY, NORTH RIDGE

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College of Engineering and Computer Science  
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William D. Jemison, Ph.D.  
Dean of Engineering  
Wallace H. Coulter School of Engineering  
CLARKSON UNIVERSITY

Anand K. Gramopadhye  
Dean, College of Engineering & Science  
CLEMSON UNIVERSITY

Anette M. Karlsson, Ph.D.  
Dean and Professor  
Washkewicz College of Engineering  
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Professor and Chair, paper and Bioprocess Engineering  
Director, Division of Engineering  
COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY

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

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

Amir Asif  
AMIR ASIF, Ph.D, PEng  
Dean, Faculty of Engineering and Computer Science  
CONCORDIA UNIVERSITY
Lance Collins, Ph.D.
Dean of Engineering

CORNELL ENGINEERING

Joseph J. Helble
Dean, Thayer School of Engineering

DARTMOUTH COLLEGE

Tom Katsouleas
Dean, Pratt School of Engineering

DUKE UNIVERSITY

Maj Mirmirani, Ph.D.
Dean, College of Engineering

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY,
DAYTONA BEACH

Ronald A. Madler
Dean and Professor
College of Engineering

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY,
PREScott ARIZONA

Dr. Bruce W. Berdanier, PE, LS, FASCE
Dean and Professor of Engineering

FAIRFIELD UNIVERSITY

Yaw D. Yeboah, Sc.D.
Dean and Professor of Chemical & Biomedical Engineering

FAMU-FSU COLLEGE OF ENGINEERING

Richard A. Behr, Ph.D., P.E.
Dean & Professor
U. A. Whitaker College of Engineering

FLORIDA GULF COAST UNIVERSITY

Ranu Jung, Ph.D. Fellow AIMBE
Interim Dean and WH Coulter Eminent Scholars Chair in Biomedical Engineering, College of Engineering and Computing

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Dean and Southern Company Chair
College of Engineering

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Dean, Padnos College of Engineering & Computing

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Dean, School of Engineering & Technology
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Ph.D., Dean, College of Engineering and Architecture (CEA)
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Dean and Professor
College of Engineering, Technology & Computer Science
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Dean
Professor of Electrical and Computer Engineering
Purdue School of Engineering & Technology
INDIANA UNIVERSITY- PURDUE UNIVERSITY INDIANAPOLIS

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Dean, College of Engineering
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William Jeffers Director of the Engineering Division & Professor
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Dean, P.C. Rossin College of Engineering and Applied Science
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Richard Koubek
Dean, College of Engineering
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Hisham Hegab, Ph.D., P.E.
Dean & Thigpen Professor
College of Engineering & Science
LOUISIANA TECH UNIVERSITY
Moshe Kam, Ph.D., P.E.
Dean, Newark College of Engineering
NEW JERSEY INSTITUTE OF TECHNOLOGY

Nada Marie Anid, Ph.D.
Dean, School of Engineering & 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

Gary R. Smith
Dean, College of Engineering
NORTH DAKOTA STATE UNIVERSITY

Nadine Aubry, Ph.D.
Dean, College of Engineering
NORTHEASTERN UNIVERSITY

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

Julio Ottino
Dean, McCormick School of Engineering
NORTHEASTERN UNIVERSITY

Louay M. Chamra
Louay M. Chamra, Ph.D.
Dean and Professor
School of Engineering and Computer Science
OHIO UNIVERSITY

Paul Tikalsky
Paul Tikalsky, Ph.D., P.E.
Dean, College of Engineering, Architecture & Technology
Professor of Structural Engineering
OKLAHOMA STATE UNIVERSITY

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Scott A. Ashford, Ph.D.
Kearney Professor and Dean College of Engineering
OREGON STATE UNIVERSITY
Rafic A. Bachnak
Rafic A. Bachnak, Ph.D., P.E.
Director, School of Science, Engineering, and Technology
PENN STATE HARRISBURG

Ronald G. Kander
Dr. Ronald G. Kander
Executive Dean
Kanbar College of Design, Engineering and Commerce
PHILADELPHIA UNIVERSITY

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David H. Olwell, Ph.D.
Professor and Dean
The Hal and Inge Marcus School of Engineering
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San Diego State University
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Dean, College of Science & Engineering
SAN FRANCISCO STATE UNIVERSITY
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Sobrato Professor and Dean  
School of Engineering  
SANTA CLARA UNIVERSITY

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Dean, School of Engineering, Design & Construction  
SEMINOLE STATE COLLEGE OF FLORIDA

Susan Voss  
Director and Professor  
Picker Engineering Program  
SMITH COLLEGE

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

Habib P. Mohamadian  
Dean, College of Engineering & Computer Science  
SOUTHERN UNIVERSITY AND A&M COLLEGE

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Dean, School of Science, Engineering & Technology  
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Andrew Wolfe, Ph.D., P.E.  
Interim Dean, College of Engineering  
SUNY POLYTECHNIC INSTITUTE

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Dean, College of Engineering and Applied Sciences  
STONY BROOK UNIVERSITY

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Chair and Professor, Department of Engineering, Computer Science and Physics  
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College of Engineering and Computer Science

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Bourns College of Engineering
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Alexander L. Wolf
Dean, College of Engineering & Computer Science
UNIVERSITY OF CALIFORNIA, SANTA CRUZ

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Dean, College of Engineering & Computer Science
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Dean, College of Engineering & Applied Science
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Marc Ingber
Dean, College of Engineering & Applied Science
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College of Engineering  
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

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Dean, College of Engineering  
UNIVERSITY OF IDAHO

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Dean and Professor  
School of engineering  
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Alec Scranton  
Dean, College of Engineering  
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Dean, College of Engineering and Information Technology  
UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

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Dean, College of Engineering  
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Candis Claiborn
Dean and Professor of College of Engineering & Architecture

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Aaron F. Bobick
Aaron F. Bobick
Dean and James M. McKelvey Professor School of Engineering & Applied Science

WASHINGTON STATE UNIVERSITY IN ST. LOUIS

David L. Ferrro
Dean, College Applied Science and Technology

WEBER STATE UNIVERSITY

Zeljko Torbica, Ph.D.
Dean, L.C. Nelson College of Engineering & Sciences

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Eugene V. Cilento
Glen H. Hiner Dean and Professor Benjamin M. statler College of Engineering & Mineral Resources

WEST VIRGINIA UNIVERSITY

Jeffery L. Ray, Ph.D., F.ASEE
Dean of Construction Management & Technology

WESTERN CAROLINA UNIVERSITY

Houssam Toutanji
Houssam Toutanji, Ph.D., P.E., F.ASCE
Dean, College of Engineering & Applied Sciences

WESTERN MICHIGAN UNIVERSITY

S. Hossein Cheraghi, Ph.D., GDTP
Dean, College of Engineering

WESTERN NEW ENGLAND UNIVERSITY

David Cyhanski
Bernard M. Gordon Dean of Engineering, Ad Interim

WORCESTER POLYTECHNIC INSTITUTE