

DIVERSITY

IN THE COLLEGE OF ENGINEERING



TEXAS A&M UNIVERSITY
Engineering



Photo taken prior to COVID-19

RECRUITMENT SUCCESSES

2020 Undergraduate Student Enrollment¹

16,920 TOTAL
undergraduates enrolled

	2012	2020
Female	1,607 19.1%	3,718 22%
URM*	1,731 20.6%	4,747 28.1%

* Underrepresented minorities

Graduate Student Enrollment¹

Increase in percentage of **domestic graduate students** due to pandemic and Quick Admit Program

34.7% 2019 → **42%** 2020

Tenure-track Faculty

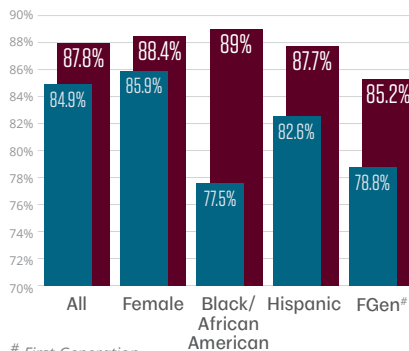
Increase in hiring from URM groups

	2017	2020
Female	55	79
Black/African American	5	14
Hispanic	34	38

RETENTION SUCCESSES

Undergraduate Retention²

Progress toward meeting **one-year undergraduate retention** goal of 90%.



[#] First Generation

■ 2018 Cohort ■ 2019 Cohort

Graduate Student Retention² APPROXIMATELY **90%**

Staff Retention

Staff turnover has improved overall and in underrepresented groups.

2015 **19.9%** staff turnover
2019 **8.6%** staff turnover

LARGEST COLLEGE
ON TEXAS A&M CAMPUS

PRESENCE ON **MULTIPLE CAMPUSES**

College Station, Qatar, Galveston, McAllen, Engineering Academies across Texas

RANKED **2nd**

in URM and HISPANIC B.S. degrees awarded³

RANKED **2nd**

in URM and HISPANIC Tenure/Tenure-Track Faculty³

RANKED **3rd**

in B.S. DEGREES awarded to WOMEN³

¹ Source: Texas A&M Data and Research Services (DARS). Thus, enrollment data does not include: Biological and Agricultural Engineering (BAEN), Marine Engineering Technology (MARR) or Qatar students. Enrollment is 17,865 when BAEN, MARR and Qatar are included.

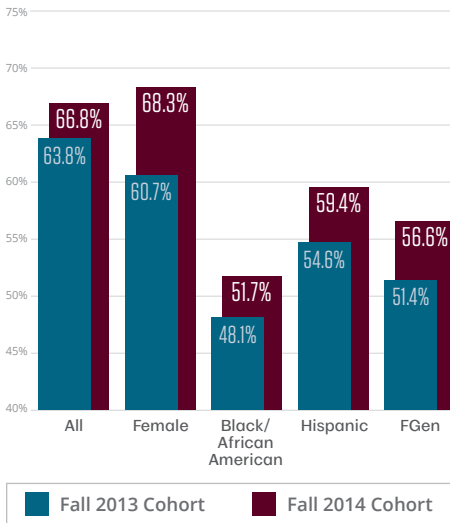
² Source: Texas A&M Enterprise Information Systems (EIS) Argos Reporting Tool. Thus retention data does not include: MARR, Qatar or Engineering Academy students.

³ Source: American Society for Engineering Education's (ASEE) Engineering & Engineering Technology By The Numbers 2019.

EQUITY HIGHLIGHTS

Six-Year Graduation Rate¹

Continued improvement in **undergraduate six-year graduation rate** goal of 75%.



Underrepresented Faculty

Partnership with the

ACES PROGRAM

(Accountability, Climate, Equity and Scholarship Fellows Program)

creates opportunities for URM FACULTY

CHALLENGES

COVID-19 has significantly impacted the college

CONCERNS

Decrease in graduate enrollment

Quick Admit program mitigated drop

Faculty

Teaching, staff/student modalities

Lack of contact with students

Students

Online course quality

Lack of social/professional contact

Academic advising staff

Anticipated decrease in student success

Faculty/staff with children/elderly care

Concerns about lower productivity

DIVERSITY MATTERS BECAUSE

- Diversity is critical to excellence.
- Diverse problem-solvers mean diverse solutions.
- The lack of diversity represents a loss of talent.
- The ability to be successful in STEM is not restricted by gender or race.
- Enhancing diversity is the key to long-term economic growth and global competitiveness.
- The pool of future students in the state and nation is becoming increasingly diverse.

Gibbs, Kenneth. "Diversity in STEM: What It Is and Why It Matters," *Scientific American*, Sept. 2014.

CLIMATE HIGHLIGHTS

2019 Staff Climate Survey

75% of staff indicate **SATISFACTION** with college climate



65%

of staff report comfort with **CLIMATE FOR DIVERSITY**

2019 Student Engineers' Council Survey

79%

agree college promotes **DIVERSE STUDENT BODY**



82%

of students agree the college promotes a **WELCOMING CULTURE**

INNOVATIVE STRATEGIES

Director for Recruiting

- Female and URM undergraduate student recruiting
- Female, domestic and URM graduate student recruiting

Common First-Year Experience

- Fostering an environment that supports student success

Full-Time Associate Dean for Inclusion and Faculty Success

- Faculty recruiting, retention and climate issues

Quick Admit Program

- An expedited application review process for Texas A&M University students graduating with an appropriate bachelor's degree

Engineering Summer Bridge Program

- Impacting math preparedness and student retention

Women in Engineering and Access and Inclusion Programs

- Recruitment and retention of female and URM undergraduate students

First-Generation Program (FGen)

- Retention of first generation undergraduates through mentorship



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LEARN MORE
engineering.tamu.edu

¹ Source: Texas A&M EIS Argos Reporting Tool. Thus retention data does not include: MARR, Qatar or Engineering Academy students.