

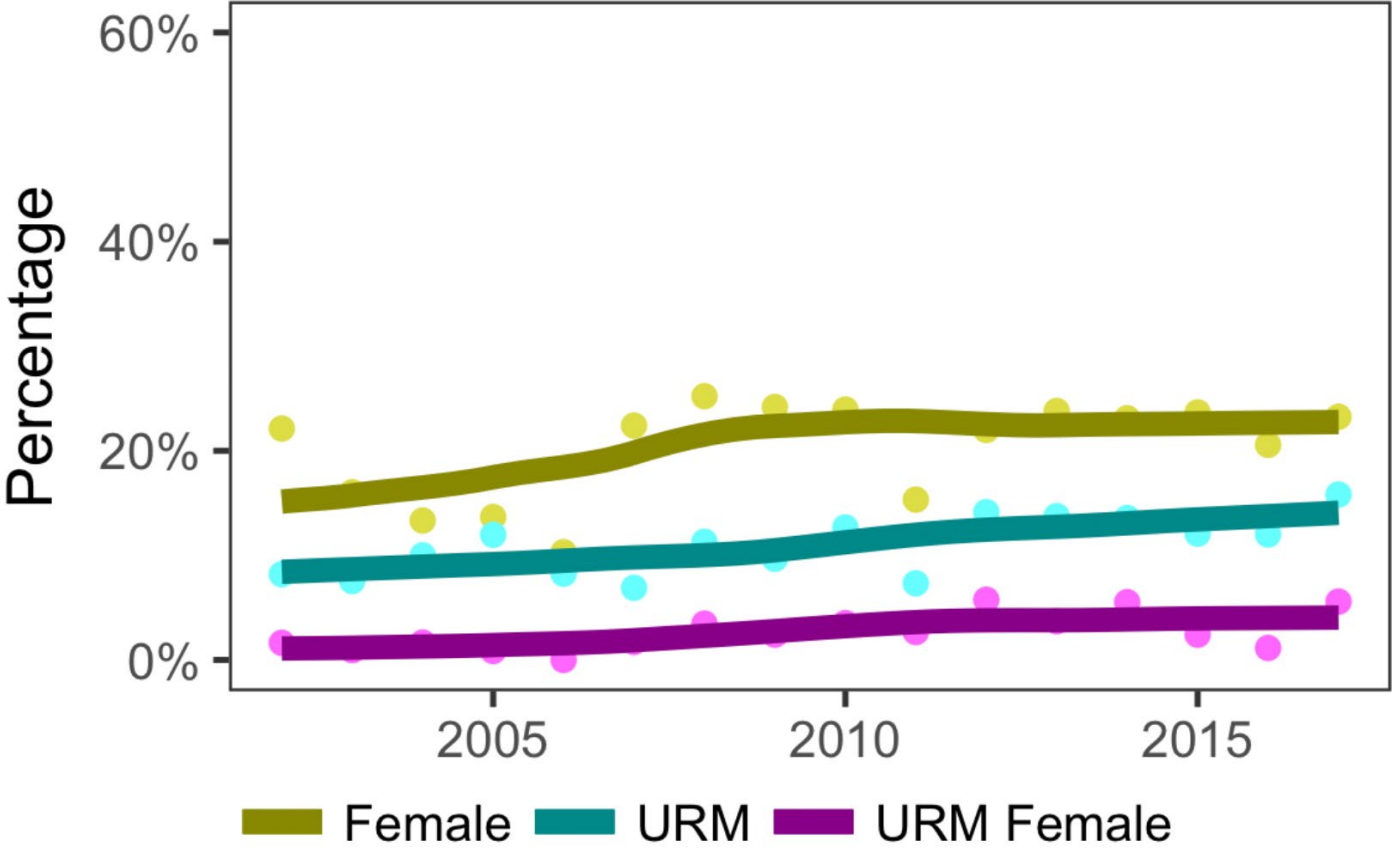
# Supporting Student Success by Changing Campus Culture

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# Overview

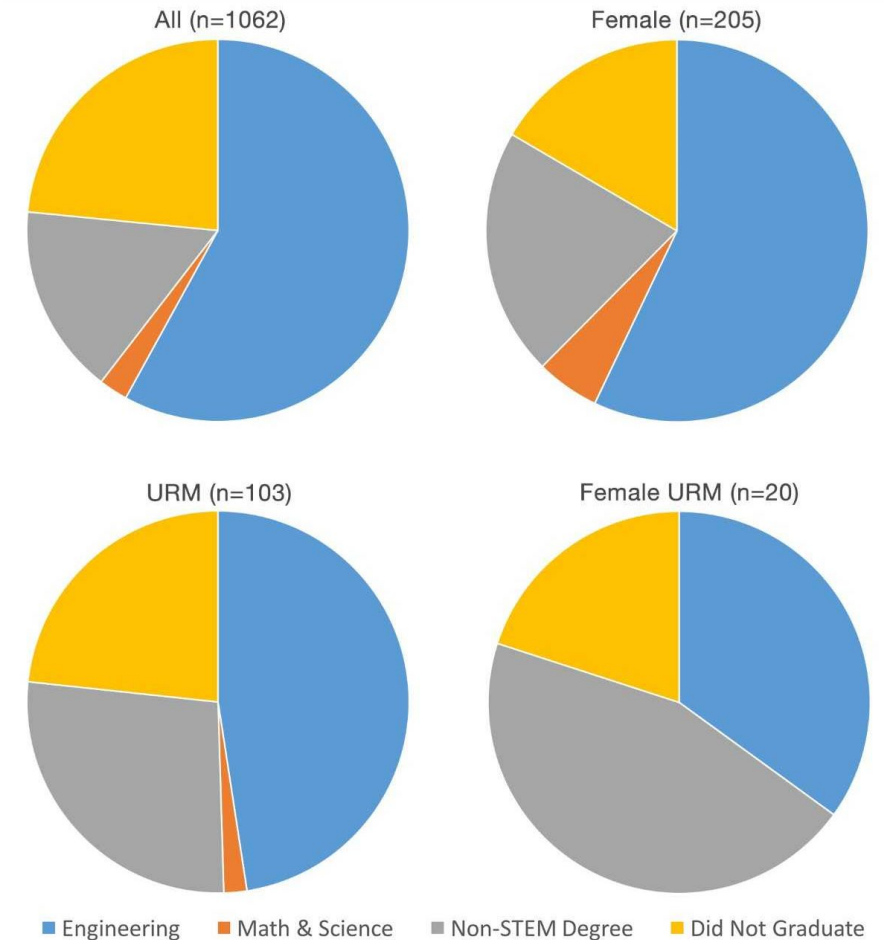
- The Boeing Company gifted funds for a five year project aimed at improving the experiences of female and underrepresented minority (URM) students pursuing engineering and computer science degrees
- Students' experiences were assessed through institutional records, surveys, and focus groups
- New programs / initiatives have been developed in response to our findings

# Admission Trends



# Graduation Outcomes

- Looking at students who started in engineering / CS
- Overall graduation rates seem comparable
- URM students are much more likely to leave engineering in favor of a non-STEM degree



# Survey Results

- Students from underrepresented or marginalized groups are more likely to seek out community-focused groups and events
- They are less likely to seek out events focused on individualized activity or competition

# Survey Quotes

"There are a few males in the program who are clearly **racist/sexist**."

"Some of my white male classmates will **disregard my questions** or will **disregard the struggles** that women/people of color have in engineering disciplines."

"Women are often **talked over**. It's a small thing and unintentional but done when younger male engineering students get excited."

"A professor was **lenient** toward a **white students** late homework, but not towards an asian students homework."

"**Faculty do not know to relate**, or even be conscious or sensitive, that there are many students from **different backgrounds**."

"I have peers who are **uncomfortable** to see their professor in office hours because they are **black** and their professor is white and **treats them differently from other students**."

"Multiple times **faculty has failed to address misogynist, sexist, racist, and other offensive comments** that create a **hostile environment** in the classroom."

# Driving Themes

- Systemic, not symptomatic, change
- Faculty, staff, and all students need to be a part of a shift in our culture
- We need to create academic communities in which all students feel welcomed and celebrated

# DEI Initiatives

- Summer Orientation events
- Online summer community
- Workshops on microaggressions and bystander intervention
- DEI Student Ambassadors
- Faculty & staff DEI reading group
- Syllabus statement