Diversity Stalled: Challenges and Opportunities for Broader Participation within Engineering Academic Careers

EVENT DETAILS

Time: 9:30 a.m. to 10:30 a.m.
Date: Thursday, February 25
Location: Emerging Technologies Building 3002

ABOUT THE LECTURE

Expanding the racial and gender representation of engineering faculty has become a top priority in many engineering colleges and departments across the country. Despite the best intentions, though, many organizations have failed to reflect societal demographics within their faculty ranks. Data from the American Society for Engineering Education (ASEE) show that Black faculty have comprised 2.5% of all tenured/tenure-track engineering faculty for the past five years. The presence or absence of Black engineering faculty can affect the recruitment, training, and success of students of color for generations.

This talk describes findings from an ongoing study to investigate the factors that impede the growth of Black engineering faculty. Data were collected from interviews and focus groups of over 100 total participants that included: (1) Black engineering Ph.D. students and postdoctoral scholars; (2) Black engineering tenured and tenure-track faculty; (3) minority engineering program directors; and (4) engineering administrators (e.g., deans and other administrative leadership). When considering a career in the professoriate, the racial, gender, and other identity-based biases in engineering and academia impact the decision-making processes for these groups. Strategies to broaden participation are discussed that include contributions from fields such as sociology, psychology, and education, in addition to engineering perspectives.