



Electrical and Computer Engineering

POINT OF CONTACT

Jie Xu, Ph.D.

Chair and Associate Professor of Electrical and Computer Engineering

jxu@lmu.edu

PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

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



SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

We created equity scorecards of our students. We developed a DEI survey to all students, but it has not been administered yet due to our small program size and out of respect for the Black students who are repeatedly asked the same questions in various situations of inquiry. We studied the notes brought back by the Dean's Office from the recent Black alumni panel and Black student listening session. We conducted a literature study of DEI in STEM and Engineering. We have been engaged in a continuous conversation on the DEI climate and experiences within our department. We have reflected on our policies and practices in the context of DEI.

ISSUES IDENTIFIED

- The diversity of our faculty/staff does not match our student population.
- African American, native American, and Pacific islander students are under-served.
- We need to learn how to effectively educate our students about the value of DEI, how to educate them against microaggressions, imposter syndrome, stereotype threat, and implicit bias.
- We need to better track the retention, graduation, and GPA performance of our under-represented students.
- We should improve our advising efforts to not only provide under-represented students with equal care as everyone else, but to really create equitable opportunities of success for those students.

ACTION STEPS

- Develop systems to better track the retention, graduation, and GPA performance of our under-represented students.
- Improve advising efforts.

OUTCOMES

In progress.

LEGEND FOR PRESIDENTS COMMITMENTS

Hiring

✳ Culture and Climate

Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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| 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 |