

MAE Task Force for DRIVE

Goal 7: Endowed Scholarship Opportunity to Support Diversity and Underrepresented Groups

MAE Townhall: Oct 9, 2020

DRIVE Goal #7 Task Force Members



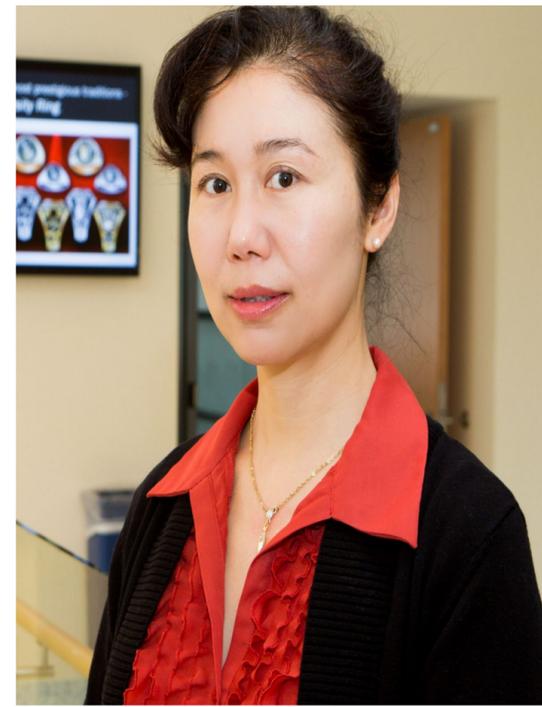
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Importance of Scholarship & Diversity in MAE

It is important to first take a look at the manner in which diversity impacts engineering and universities more generally. Diversity is beneficial to these environments as it encourages the sharing of various perspectives and builds a community that is more open to accepting ideas differing from their own. More specifically, this scholarship is important in order to:

- ❖ Help grow the diversity in our current student body (i.e. women only comprise 33% of the engineering school population)
- ❖ Ease financial difficulties
- ❖ Increase our diversity profile improves the reputation of UVA
- ❖ Encourage students to consider engineering at UVA, when it may not have been an option originally based upon fiscal issues
- ❖ Increase accessibility to students of diverse backgrounds & encourage/welcome students from locations previously not affiliated with UVA
- ❖ An increase in creativity - an integral part of engineering.

Challenges Faced in Creation of a Scholarship

There are a number of difficulties in terms of creating a scholarship - outlined here:

1. It is complex to create a scholarship - specifically geared towards diversity. All groups must be considered, and we cannot marginalize other groups.
 - i. It is also difficult to decide what we consider to be 'diversity', so it must be well defined.
2. Availability of funds
3. Mutually beneficial methods
4. The usage/allocation of the funds
5. Prioritizing the needs of the students
6. A plan of which involves communicating with the scholarship departments of UVA.

Defining Our Goals

1. Understand the issues surrounding diversity in MAE at UVA, and UVA more generally.
 - a. What are we lacking?
 - b. What groups should we focus on helping?
 - c. Clearly define diversity

1. Development of a Strategy in achieving the creation of a scholarship
 - b. Consider that it matters what the *donor* wants (It is donor-driven), and this requires a lot of communication with other groups.

1. Ensure that this scholarship will implement change in the MAE community, and UVA community as a whole.

Actions to be Taken

- ❖ Gather data from students and staff in MAE.
 - Determine what our focuses should be.

- ❖ Testimonials:
 - Impact of Diversity on other university experiences
 - Contact alumni
 - Job recruiting profile
 - Look at articles regarding UVA engineering student profiles

- ❖ Connect with Ridley Scholar and University Scholarship Department in order to understand how diversity scholarships typically work.

- ❖ Look into a scholarship fund.

Plan - Short Term Proposal

- ❖ Prioritize the needs
 - **What** impact will it have in the MAE community?
 - **Who** should the scholarship be geared towards?
 - **Which** students will it impact - undergraduate, incoming first years, graduate students?

- ❖ Include diversity in MAE One-Pager
 - Clearly outline and define what we see diversity to be, so the creation of a scholarship will go more smoothly.

Where To Go From Here...

In order to make these scholarships possible, it is imperative that we coordinate with folks across the school but also outside of Engineering. The following are the groups that we will need to work with moving forward:

- ❖ Ridley Scholars
- ❖ Center for Diversity in Engineering
- ❖ The Dean's office/ENG Advancement

Brainstorm!

Thoughts? Questions?

Endowed Scholarship Opportunity to Support Diversity and Underrepresented Groups

Members: Jack Carpenter (Chair), Kristen Babel, Morgan Price, Cindy Chang, Chris Li

Reasons for importance include

1. Current student body not diverse enough
2. Financial difficulties
3. Increase school diversity profile to maintain the reputation
4. Encourage other students
5. Increase accessibility for students with diverse backgrounds and welcoming excellent students
6. More creative with diverse culture, background, etc.

Key Issues include

1. Complexity for scholarship on diversity
2. Availability of funds
3. Mutually beneficial methods
4. The usage/allocation of the funds
5. Prioritize the needs
6. Strategic plan

Task Force Plans

Goals include - Link to a Plan

1. Understand the situation/problem
2. Develop strategy (short and long term?)
3. Ensure change

Action Items include

1. Gather data, survey: google form questionnaire
2. Testimonials (student profile <-> scholarship, alumni, articles, etc.) (HW for everyone)
3. **Work with Ridley scholar and Univ. Scholarship team to better understand diversity scholarship (Jack will initiate the contact)**

Propose plan

1. Prioritized the needs (more open or specific to certain (race) group?)
2. Include diversity in MAE one pager – clearly define “diversity”