

## **College Launches the Broadening Participation Initiative**

August 26, 2009 – We would like to share with you an update on our Engineering Student Services (ESS) reorganization. Let us begin by thanking everyone who has offered questions, comments, and suggestions regarding this transition. Your valuable input is helping us shape our plans going forward.

First of all, we are very pleased to announce that the College is launching a new initiative in conjunction with the ESS reorganization entitled the Broadening Participation Initiative. Through this initiative, we will strengthen the recruitment and retention of underrepresented students and faculty in the College and expand efforts to educate and support a diverse, globally engaged student body. These aims are informed by national priorities regarding diversity and inclusion in higher education, as reflected, for example, by the National Science Foundation's Broadening Participation program:

<http://www.nsf.gov/od/broadeningparticipation/bp.jsp>

The Broadening Participation Initiative will ensure that the College's student services and programs address issues specific to underrepresented engineering students. These include multicultural groups, including African Americans, Hispanic Americans, and Native Americans, as well as women. With the benefit of resources created by the ESS reorganization, the initiative will also better serve the needs of additional underrepresented populations, including LGBT, re-entry, and low-income students as well as students with disabilities.

In the short term and over the coming year, the Broadening Participation Initiative will undertake the following measures:

1. We are taking immediate action to guarantee that services currently offered under the Center for Underrepresented Engineering Students (CUES) continue while we develop a long-term work plan. In particular, we will execute a short-term plan to maintain the Multicultural Engineering Program (MEP). All CUES programs – PREP, SUPERB, JMPEP, and GrAD – are also being continued.
2. We are launching formal channels to engage expertise across the campus among faculty, students, and staff. In tandem, we are consulting with current and former CUES senior staff, previous CUES faculty directors, and CUES alumni.
3. We are recruiting new staff positions that focus on delivering diversity and inclusion programs. These positions are in addition to the Director of Engineering Student Services position, now posted, which carries a high level of accountability for meeting diversity and inclusion objectives.
4. Over the next year, ESS will establish new programs in consultation with the College's faculty-student task force on diversity and inclusion, formed in July 2009. For example, we will expand undergraduate research opportunities, which have been shown to be highly effective in retaining underrepresented students.
5. This fall, we will use College resources for a thorough renovation of space in the Bechtel Engineering Center, to house programs in the initiative.
6. Broadening participation will continue to be a College fundraising priority under the campuswide Campaign for Berkeley, where it will be coordinated with the

Chancellor's Initiative on Equity and Inclusion. We are identifying foundations and other entities that may be suitable partners in our new initiative.

Let us close by underscoring the mission of our new Engineering Student Services (ESS) office. By combining two separate operations – our student affairs office and CUES – we are creating an organizational structure that can use scarce resources more effectively and magnify their impact, resulting in better services for current students and improved outcomes in recruiting new students. Our declining enrollments of underrepresented students send a clear message that we must be devoting more, not fewer, staff and monetary resources to diversity and inclusion. The ESS model was designed to turn around this situation.

At the same time, the ESS team will be automating operations and simplifying policies governing undergraduate education. This will allow our student affairs officers to focus on developmental services that promote academic success: targeted student recruitment; undergraduate research, internships, and other experiential learning; and related programs that enable each member of our diverse and exceptional student body to excel and lead.

We all share a deeply felt commitment to boosting the representation of underrepresented populations in engineering education, and we are excited to be working with our faculty, staff, students, and alumni as we make Berkeley Engineering a nationally recognized model for broadening participation. We look forward to your comments and suggestions at [Dean\\_Sastry@coe.berkeley.edu](mailto:Dean_Sastry@coe.berkeley.edu).

Sincerely,

S. Shankar Sastry, Dean  
Masayoshi Tomizuka, Executive Associate Dean