

## A Diverse Faculty: Who Cares?

***Diversifying science & engineering faculty to include more women & underrepresented faculty will:***

### **Improve Faculty Retention**

- √ *Improved working climate with a more diverse faculty, less isolation*
- √ *Faculty attrition is very expensive*

### **Attract and Retain Students**

- √ *Role modeling & mentoring for underrepresented & women students*
- √ *Varied teaching methods to reach a variety of learners*

### **Improve Ability for Outside Funding**

- √ *Contributing to “broader impact” and diversity requirements of funding agencies*

### **Improve Competition with Other Universities and Industry**

- √ *Leading universities and corporations have proactive hiring policies for underrepresented & women candidates*
- √ *Offer URI as a “great place to work”*

### **Expand Areas of Research**

- √ *New questions, new methodologies, new perspectives*
- √ *Better connection with the “customer” base*

### **Increase Productivity**

- √ *Heterogeneous teams offer improved problem-solving, creativity, & innovation*

### **More Effectively Utilize a Changing Workforce**

- √ *Opportunity cost of ignoring the increasing pool of highly qualified underrepresented faculty & women*