



THE OHIO STATE UNIVERSITY
COLLEGE OF ENGINEERING

Access and Retention in Aviation and STEM Workforces

AVIATN 5400

Credit Hours:

3.00

Course Levels:

Undergraduate (1000-5000 level)

Graduate (5000-8000 level)

Course Components:

Lecture

Course Description:

This course is an analysis of what it takes to create and sustain a diverse and inclusive workforce in STEM based industries by engaging with guest speakers and readings to understand how diversity, inclusion, and equity are defined. Aviation and other STEM based fields encounter shortages and struggle to recruit a retain minoritized groups. This course seeks to understand that challenge.

Prerequisites and Co-requisites:

junior, senior or grad standing

Course Goals / Objectives:

- Students will appreciate that everyone, including researchers, implicitly have biases that inform decision making.
 - Students will be able to appreciate working on diverse, multi-disciplinary teams.
 - Students will value intellectual engagement with different points of view and lived experiences.
 - Students will understand how inclusivity and equity can have a positive impact on the aviation industry.
 - Students will understand that societal institutions are sites of power, organized and operated via the intersections of race, class, gender, sexual orientation, etc.
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Course Topics:

- Defining Diversity and Inclusion
 - Understanding Intersectionality and Pluralistic Identity
 - Ways of knowing, representation
 - Minoritized Experiences
 - Representation and Social Media Influence
 - How is the industry responding?
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Designation:

Elective