

Workshop for New Chairs Diversity

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Diversity

- Underrepresented groups in CS&E
 - Women and minorities
 - Some groups underrepresented in your department - e.g., ethnic
- Applies to faculty, undergraduates and graduate students -
- For diversity
 - Recruitment
 - Retention

Best Practices

- Provide leadership for diversity - a priority in the department
- Mentoring - most important activity
 - Spontaneous mentoring not enough if underrepresented
 - Studies - same gender between assistant and full professors

Formal Mentoring Programs needed

- Set up a mentor for each
 - Assistant professor
 - Associate professor
 - Discussion is needed with Mentors - understand their role
- Faculty member can/should have more than one mentor
 - Someone in their field
 - Someone who is a good mentor

Same applies to students

- Urge undergraduate and graduate organizations to set up their own

Effective mentoring

- The relationship is focused on acquiring knowledge
- Consists of support, direct assistance and role modeling
- There are reciprocal benefits
- The relationship is personal
- Mentors have greater experience, influence and achievement within the mentoring setting

Hindrances to Participation in Mentoring Programs

- Assumed to happen spontaneously or come about naturally
- Avoid because they view development programs as remedial and therefore potentially harmful to their advancement
- People are too busy to participate
- Some feel vulnerable and fear that information may be used in the evaluation process

Department culture & environment

- Language - inclusive
- Social activities, e.g., lunch
- Expectations among colleagues - faculty and graduate student
 - Relationships - especially among students
- How to do this
 - Make sure people understand important
 - Education

Influential factors in recruiting

- Women students help recruit other women into graduate program
- When admissions committee members value applicant's membership in underrepresented groups in their admission decision, women are better represented

Different factors in recruiting women/minorities

- Women submit fewer applications than men - women 6 positions to 25 for men
- Factors influencing jobs to apply for and accept are different for men than women
 - Women: collegial environment in same research area and access to quality graduate students
 - Men: Department ranking and reputation

Recommendations

- Create a plan for attracting and retaining women and minority faculty
 - Effective mentoring programs
 - Establish mechanisms and work quickly to support two-body problem
 - Establish senior faculty who are champions of diversity
- Broaden the institutional culture of the department to accept a range of personal choices in balancing work and life

References

- **Mentoring in a Post-Affirmative Action World” Jean Girves, Yolanda Zepeda, Judith Gwathmey, Journal of Social Issues**
- **JoAnne Cohoon's unpublished results**
- **Recrutiment and retention of faculty in computer science and engineering**
- **John Stankovic and William Aspray**

- **Recruitment and Retention of Women Graduate Students in Computer Science and Engineering, Jan Cuny and William Aspray**