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

• Recruitment 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