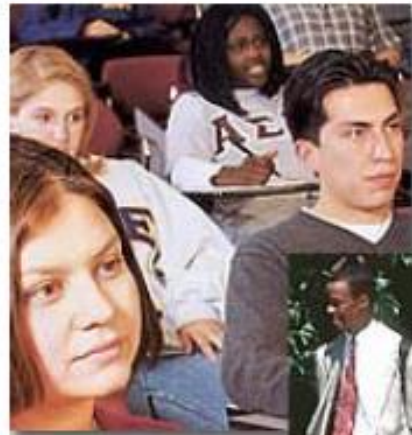
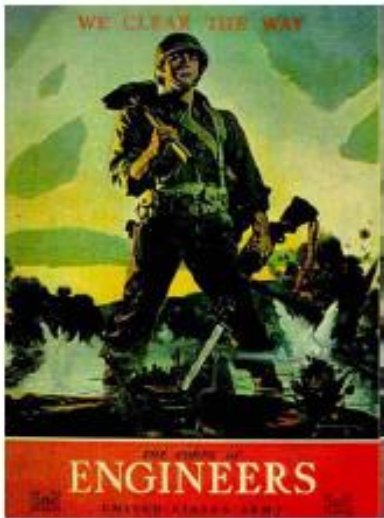


One of the Greatest Threats to American Science & Engineering

The face of American Science & Engineering



Is not the face of America *



Strategies for Recruiting a Diverse Faculty

Lessons from SUCCEED and WISEST Search Toolkit

Women in Science and Engineering System Transformation

**LAS Diversity Workshop
Sept 29, 2009**

SUCCEED

Supporting UIC's Commitment to a Community of Excellence, Equity and Diversity

SUCCEED's MISSION:

To support UIC's commitment to creating a community of excellence, by assisting **search committees identify, recruit & hire talented and **diverse** faculty and heads**

Strategies for recruiting a diverse faculty

- Engage in pro-active recruiting (Use **SUCCEED** Rules of Engagement in **WISEST** Search Toolkit!)

Department chairs, search committee members and other senior faculty in the department should personally reach out to prospective women and minority candidates and invite them to apply.

Strategies for recruiting a diverse faculty

- **Plug the leak after grad school**
(Use SUCCEED Rules!)

At conferences, faculty members should seek out *Ph.D. students* who may be potential candidates for academic positions. Review conference programs for promising young scholars and prize winners. Attend their talks and research presentations and invite them to campus for a visit with the department or to attend a colloquium on campus.

Strategies for recruiting a diverse faculty

- **Tap into the network of minority scholars**

Use resources (*) to identify promising scholars (Ph.D. students) of color. Build community among under-represented faculty on your campus and take advantage of the connections fostered by networks of minority scholars on campuses across the country.

- **Look for URMs where STEM URM achievements have been recognized**

Networks of minority scholars used in recruiting URM women for WISEST postdoctoral Fellows

- HENAAC
- Ford Diversity Fellowships (National Academy of Sciences)
- Goizueta graduate fellowships (Georgia Tech)
- Graduate Engineering Research Scholars (U Wisconsin)
- National Science Foundation Minority Postdoctoral Fellowships
- National Science Foundation Minority Predoctoral Fellowships
- Packard Foundation Graduate Scholars (AAAS)
- Helen T. Carr Pre-doctoral Fellowships from ASEE (American Society for Engineering Education HBECC=Historically Black Engineering Colleges Committee)
- AT&T Labs Research Fellowship Program
- SHPE Society of Hispanic Professional Engineers Graduate Awards
- NSBE National Society for Black Engineers Graduate Awards
- SWE Society for Women Engineers Graduate Scholarships

HENAAC/ Nvidia Scholars



2005 HENAAC/ Nvidia Scholars

Jessica Preciado	Mechanical Engineering	University of California, Berkeley
Alejandro Rodrigue	Computer Engineering	University of Illinois, Chicago
Ollie Rodriguez	Aerospace Engineering	Georgia Institute of Technology
Thomas Tullius	Chemical Engineering	Princeton University

Photo (L-R): Thomas Tullius, Ollie Rodriguez, Jessica Preciado, Alejandro Rodrigue, Chuck Marrero (HENAAC BOD)

Giving cancer the cold shoulder

Their contact info is easy to find



Graduate student **Jessica Preciado** works with Rubinsky in the Bio-Thermal Engineering Lab, conducting tests on cancer cells frozen at various rates and temperature gradients to determine which combination works best to kill the maximum number of cells.

Photo: Peg Skorpinski

Latino Association of Graduate Students (LAGSES)

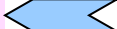


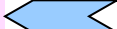
Contact: **Jessica Preciado**

Email: preciado@me.berkeley.edu

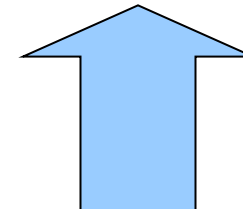
Find URM scholars in research web pages of Ph.D. programs

Top 10 Engineering Schools for Hispanics

September 2005, HISPANIC BUSINESS Magazine

	Total engg school enrollment	Hispanic engg school enrollment	% Hispanic grad enrollment	Total postgrad degrees earned	Postgrad degrees earned by Hispanics	% of postgrad degrees earned by Hispanics
U Texas, El Paso	244	67	27.5%	153	36 	23.5%
Georgia Inst of Tech	3,230	156	4.8%	1,091	45 	4.1%
U of Central Florida	1,110	81	7.3%	332	18 	5.4%
San Diego State U	2,046	363	17.7%	69	1	1.4%
Michigan State U	550	15	2.7%	204	5	2.5%
Rice U	1,277	105	8.2%	127	4	3.1%
U of Texas at Austin	1,582	49	3.1%	664	27 	4.1%
West Virginia U	850	27	3.2%	104	2	1.9%
Iowa State U	903	11	1.2%	414	2	0.5%
U of California, Irvine	677	27	4.0%	212	2	1.0%

In addition,
U Wisconsin-Madison has a large number of URMs
in their GERS program



Graduate Funding Sources for Women and Minorities

The Women in Engineering Programs and Advocates Network (WEPAN), links only

www.wepan.org

Society of Women Engineers (SWE)

www.swe.org

The National Consortium for Graduate Degrees for Minorities in Engg & Science, Inc.

www.gemfellowship.org

Society for Advancement of Chicanos and Native Americans in Science

www.sacnas.org

National Society of Black Engineers

www.nsbe.org

The National Action Council for Minorities in Engineering

www.nacme.org

The American Indian Graduate Center

www.aigc.com

The Hispanic Scholarship Fund

www.hsf.net

The Ford Foundation Diversity Fellowships

www7.nationalacademies.org/fellowships

Graduate Funding Sources for Women and Minorities

Graduate Women in Science

www.gwis.org

Society of Hispanic Professional Engineers

<http://oneshpe.shpe.org>

The Society of Mexican American Engineers and Scientists (MAES), Inc.

www.maes-natl.org

American Indian Science and Engineering Society

www.aises.org

Research Conferences for URMS where Ph.D. students present research papers

Gathering of Science Scholars (GSS) National Conference: Access for Underrepresented Students in Science, Technology, Engineering, and Mathematics. SUNY Stony Brook

National Technical & Career Conference (NTCC). NTCC serves as the premier recruiting event dedicated to Hispanics in engineering, science and math fields.

National Meetings of various organizations:

SHPE Society of Hispanic Professional Engineers

NSBE National Society of Black Engineers

SWE Society of Women Engineers

SACNAS Society for Advancement of Chicanos & Native Americans in Science

MAES Society of Mexican American Engineers and Scientists

AISES American Indian Science and Engineering Society

Strategies for recruiting a diverse faculty

- **Institutionalize commitment to diversity (Use SUCCEED Rules!)**

Require SUCCEED search committee training and use of Search Toolkit to make clear to every search committee what a “diverse applicant pool” means and how to achieve it.

If a committee’s short-list is not considered “diverse,” deans should not allow the search to move forward.

Strategies for recruiting a diverse faculty

- **Fund target-of-opportunity hires**

Consider funding *additional faculty lines* through the Provost's office for top prospects. Extend those funds to hire spouses/partners of target hires.

Strategies for recruiting a diverse faculty

- **Hold committee members accountable**

(Use SUCCEED Rules!)

Provide every search committee with a list of actions they must take towards recruiting a diverse pool. Identify who will be responsible for carrying out each action.

Conduct a post-mortem after the hire is completed. This is part of accountability!

Strategies for recruiting a diverse faculty

- **Involve junior faculty in the search and recruiting process**

UIC STEM hired 20 junior women in 2006-2009. Introduce candidates to a cohort of new scholars by inviting junior faculty within the hiring department and across the institution to participate in the process. This will give candidates a sense of the existing intellectual and social community among those recently arrived on campus.

Strategies for recruiting a diverse faculty

- **Support career development of junior faculty**

UIC STEM hired 20 junior women in 2006-2010 (out of 50 total hires). Help them succeed so they can be your best recruiting tool.

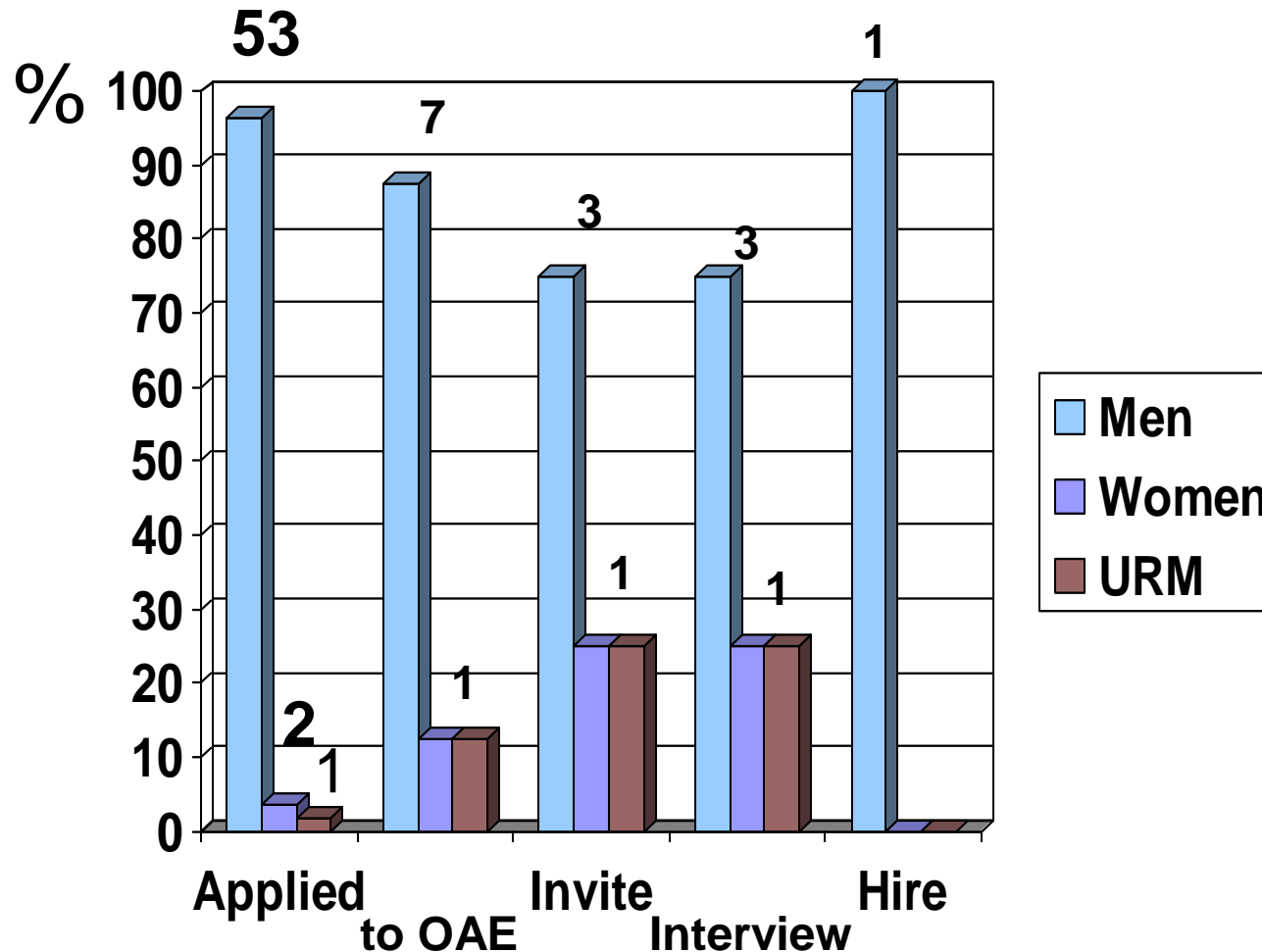
Two Case Studies

**PRO-ACTIVE RECRUITING
vs. Standard Practice**

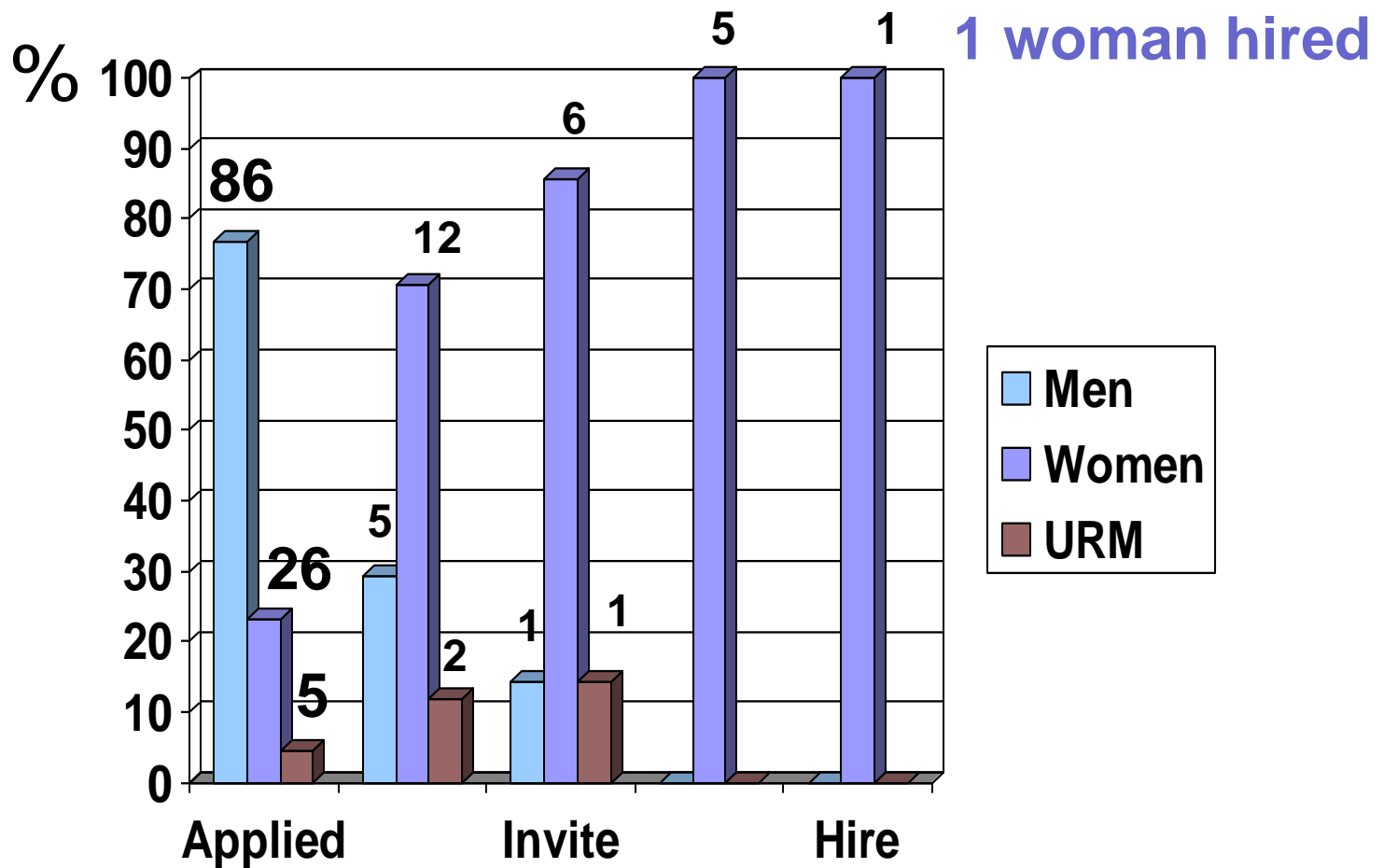
First Case Study: Department A

- 2 searches for 2 positions

Search 1 Standard Practice



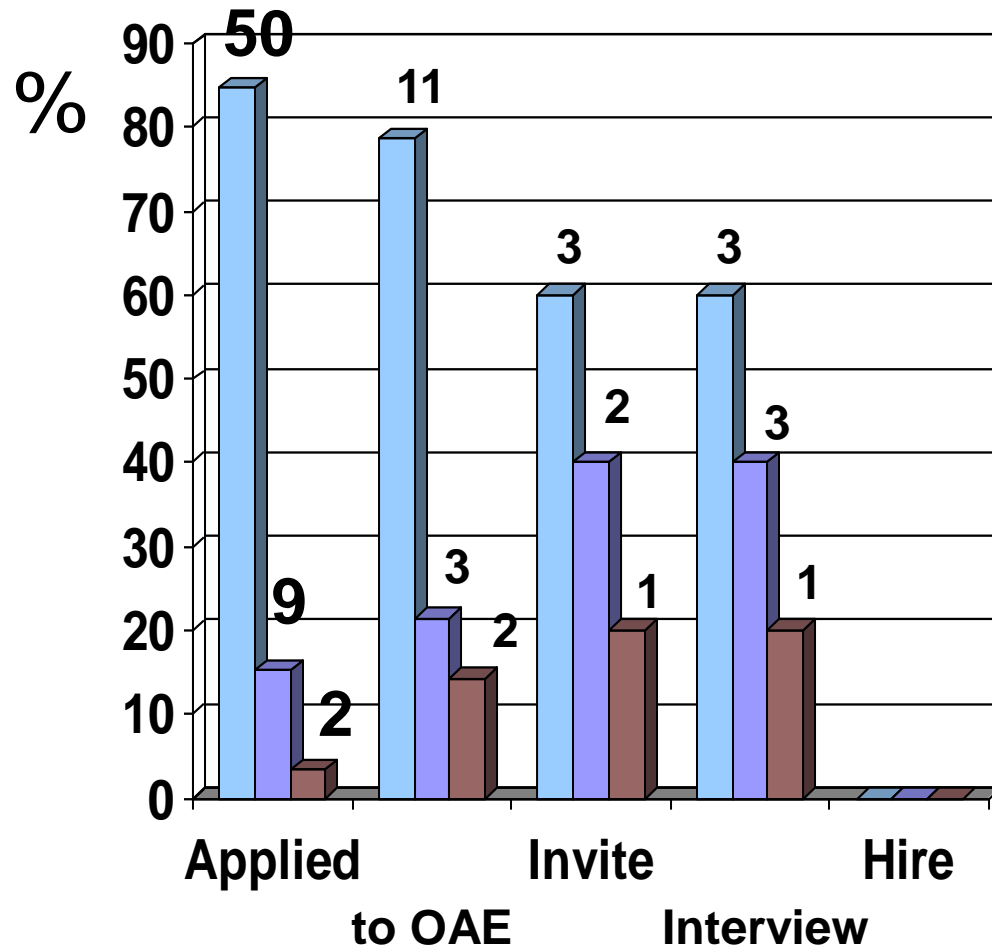
Search 2: Pro-active Recruiting



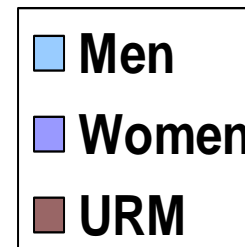
Second Case Study: Department B

- 4 searches for 7 positions

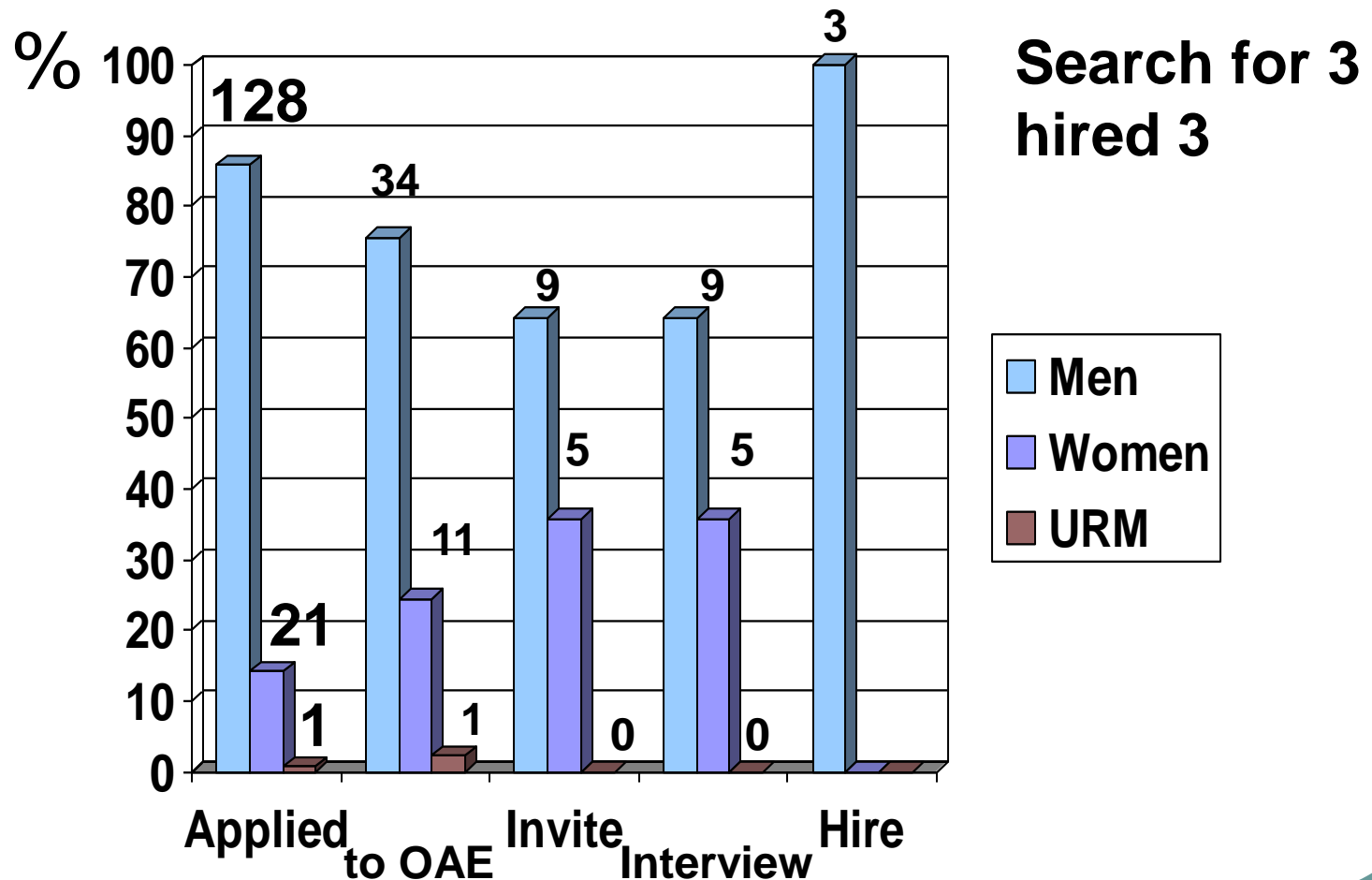
Search 1: Standard Practice



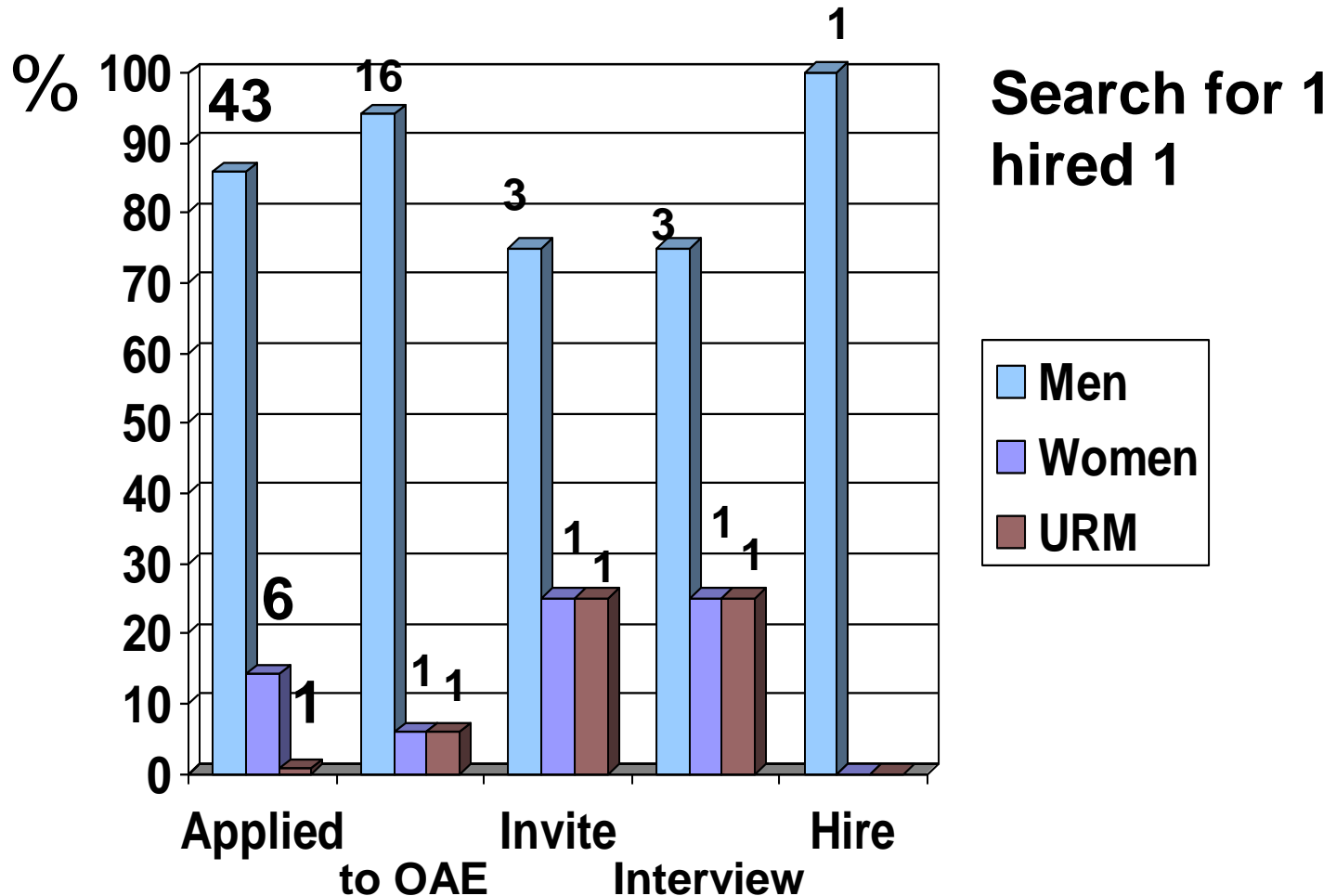
**Offer to 1 male,
no hire**



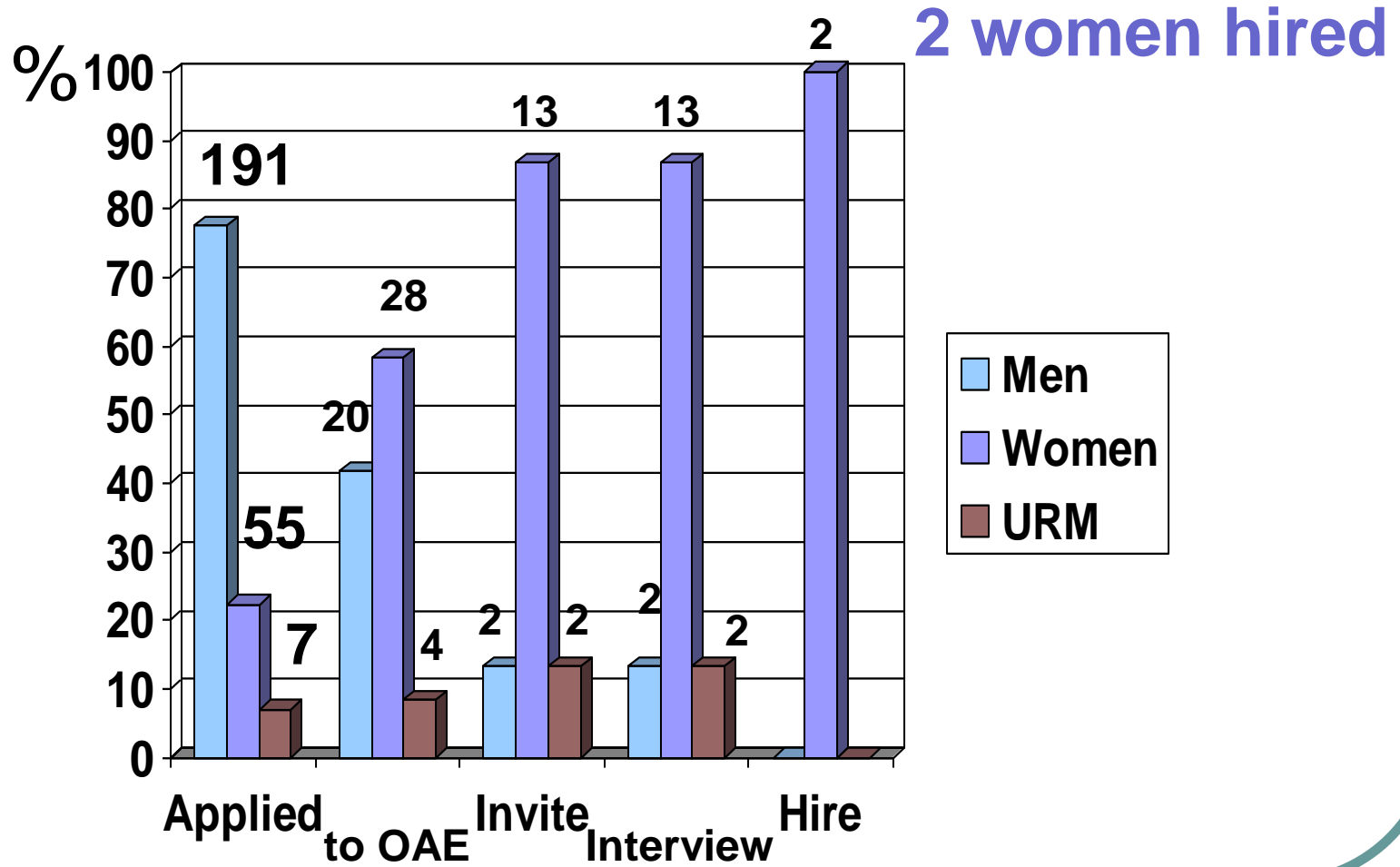
Search 2: Standard Practice



Search 3: Standard Practice



Search 4: Pro-active Recruiting



SUCCEED LESSONS

1. Post the ad in the **appropriate venues**
2. Actively look for possible candidates in the **appropriate places**, collect evidence of their achievements, invite them to apply.
3. Pursue them assiduously, using UIC and Chicago's natural diversity as hooks: they can be comfortable here
4. Once they are in the application pool they will naturally rise to the short list of candidates if you have done step #2 properly, provided the search committee uses objective candidate attributes from the outset
5. Maintain communications with those who are invited to interview

THANK YOU for Listening

**Supporting UIC's Commitment to
a Community of Excellence,
Equity and Diversity**