



SEAS Center for Women in Engineering

Winter 2020

Reaching a Diverse Candidate Pool

As we move into the season for faculty recruitment, just identifying the areas within our discipline for which we want additional faculty, and just writing the ad, and just sharing it with our usual networks does not guarantee that we are reaching the most diverse candidate pool. Research has shown that women and members of underrepresented minority (URM) groups are judged more fairly when they are at least 30 percent of the applicant pool, yet this level of representation is difficult to achieve in academic STEM disciplines, where women represent, on average, less than 20 percent of qualified applicants.

The following contains suggestions on how to frame the job advertisement and where to place your announcements to encourage a diverse pool of candidates. This list goes beyond the Chronicle of Higher Education, Journal of Blacks in Higher Education, or Diverse Issues in Higher Education. It is, by no means, a complete list. Any suggestions that your search committee has will be added to the list.

The Advertisement

There are some good websites that suggest wordings for advertisements that might give your search committee some ideas on broadening, and strengthening, your outreach, such as:

University of Washington (<https://environment.uw.edu/intranet/personnel/academic-human-resources/faculty-job-advertisement-language/>). Guidelines for Writing Faculty Job Advertisements that Sincerely Welcome Broad Application of Qualified Candidates

Placing the Announcement

A searchable database: Rice University searchable database for STEM recent Ph.D.s and post-docs: <http://www.advance.rice.edu/NIEP.aspx?id=224> Username: facultysearch Password: databasero

Advance. This is a curated list of places to submit your advertisement to reach a broader audience. <https://advance.cc.lehigh.edu/sites/advance.cc.lehigh.edu/files/Appendixto-%20Resources%20for%20Recruitment.pdf>

ASEE. American Society for Engineering Education hosts a job website (<https://www.asee.org/sales-and-marketing/advertising/classified-advertising/job-postings>). While they have a link to issues of diversity and inclusion (<https://www.asee.org/education-careers/continuing-education/webinars>), there does not seem to be a specific website for posting jobs to attract a more diverse pool.

CRA-W <https://cra.org/ads/>. The new name of this Computing Research Association is now CRA Committee on Widening Participation in Computing Research. Their job postings are extensive.

iAAMCS Institute for African-American Mentoring in Computer Science (<http://iaamcs.org>). The Institute for African-American Mentoring in Computing Sciences (iAAMCS, pronounced 'i am cs') serves as a national resource for all African-American computer science students and faculty. The objective of iAAMCS is to increase the number of African-Americans receiving Ph.D. degrees in computing sciences, promote and engage students in teaching and training opportunities, and add more diverse researchers into the advanced technology workforce.

Institute on Teaching and Mentoring <http://www.instituteonteachingandmentoring.org/> hosts an annual meeting. The Institute on Teaching and Mentoring is the largest gathering of underrepresented minority Ph.D. scholars in the country. Contact: Ms. Cherryl Arnold cherryl.arnold@sreb.org

LATTICE (<https://advance.washington.edu/lattice>) Launching Academics on the Tenure-Track: an Intentional Community in Engineering (LATTICE), a joint effort between the University of Washington, North Carolina State University, and California Polytechnic State University, is a national program to advance faculty diversity in engineering.

Men of Color in Engineering LEAD leadership through Engineering Academic Diversity at Iowa State University (<https://www.engineering.iastate.edu/lead/>). This is an undergraduate program, but they have access to their alumni. The Men of Color in Engineering program focuses on the success and retention of male engineering students with an emphasis on African American scholars. This program is aimed at building a support network through relationships on and off campus, within professional student organizations, and the business sector. Participants will engage in various academic, professional, and social success and retention programs. Contact: Dr. LeQuetia Ancar. Lancar@iastate.edu

Next Prof (<https://nextprof.engin.umich.edu/>). Developed by expert faculty, Michigan Engineering's annual NextProf workshops have established a reputation as preeminent events in a nationwide effort to strengthen and diversify the next generation of academic leaders. Contact: Richard Scott, <mailto:2019Nexus@umich.edu>

RecruitDisability <http://recruitdisability.org/>. This organization posts jobs in all areas but a review of their listings indicates some academic engineering positions.

Rising Stars in EECS (<https://publish.illinois.edu/rising-stars/>). Rising Stars is an intensive workshop for women graduate students and postdocs who are interested in pursuing academic careers in computer science, computer engineering and electrical engineering. Launched at MIT in 2012, the annual event has since been hosted at the University of California at Berkeley, Carnegie Mellon University, MIT and Stanford University.

SACNAS (<https://careercenter.sacnas.org/>) Individual university departments: for example, the University of Washington has just published the data on diversity information in Ph.D. pools in our engineering disciplines from ASEE. These include separate graphs on gender and race/ethnicity for each department in our College of Engineering. They are actively seeking information on faculty positions for their students.

SIGCSE SIG in Computer Science Education (<https://sigcse.org/sigcse/membership/mailling-lists.html#guidelines>). This special interest group focuses on computer science education and has a large mailing list for announcing faculty openings.

Systems <http://systems.org/mailman/listinfo/systems>. This organization, based in the Anita B organization, is for women in the tech industry. They host a conference each year with nearly 25,000 women in 2019. They post to their email list, where you can indicate tenure and tenure track.

Tech Ladies (<https://www.hiretechladies.com/partners/>). Tech Ladies is a worldwide community with 50,000 members. Founded by Allison Esposito Medina, Tech Ladies started as a small coffee meetup in NYC in 2015. She left her job at Google the following year to run Tech Ladies full-time. See [report for United Nations on the Gender Digital Divide](#).

Women in Aerospace (<https://aa.stanford.edu/wia>). Stanford hosted a conference for women in aerospace who were a year from, or up to two years following, receipt of their doctoral degree.

Women in Engineering Proactive Network (WEPAN)

<https://www.wepan.org/page/CareerCenter>. WEPAN is the leading champion in North America for leveraging research and best practices to propel the inclusion of women in the field of engineering. WEPAN's network connects advocates who actively pursue strategies and implement solutions to increase participation, retention and success of women and other under-represented groups in engineering from college to executive leadership.

Women in CyberSecurity (WiCyS) (wicys.org). Non-profit dedicated to recruitment, retention and advancement of women in the cybersecurity workforce. Members can post jobs to the online Membership Forum. Strategic Partners and Conference Sponsors can participate in the Virtual Career Fair and annual conference.

Women in Science: These two sites suggest specific sites for engineering and for computer science. Engineering: <https://wiseli.wisc.edu/workshops/hiring-diverse-excellent-faculty/faculty-recruiting-resources/#engr>
Computer Science <https://wiseli.wisc.edu/workshops/hiring-diverse-excellent-faculty/faculty-recruiting-resources/#cs>

Women in Technology (womenintechnology.org). WIT has the sole aim of advancing women in technology – from the classroom to the boardroom. WIT has over 1000 members in the Washington, D.C./Maryland/Virginia metro region. Sponsors can post jobs at no charge; regular fee is \$199 per job.

Research, Tips and Advice

- Article: [“Diversity in Hiring Doesn’t Start with Hiring”](#) – part of the guide “Finding the Right Talent in the Edtech World” from EdSurge.
- Article: [“The Top 20 Job Boards for Diversity Hiring”](#) – includes useful stats, from Breezy. Organized by Job Sites for: Minorities and Underrepresented Ethnic Groups; Women; LGBTQ Community; Older and Retired Talent; Candidates with Disabilities; Veterans; Candidates with a Criminal Record.
- Article: [“20 Outstanding Organizations Supporting Women in Tech”](#)
- Article: “Innovation: What’s Diversity Got to Do With It?” – by Waverly Deutsch. Includes stats: Racial diversity in the higher-ed pipeline.
- Resource: [Diversity Recruitment Websites](#) – created by Case Western Reserve University and organized by: General; Computer Science & IT; Engineering.