

“UMC Diversity Committee”- Update

Committee formed 12/21/10

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(notice: no under-represented minorities)

Why Should the UMC have a Diversity Committee?

Is There Something We Can Do as a Community to Attract More Diversity into MSE?

How Can We Best Add Value?

Background:

Prior to our workshop NSF and DOE had sponsored workshops for at least Chemistry and Physics, but we were the first engineering discipline.

Within IEEE (which has had two female presidents to date) there are some divisional groups, e.g., "Women in Control".

Civil Engineering does have a Diversity Committee as part of ASCE (one female president - a Purdue grad)

<http://www.asce.org/ProgramProductLine.aspx?id=7096>

ASME (two female presidents to date) and AIChE (one female president to date) may have much better linkage to the academic programs as there is less of an issue on which society to interact with.

I. Gather quality data and make it available at the UMC web-site.

Hold our discipline accountable by web-publishing aggregate numbers for:

- a) applications, acceptances, and yield of acceptances for undergrad and grad admissions broken down by gender
- b) statistics for post-doctoral research associates working in our departments. Placement statistics in faculty positions.
- c) for faculty searches, numbers for: applicants, on-site interviews, job offers, acceptances of offers.
- d) other “academic affairs” statistics broken down by gender: successful and denied promotions, appointments to named positions; research/office space; salaries.
- e) internal grad student research awards/fellowships: applicants, finalists, award winners.
- f) anything else?

II. Assemble best-practices for improving climate in all areas (gender, ethnicity, country-of-origin, citizenship, family-status, LGBT, disabilities, work-life balance).

a) What works and what doesn't work and why? Involvement of student societies, advisory structures, meeting/work guidelines. (For example, many faculty have group meetings on Saturday mornings, not a practice that supports work-life balance.)

b) Maybe some kind of wiki format would work but we're not sure how to resource this.

c) Maybe we should define scope more narrowly to gender but I agree that there is substantial overlap.

III. Foster awareness of gender equity issues among the heads/chairs

a) Organize an external group to run a brief workshop (2 hours?) at one (?) UMC meeting each year.

Notable Reference:

K. J. Bowman, Gender Diversity Changes in a Small Engineering Discipline: Materials Science and Engineering,” Equality, Diversity, and Inclusion: An International Journal, 30 [2] 127-144 (2011).