

Recruitment and Retention of
Women Graduate Students in
Computer Science and
Engineering

CRAW Workshop June 20-21, 2000

Janicxe Cuny and William Aspray

Workshop Participants

- William Aspray (CRA)
- Andrew Bernat (UTEP)
- Joanne Cohoon (Virginia)
- Janice Cuny (Oregon)
- Jane Daniels (Purdue)
- Allan Fischer (Carnegie Mellon)
- Sheila Humphreys (Berkeley)
- Jean Jackson (Purdue)
- Susan Merritt (Pace)

Recruitment - Local

1. Broaden the recruitment pool beyond students with undergraduate CSE majors.
2. Broaden the criteria used in admissions and be flexible in their application
3. Encourage reentry students.
4. Provide bridging opportunities to entering graduate students.

Recruitment - Local (cont.)

5. Explicitly include diversity considerations in your admission process.
6. Be proactive in making recruiting contacts.
7. Review all departmental publications for both text and images containing overt or subtle messages that might discourage women from applying.

Recruitment - National

8. Inform your undergraduates about the opportunities and rewards of a research career, giving them timely information about appropriate preparation for such a career.
9. Provide undergraduate women with exposure to computing research.
10. Give individual encouragement to your women undergraduates.

Recruitment - National (cont.)

11. Actively counter negative stereotypes and misperceptions of computer science and engineering.
12. Provide women role models for your undergraduates.

Retention: Student-Student and Student-Faculty Relations

13. Be diligent at mentoring women graduate students.
14. Help to create a peer community for your women students.
15. Broaden the institutional culture of the department to accept a range of personal choices in balancing work and life.

Retention: Fostering a Research Life

16. Provide women role models.
17. Integrate students into the research culture of the department as early as possible.
18. Help women graduate students become involved in the professional community as well as the departmental community.

Research: Fostering a Research Life (cont.)

19. Standardize the methods your department uses for delivering information, so that students do not have to be part of an informal social network.
20. Change the departmental infrastructure to better promote the equal participation of women.

CRA/CRAW/CDC Studies

- Woman Graduate Students - Workshop (Cuny and Aspray)
- Minority Graduate Students - Workshop (Aspray and Bernat)
- Women Graduate Students - Field Research (Cuny, Aspray, Cohoon, Jesse)
- www.cra.org