Things You Can Do a la NCWIT

- *Top 10 Ways You can Retain Students in Computing*
- SEM Survey
- Join the Academic Alliance
- Regional Aspirations in Computing Award for high school girls
- http://www.ncwit.org/resources.res.html - Workbooks and Guides, Programs in a Box

Set a goal and engage the community

Results:

➢Doubled # of women in Intro course

➢Doubled # of women majors in 18 months

➢ Gains continuing

IU Diversity Resources

http://www.soic.indiana.edu/community/exemplar-repository.shtml

- Day 1 Survey
- Own Your Awesome Brochure
- Strategic Blueprint for Diversity
- Inclusive Classroom Environments

- Chilly Climates
- AI/TA Training workshop slides
- Indiana Aspirations Regional Award materials
- More…

ANN Q. GATES
UNIVERSITY OF TEXAS-EL PASO

INITIATIVES

| CS0 Peer-Led Team Learning Student Advocates | Affinity Research Groups FemProf Fellow/Paper-Net | Development Workshops Faculty Advocates |

- PLTL students were more likely to complete gate-keeper courses
  - 13% increase in female student completion;
  - 6% increase in Hispanic student completion, statistically significant
- PLTL students have access to role models and support in PLTL courses
- Peer leaders gained teaching, communication, and leadership skills

AFFINITY RESEARCH GROUP MODEL
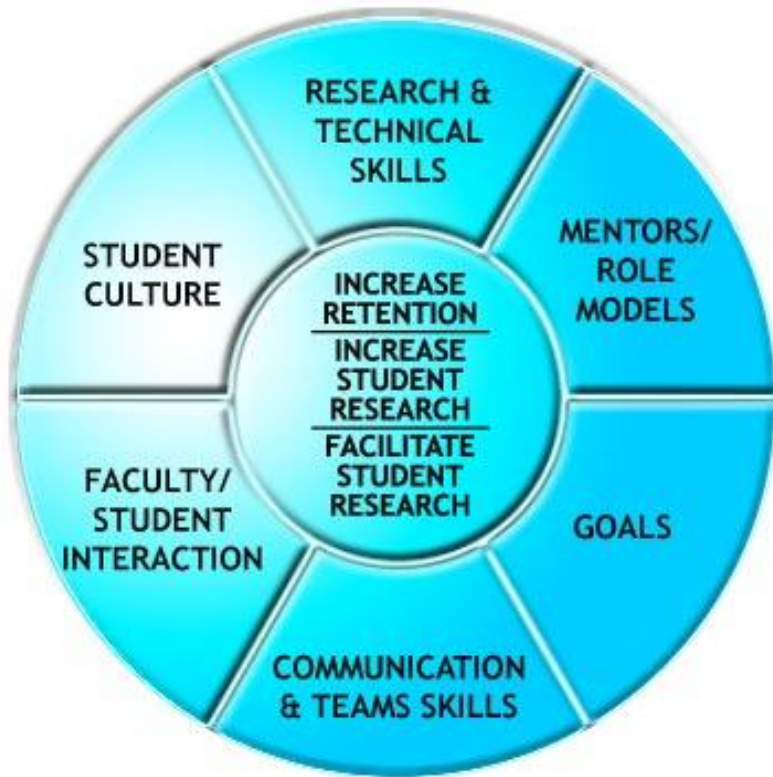
An ARG is a non-hierarchical model that promotes:

- Cooperative team interaction
- Deliberate and intentional development and practice of skills
- Recruitment of students who may not normally be involved in research

Based on situated learning theory

- Influenced students educational aspirations (79% more interest grad school)
- Presented a paper or poster at three times the national rate
- 23%-41% female participation

Microsoft Research
FacultySummit

Attraction waters

- Of UW CSE's new majors this past fall, **52%**, upon enrolling in CS-1, had "Strongly Disagreed" or "Disagreed" that they intended to become a major! Only **27%** had "Agreed" or "Strongly Agreed"!
  - Entirely undergraduate TAs, nearly 40% of whom are women
  - Supplementary "women's seminar"
  - An "honors section" that attracts a high proportion of women
  - Targeted encouragement of high-performing women
  - Admission of high-performing students to the major without completing pre-requisites
  - Being open to double majors, and to students who find CSE late in their academic careers or post-bac

Also …

- Community-building
  - Mentorship program
  - ACM-W
  - Hopper
- Outreach
  - Inspirational Teachers
  - CS4HS
  - Outreach team
  - YouTube videos
- NCWIT Pacesetter School

What Leaders Can Do

- Articulate Values

- Lead Strategy

- Hire and Empower Excellent People

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