

RECRUITING A DIVERSE FACULTY

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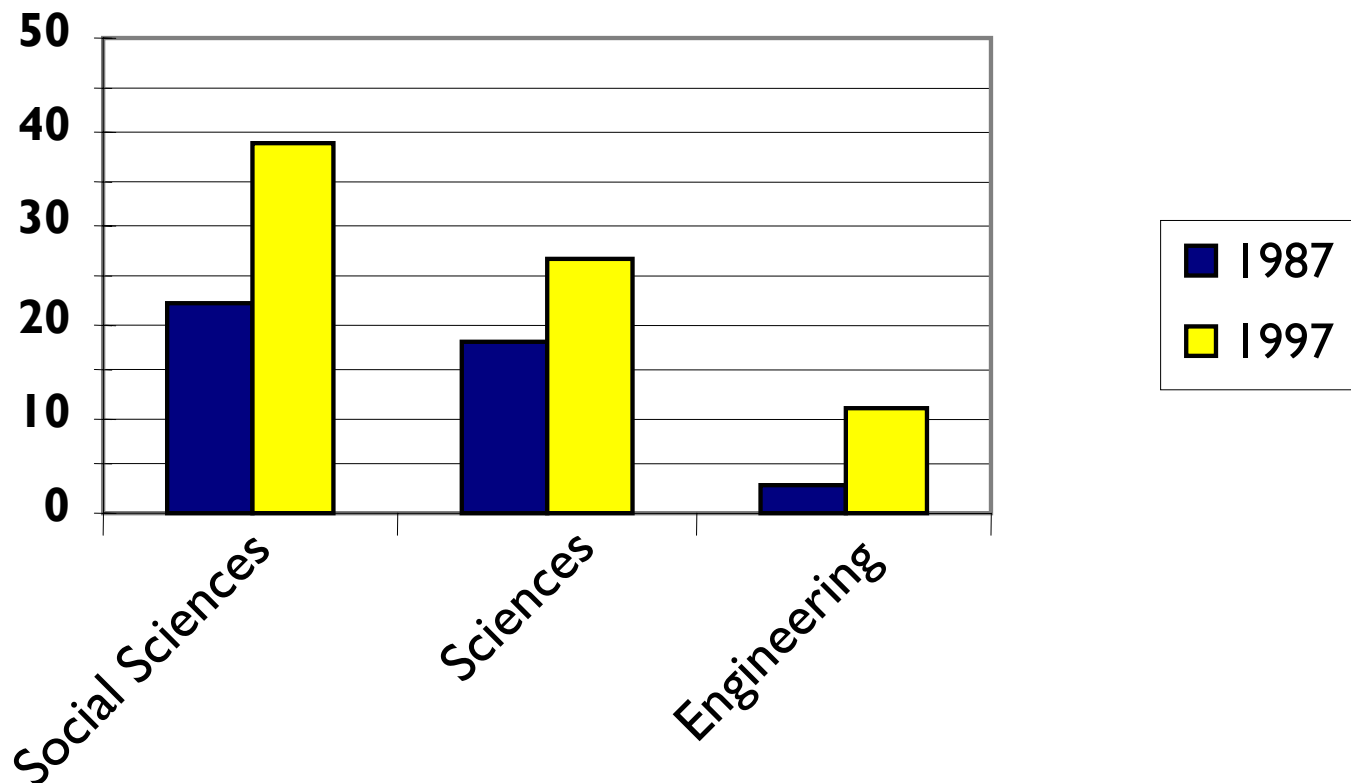
College of Engineering



The Bottom Line and Diversity

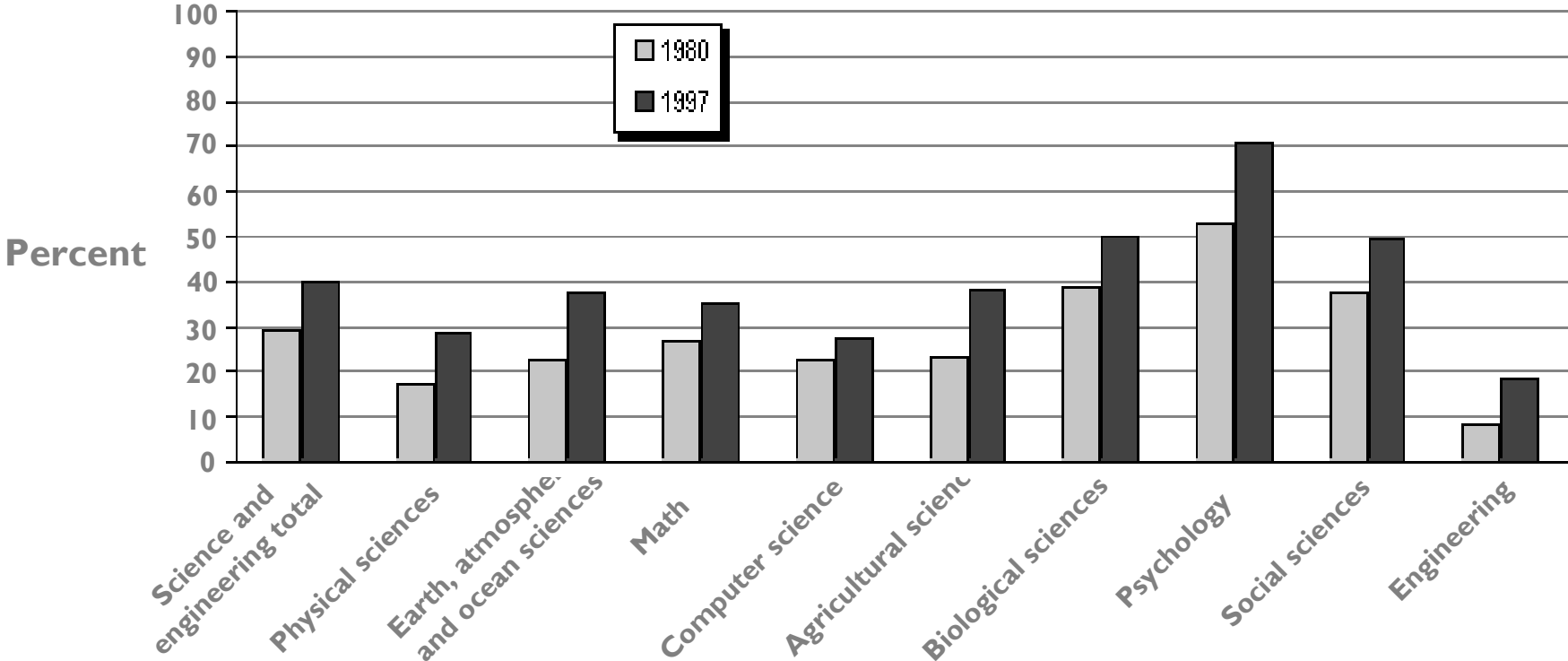
- ◆ **Catalyst study connecting gender diversity and financial performance for 353 Fortune 500 companies (5 industries)**
- ◆ **Companies with highest representation of women on their top management teams had:**
 - ◆ **35.1% higher Return on Equity**
 - ◆ **34% higher Total Return to Shareholders**
 - ◆ **http://www.catalystwomen.org/publications/executive_summaries/financialperformance.pdf**

National Percentages of Female Faculty in the Social Sciences, Science, and Engineering: 1987-1997*



* Source: NSF Report on Women, Minorities, and Persons With Disabilities in Science and Engineering, 2000

Women as a % of Science and Engineering Graduate Students, by Field in 1980 and 1997



SOURCE: National Science Foundation/Division of Science Resources Studies, Survey of Graduate Students and Postdoctorates in Science and Engineering.

A Myth/Partial Truth

Discrimination is only practiced by a small set of ignorant people.

***False!* Research shows that everyone — males and females alike — perceive and treat women differently from men.**

Recruitment

- ◆ **Provide numbers on availability in the pool**
- ◆ **Meet with each search committee**
- ◆ **Cast the net broadly – Don't write your ad to hire in just a narrow area**
- ◆ **Proactive recruitment, get to know grad students in the pipeline, be nice to them!**

Closing the Deal

- ◆ **Proactively treat women fairly**
- ◆ **Partner Hire Process**
- ◆ **Startup Package**
- ◆ **Stay in touch!!**



The Interview

- ◆ **Customized, well designed**
 - ◆ **Request candidate input**
 - ◆ **Make sure women meet women faculty!**
 - ◆ **Make sure URM's meet URM faculty!**
- ◆ **No illegal questions**
- ◆ **Unit Director Interview**

A Successful Interview Dinner in EE

