



**College of Computer and Information Science
Eastern University**

Equity and Inclusion at all Levels

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heastern University

ivate university in downtown Boston known for its research and co-op program; CCIS is one of 9 colleges in the university

departments, but several degrees:

in CS, IS and DS + **26 combined majors**

in CS, DS, IA and Security, **Health**

informatics, Health Data Analytics,

D in CS, **Network Science, IA and Cyber**

security, Personalized Health Informatics

Experiencing rapid growth:

- 47 CS and **15 interdisciplinary faculty** (23% female)
- 19 teaching faculty (21% female)
- 1200 undergraduates (26% female)
- 1000 MS students (Boston + Seattle)
- 140 PhD students
- 16 co-op and advising faculty
- 23 admin and grants staff

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process:

Negotiate hard for many positions (prepare the data when you meet with the dean to show how enrollments are booming – use CRA resources)

Identify a hiring chair/committee and place an ad; network

Interview

Determine who to make an offer to (often by consensus, but what is the role of your dean?)

For tenure on entry, before the interview get your dean on board and then after if you want to make an offer run a mock tenure case

Considerations in offers:

Negotiate to make multiple offers otherwise you will get your last choice

Check the Taulbee survey to make sure you make the right offer

Do not help your candidate negotiate with the dean (help your dean negotiate with the candidate)

Monitor for bias in interviewing and hiring

process:

- The university announces a pool of $x.x\%$ (including promotion raises)
- The data: faculty fill out a required form (you can ask for more); merit committee summary; meeting with each faculty member for X minutes
- You analyze the data to make recommendations
- You meet with your dean/provost to justify your recommendations
- You convey the raises to the faculty

considerations:

- Check the Taulbee survey to correct for inversion
- Check for implicit bias in existing salaries
- Faculty who did **nothing** well
- The impact of 3% on \$120,000 versus \$260,000
- Out of bound raises/preempting retention issues
- There are no secrets
- are you headed back to the faculty in 3 years?

– Undergraduate

Identify if you have an issue:

Is it a retention or an attraction issue?

Look at your drop/withdraw/fail rate by demographics (and normalize by SAT score – your dean has these if you do not)

Look at this by faculty member (in all classes but particularly in the intro sequence)

Why many resources/ideas exist. Here are a few

Level playing field; an even playing field

Create a good classroom climate for beginners

- Let students choose lab time by experience level
- Create special sections for the “front row” students

Have your faculty read about stereotype threat

Create exciting courses to draw in students

Increase the number and diversity of your undergrad TAs

Advocate to make CS required

Put your best teacher on the intro course

– Faculty

Identify if you have an issue:

Are there faculty who you consider to be at the same level paid equitably?

How are leadership roles/teaching assignment in the department distributed?

Is there a demographic bias in your hiring or PhD admissions?

How long are faculty in rank as Associate Professor?

Not all faculty were created equal:

Some perform much better than others and you want to keep them

Some manipulate the retention package system

Some got a “deal” from the prior chair/dean

Looking forward:

In any “deal” situation, document and make sure you would do the exact same thing next time.

Raising issues of compensation bias to dean/provost

Transparency

Hard Problems

Sexual harassment – involve the university immediately, you do not have training on how to handle this

Make sure your entire faculty has had training on Title IX

Managing out staff – you can do this (the PiP and your HR office)

Jekyll/Mr Hyde (the terrible teacher/the superstar researcher)

Drop rate of URM/Women higher

Evaluations are bi-modal

Students complain in your office

Mental illness

Questions?

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