National CTC Diversity Summit Quarterly
April 6, 2018

Attendees:
CTC: Ann Beheler, Mark Dempsey, Christina Titus, Debbie Miller and Amy Garrison
North Arkansas: Dr. Laura Berry
San Jacinto: Pamela Betts
UNT: David Keathly
Volunteer State: Chenchutta Jackson
SME guest speaker: Beth Quinn, NCWIT

Next Quarterly Meeting: TBD pending Doodle Poll

<u>Roll Call</u>

<u>Rules of Engagement</u>

<u>CTC Update</u>

Extension Teams – Elected to continue through June 30
        Marshalltown Community College
        North Arkansas College
        San Jacinto College – South Campus
        University of North Texas
        Volunteer State Community College

Ended February 28: Kirkwood, Lake Washington, Lansing, Tallahassee
- Gathering final reports
- Next couple of months will have an exit phone call with each school to wrap up.

<u>HI-TEC Conference</u> **– July 25-26, 2018 (Wed/Thu) – Miami, FL**
Breakout session "Successful Strategies to Recruit and Retain Underserved Students and to Prove the Strategies Work"

Mark – When Ann first proposed the extension, she offered the opportunity for some of you to sit on a panel during the breakout session at HI-TEC

Ann – The idea was to choose the colleges that had some success along the way and put them on the panel. Maybe some of the colleges haven't gotten to success, but have done a lot of good work. Mark, you and I need to discuss who should attend based on the reporting. I'm going to say one more time, reporting is not optional. You don't exist unless we have your report. We have in mind bringing three different colleges for a panel. I would suggest that you hold the dates for now.

Mark – Any questions about HI-TEC?

Ann – Do you all know what HI-TEC is?

Chenchutta Jackson – I would like to know more about it.

Ann – Those institutions that have National Science Foundation ATE grants go to a conference in the fall called the Principal Investigator's Conference. At that conference, we're doing primarily what the NSF wants us to do. However, many of us that have larger NSF grants fund a second conference called HI TEC. The producers of the conference – like the CTC – buy registration in a block, which gives us free registrations we can use for people to attend. It is a two-day conference (July 25-26). There are some pre-conference workshops (July 23-24) that are optional, but it's a two-day conference. There will be about 70 breakout sessions on various topics; this time there is a lot on diversity. I happen to be co-chair on the program committee. Our "Diversity Summit" session has been accepted, and I will say there have been several other diversity sessions as well. In addition, there are discipline-specific sessions in cybersecurity, IT, advanced manufacturing, all sorts of things. It's similar to the old STEMtech conference that the League for Innovation used to host. However, the people at HI-TEC are in some manner, shape or form related to a National Science Foundation grant. Does that make sense?

Chenchutta Jackson – Yes.

Ann – There are also going to be some incredible breakout speakers. One is from the Aspen Institute. Also speaking will be Rita Teutonico, Associate Dean of Research at Florida International University. In addition, we have an exhibit space for several of the grants, so you will be able to talk and network with other people to share information. We're a sharing bunch. All of what we do is recorded by the National Science Foundation funding; therefore, it's your taxpayers dollars and it's available to you.

Extension

Mark – We're setting the time frame of the grant through June 30 to give you more time to show full impact for the spring term. You can spend that money through June 30. You don't receive any extra money, but the money we approved and agreed on you can spend through June 30. Your next report and your invoice that covers March 1 through June 30 will be due on Monday, July 9. That's for your last quarterly report and your invoice.

The final report, which I will send to you soon, will be due Friday, August 3. We will probably do one more web meeting like this with all of us together late summer/early fall. I will also schedule individual meetings for the exit interviews based on any final questions we may have with your final report to fill in the gaps and close any loops.

Ann – I have a comment. We intend to repeat this program during our next funding cycle. We don't think that we will have money to bring everybody together again in person for the "Diversity Summit." We will probably have to meet more virtually; we also can't provide a lot of funds to work with. I think there are pockets of really good success in our group. I would like to see if we can't capitalize on that and truly not just do diversity work when we have the federal funding to do it, but to do it as a part of our culture.

Team Reports

Mark – We want to address this question in some way: How specifically are you planning to present your Diversity Summit data and success to your administration/budget committees?

Marshalltown – Mark spoke on behalf of Marshalltown (Patrick)
Objective: Boost Latino enrollment through outreach to local high schools
- Had success in the past
- This past fall, due to the political climate no one attended high school events

- Not sure why, possibly the ICE crackdowns – anti-immigration climate

Adjusted Action Plan Goals –
- Tried to pivot in December 2017 and focus on student mentoring for the spring
- Use this plan to reap some retention success
- Have a couple of students that are mentoring –
    - Faculty member involved, so Patrick (dean) not sure of the details
    - Plan to connect with the faculty member to gather more concrete information
        - Have more recording and tracking involved
        - What students are coming in
        - Who they are
        - How long are they spending with the mentors

Next Steps –
- Because of Patrick's position as dean (his boss is the provost of the campus) he can make the decisions on budget influence.
- Plan to submit the data to her at one of their regular meetings.
- Budget for 2018-19 has just started, so plenty of time to show success
- Dean will be able to make recommendation for the budget.

North Arkansas – Dr. Laura Berry
Objective – Increase enrollment and retention of females in our intro IT courses - Completed
Strategies Used
- Bring in female IT instructor to help teach the courses and implement more diversity trends in the classroom
- Attempted to have a number of sessions where advisors would meet with the students – this has not worked out

Successes –
- Increase in enrollment of women
- Increase in retention of women
- Increase in success in general of women

Challenges –
- Still working with such short numbers
- Maybe seven women in a semester, out of a group

Next Steps –
- Janet McMurrin on the "Diversity Summit" grant team co-taught the A+ course with a regular instructor
- Next fall, Janet is going to teach the course by herself; she has also added programming to her course load
- Now 40 percent of our course load is going to our IT program
- Believe that after a year, when Janet has had time to implement more of the strategies and we get our advising piece to work, we will have more data to share.

Ann – It would be very useful if you at least can present what you have to your boss or do a quick presentation to your cabinet meeting. It's nice for them to know that you're already doing it, and what you've managed to do within your regular budget. And at least try to characterize that you're going to come after more money next year. I found that strategy to work very well: "I'm not asking for the extra money until I have the detailed data be prepared. It's coming."

Laura Berry – Okay, will do.

Challenges Met –

Mark – You had three parts to your mission – you were going to first get more females into that first class; make sure they completed that class; and then make sure those females enrolled in the spring class. Did that happen?

Laura Berry – Yes, I'm looking at the end of the fourth quarter report. The goal was to increase enrollment of females in entry-level IT courses to 39 percent and we did that. We increased enrollment to 48 percent, but that is going from 12 females to 16. That's my concern about the numbers.

Our target was to increase the completion from 9 to 12 women; we had 13 of 16, more women, more completion. Finally, our goal was to increase retention in the spring. Four out of 12 was our target, and we did 7 out of 16. In every area we had increase and exceeded our target. We're just looking at small numbers

Mark – Good.

Ann – Your college is small, so that's okay. You're not talking about a college with 50,000 students; you're talking about a small college. Beth may want to weigh in on it. I think those are fairly significant increases.

Beth Quinn – I definitely agree. It's not too early to be talking to administration about the successes and put it exactly the way that you did in terms of what your goals were and that you hit or exceeded those goals. Those numbers are excellent benchmarks. Have you done anything with a focus group with the women who are in the courses in terms of how they're experiencing the courses? How they came to actually find out about the major?

Laura – We have a really good opportunity coming up in a week. One of our advisors is going to be meeting with the whole group of entry-level students for advising and support and that would be a great opportunity. It's not necessarily a focus group in this case; it will be more of a one-on-one conversation with the women in particular.

Beth Quinn – That's great. Have you done any kind of training with your advisors on your diversity goals?

Laura – No, we have not.

Beth Quinn – A shout out to everybody: NCWIT is working on expanding our "Counselors for Computing" (https://www.ncwit.org/project/counselors-computing-c4c) resource to expanding that from high school to the community college areas. The hope is it will help you have those conversations with your advisors – and even your recruiters – to make sure that women who could succeed in those courses are actually getting in the courses.

Laura – That's a bigger problem for us. I will say, I said that they had not had training; there's a team of three for the "Diversity Summit," and one of them is one of our full-time advisors. So he is involved and was at the "Diversity Summit" meeting and has been involved, but no, we haven't discussed it with the whole advising staff as we should.

Beth Quinn – I will let you know when those materials go live. It might not be for the timeline of your extension, but it should be sometime in the next year I would hope.

Laura – That will be great. We're also in the process of beginning to offer this entire program to another center and part of the reason for selecting this center is because of its diverse population. Both in terms of

ethnicity and gender, we're really trying to reach out to a more diverse group at that center and that will start in the fall.

Beth – What is the center?

Laura – This is called the Carroll County Center in Berryville, Arkansas.

Ann – Laura's working in an economically depressed area and not only are they a small college, they're distributed across all these centers. They're not "right next door," so anything she can do to move forward affects people that would not get touched in many, many ways. I have only kudos for Laura, and I apologize, everyone, I don't know everyone's program as well as Laura's because I helped her write her first grant.

Laura – Our first successful grant.

Ann – Once you gave me all the demographics information and the salary information and the average wage, it was like "Wow, this is definitely an area that needs it."

Laura – We were following the West Virginia striking teachers and looking at their salary and realizing they make a whole lot more than our average faculty. What we're trying to do in the networking program to another center is very exciting, but I'm finding out that it's very, very challenging as well. It's not all that easy to pick up a single faculty member networking program and offer it to another site, but it's exciting.

Ann – I believe we will want you to be a featured speaker from time to time, because you've had some really interesting challenges.

Laura – Thank you. I appreciate your help very much, I appreciate these suggestions, and I will work to get either a focus group or individual information from the women that's something we should done in advance as well as try to incorporate better training of the advisors to get students into the right program.

San Jacinto – Pamela Betts
Challenges –
- The biggest challenge is faculty burnout. It's been basically me managing the process.
- Lost personnel, not replacing them at this time

Strategies –
- We have been concentrating on the internship opportunities; we've been having success with it. Making sure the females receive a lot of industry experience or experience with industry tools.
- Starting to use the online software and program management system.
- Terry had some of his web students' meet with the industry members to set up internships. We're going to be doing the same with all our advisors.
- We had to breakup our CIT advisory group into four different advisory meetings: Web, Security, Networking, and a Programming Simulation and Game. We have four BILTs a year now that meet by campus in the fall and by program in the spring.

Successes –
- Have two virtual internship project-based classes per semester.
- Have four FWS (Federal Work Study) student positions allocated for our department.

Next Steps –
- Looking at creating a practicum alternative hybrid class with a virtual internship for students that do not have the time to do actual internships.

- Working with other grants so if the students can't receive FWS, San Jacinto can still hire them using the other grants.
- Taking advantage of our STEM Outreach program.
  - Now have a grant for the science department area.
  - Trying to work with the NASA groups.
- Boost female enrollment through outreach, female retention with mentoring, female application for graduation.

Mark – What are your steps for presenting this to the administration to keep this going after the grant period ends?

Pam –
- We're trying to build a virtual internship.
- They are looking at a new class as an alternative practicum and I'm suggesting including the virtual internship.
- I will have one student in the fall, six students in the spring. We're trying to standardize the virtual internship now as part of the program.

Beth Quinn – Your biggest issue is faculty and personal burnout. We see that so much. Do you have plans or ideas on how to deal with this?

Pam –
- I'm taking personal time off in the summer
- Hiring a new computer science adjunct to extend the program

University of North Texas – David Keathly
Next steps –
- Create a "catalog" of the events conducted and the attendance
- Co-relate the events against freshmen enrollments
- Work with the Dean and the College Recruiters to continue these events
- Work to re-establish Department Outreach committee and efforts based on these results
Success –
- Several events have gone very well
- Several were all-female events
- Created a template due to the style of an event – this template has made college-level recruiting people interested, because they just follow the template
- Focus on women and areas UNT does not normally recruit
  - This has sparked the department and dean's office interest
  - As a result, chair is reconstituting what used to be the Publicity and Outreach Committee
    - Four faculty members
    - Started a month ago
  - The dean has placed more funding in recruiting
  - Took advantage of the dean's office ideal of STEM @ the Park
    - Held on a Saturday
    - 40 women attended

Ann – It seems that you've been keeping your deans informed along the way. You don't have to inform him of the need for these changes; he's picking it up along the way with you.

David – Yes. Unfortunately, he's leaving at the end of the year. However, I was very excited about reconstituting an outreach committee in our department. When I first arrived it lasted about three years and then none of the other faculty wanted to be involved. Having it back means that there's a focus and an interest. In addition, the four faculty who are on that committee are females.

Beth Quinn – I think it's great that the dean has been involved from the beginning. I believe you said that you had styles of events that the recruiters could use?

David Keathly – Yes, we have been doing miniature camps, similar to our summer camps, but for about 5 hours.

Beth Quinn – Seems interactive and it seems like you have buy-in from your recruiters. Also, getting faculty involved so that they can bring in their expertise is good, especially if there is any way you can leverage that or expand that so you don't overtask your faculty. We see that again and again, recruiters are going out and they don't understand the program and unconsciously they tend to use biases about who is an IT person. They can really hurt the diversity of your program. But, it seems like you have really good buy-in from your recruiters and also from administration.

Volunteer State - Chenchutta Jackson
Accomplishments
- Visited 23 high schools
- Middle school classroom visit

Challenges
- Faculty burnout. Trying to alleviate the problem by doing more of the initiatives that they have in place such as visiting high schools. If we don't visit these schools, students don't see what is available to them.
- Coordinating the amount of classes to visit is a challenge – travel for an hour to one class is not sufficient.

Strategies and Initiatives
- Take technology devices such as the Raspberry Pi to the schools.
- Also inform the students that they could take a tour at Volunteer State to the see the labs.
- Recruitment and retention – hosting an open house and information session about all the concentrations in the IT program at Volunteer State – April 10.
- Brochure (one-page handout) has been sent out with information concerning the concentrations – "Make IT Happen."
- Postcards are also given with information on having a one on one discussion.
- College leadership is involved in the grant and supportive of initiatives moving forward.
- In the fall, will be getting more students involved and hosting more tours.
- Working with more females.
- Teach students how to use social media to find a position or develop an elevator pitch. This includes build their profile and taking professional pictures.
- Mentorships.
- Getting more industry involved – planning a trip to industry to propel students forward and obtain internships. Potentially for females.

Ann – Have you or are you interest in having some of the Diversity coaches review your brochure and postcards to give you feedback on making it diversity friendly?

Chenchutta – Yes, I'm sure Patty would be very happy to work with them.

Closing Thoughts

Beth Quinn – If you haven't already joined NCWIT as a school, I would encourage you to do so.

In reference to burnout –
1.) Sometimes we can find funding for faculty to come to an NCWIT Summit. One thing that we consistently hear about this Summit is that it's great for re-energizing your initiative because you're meeting people from all over the country, both academic and industry professionals and people from non-profit.
2.) Remember as an academic institution your "Academic Alliance" membership to NCWIT is free so there's no registration for our Summit. Usually, unless you get a grant, you have to pay for your own travel, but let me know if you need any help with that.
3.) We have resources on our website. For example, we have resources that help you do a spot check of your website and make sure it's inclusive.

You can take what the NCWIT has already put together and literally give it to your dean or faculty. If you need recommendations, send me an email or give me a call.

Next deadlines
- Monday, July 9 – last quarterly report and invoice due (covering March-June 2018)
- Friday, August 3 – final report due (template will be emailed soon)

Final wrap-up meeting:
- TBD pending Doodle Poll
- Likely Aug-Sept 2018