



CASE

CASE SCHOOL OF ENGINEERING

Successful Recruitment of Female Engineering Faculty

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CSE Female Faculty

	2000-2001		2004-2005	
DEPARTMENT	FACULTY	FEMALE FACULTY	FACULTY	FEMALE FACULTY
BME	20	<i>None</i>	19	Deng, Taylor, Knothe-Tate, Yu
Chemical	13	<i>None</i>	13	Martin
Civil	10	Skubal	9	Skubal
Mechanical	16	Rimnac	16	Rimnac, Abramson
EECS	30	Ergun, Ozsoyoglu	30	Ozsoyoglu
Macro	12	Hiltner Manas-Zloczower	13	Hiltner, Dormidontova, Manas-Zloczower
Materials	11	<i>None</i>	11	<i>None</i>
TOTAL	112	6	111	12

Current Female Faculty Recruitment Strategy

- Appointment priority: Take advantage of opportunities, even outside strategic research objectives
- Applicant pool has grown
- Faculty desired more female faculty – was a faculty objective
- Priority on inviting female candidates
- Provost enhancement and start-up package
- Provost's personal involvement
- Bridge positions
- Repeated, personal contact to close deal

Proactive CSE Faculty Recruitment Strategy

- School priority
- Identify more candidates
- Personal networking to attract applicants
- Broaden culture across departments and faculty levels
- Provost's personal involvement
- Become more responsive and proactive in giving offers
- Competitive start-up packages and salary
- Bridge positions

Proactive CSE Faculty Recruitment Strategy (cont'd)

- Increase faculty turnover so diversity can be achieved
- Meeting personal and situational needs
 - Spousal placement
 - Child care
 - Etc.
- Institutionalize search guidelines