



Carnegie Mellon University

IDEAL-N CMU

Progress report

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Three Types of Initiatives

- Presidential Postdoctoral Fellows
- Climate and culture
- Continued work on diversifying faculty

President's Postdoctoral Fellowship Program



Advancing excellence through faculty diversity.

In 2017, we joined in a collaborative partnership with the University of California to offer postdoctoral fellowship opportunities at CMU in order to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at Carnegie Mellon. We offer the potential for postdoctoral research fellowships in all fields represented at the university, coupled with faculty mentoring, professional development, and academic networking opportunities.

[VIEW THE INAUGURAL FELLOWSHIP RECIPIENTS AT CMU ►](#)

President's Postdoctoral Fellows

- Inaugural class of 5 fellows who began in Fall 2018
 - 2 of the 5 were women
 - Engineering (3), Drama, Social and Decision Sciences

President's Postdoctoral Fellows

- Offers to second class of 7 fellows who will begin in Fall of 2019
 - 4 of the 7 are women
 - Engineering (3), Computer Science (2), Art, Modern Languages

Climate and Culture

- Lunches to explore climate issues
 - Inequities in service
 - Underrepresentation of women at high profile CMU sponsored events
 - Underrepresentation of women in leadership

INDICATOR and Equitable Service Loads Guidelines

These guidelines allow for increased opportunities for women and underrepresented faculty to engage in high-level opportunities on campus, ensuring our diverse community see people like themselves represented in prestigious settings.

[Read the INDICATOR Guidelines.](#)

The objective of the Guidelines for More Equitable Service Loads is to complement the INDICATOR Guidelines by ensuring a more even distribution of service work, particularly for women and underrepresented faculty members.

[Read the More Equitable Service Loads Guidelines.](#)

Climate and Culture

- Create community for junior women
 - Axe throwing event
- Make sure senior women have leadership training
 - 3 day leadership event, 15 of 30 were women
 - Women's leadership academy, 6 per year

Diversifying Faculty

- Improvements in hiring of Women
 - 2014/15 21%
 - 2015/16 17%
 - *Required use of hiring checklist*
 - 2016/17 31%
 - 2017/18 52%

**Understanding the Barriers to Diversifying CMU Faculty and
Recommendations for Improving Diversity:
A Focus on Under-Represented Minority and Female Faculty**

**Drs. Linda Babcock and Rosalind Chow^a
Carnegie Mellon University
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Thank you!

Questions?