



# DEI Town Hall

Prof. Frédo Durand, Prof. Leslie Kolodziejcki

December 7, 2021

## Agenda:

Status: new hire EECS DEI Program Director

DEI Activities: Updates

Task Force on Graduate Admissions

Expansion of MIT Summer Research Program

New Initiative: EECS Thriving Stars

Let's Talk! Break-out rooms and then open Q&A

# Discussing Diversity, Equity and Inclusion

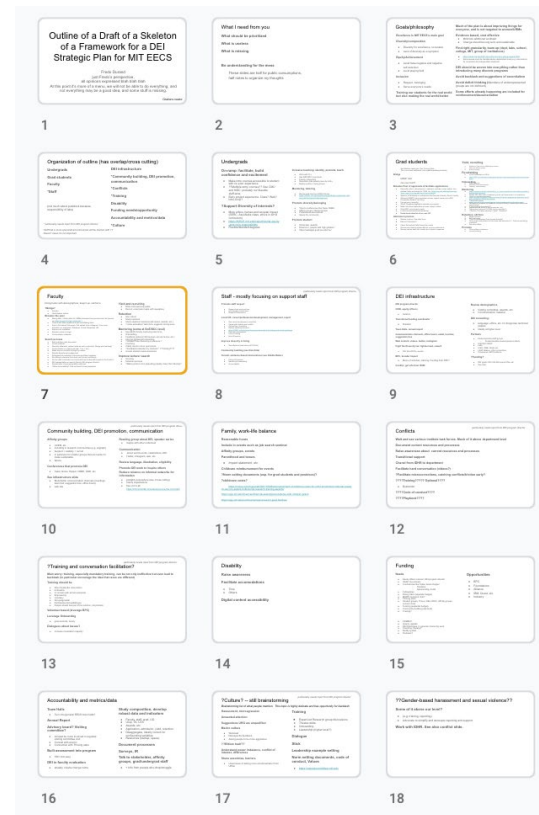
- ★ Our work and priorities in DEI can be discussed and questioned.
- ★ Email [dei@eecs.mit.edu](mailto:dei@eecs.mit.edu)
- ★ <http://calendly.com/fredodurand/>

# EECS DEI Program Director

- ★ Dedicated staff position in EECS
- ★ National search conducted by Isaacson, Miller (IM) search firm
- ★ CDEI Hiring Team (staff, students, faculty):
  - reviewed 11 candidate applications
  - interviewed 7 applicants (via zoom)
  - recommended 3 candidates as finalists (enthusiastic consensus)
- ★ EECS Leadership + DEI leaders across institute:
  - interviewed 3 finalists
  - converging to an offer

# EECS DEI Strategic Plan

- ★ We are discussing an outline/menu with CDEI and student advisory group
- ★ Focus
  - Scientific and educational excellence
  - Cost-effective solutions
  - Broad otherwise
- ★ Still in progress, need help from our DEI program director on a number of topics
- ★ Would love to have conversations 1-on-1 or in group
  - Email [fredo@mit.edu](mailto:fredo@mit.edu)
  - <http://calendly.com/fredodurand/>



# EECS DEI Update: Activities

- ★ New EECS Faculty On-Boarding
  - Antonio Torralba, IAP 2022
- ★ Junior Faculty Mentoring
  - Joel Voldman
- ★ Workshop on establishing a Healthy Lab Culture: EECS REFS
  - Rachel Holladay, Maddie Laitz, Vibhaa Sivaraman, Zhi Xuan Tan
- ★ Summer Geometry Institute
  - Justin Solomon
- ★ Graduate Application Assistance Program: THRIVE (yr 2)
  - Venkat Arun, Emre Ergecen, Shivam Handa, Rachel Holladay, Liane Makatura, Akshay Narayan, Nili Persits, Alvaro Sahagun, Ticha Sethapakdi
- ★ University Center for Exemplary Mentoring (yr 7)
  - Leslie Kolodziejcki
- ★ New EECS website with “*Community & Equity*” main menu
  - Jane Halpern



# MIT & EECS: Support and Mentoring of Graduate Students

## ★ MIT Guaranteed Transitional Support Program Phase I\*\*

- EECS has supported transitions for many years
- 18 individuals (2 outside EECS) reached out for support/conversation
- Dept support: \$206,892.50 for SS21 & FT21; 2 TA appointments
- 11 transitions completed successfully, 4 underway, 3 recent inquiries
- support includes: financial, advice/guidance, coaching, virtual intros

\*\*Leslie Kolodziejski: Transitional Support Coordinator - [leskolo@mit.edu](mailto:leskolo@mit.edu)

\*\*Suraiya Baluch: OGE Transitional Support Coordinator- [baluch@mit.edu](mailto:baluch@mit.edu)



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## ★ MIT Guaranteed Transitional Support Program Phase II

- Two-part reporting structure in discussions: central OGE + internal to dept/unit

## ★ MIT Ad Hoc Committee on Mentoring and Advising of Graduate Students

- [Ad Hoc Committee on Graduate Advising and Mentoring @ MIT](#)



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## ★ EECS PhD Student Check-in

- Start 2020, 2nd year, student reflection due Dec. 31, research advisor feedback due Jan. 31



# EECS/CDEI Task Force on Graduate Admissions

- ★ Co-chaired by Prof. Martha Gray and Prof. Armando Solar-Lezama
- ★ Diverse Membership: EECS faculty, graduate and undergraduate students; invitations extended and being accepted

# EECS/CDEI Task Force on Graduate Admissions

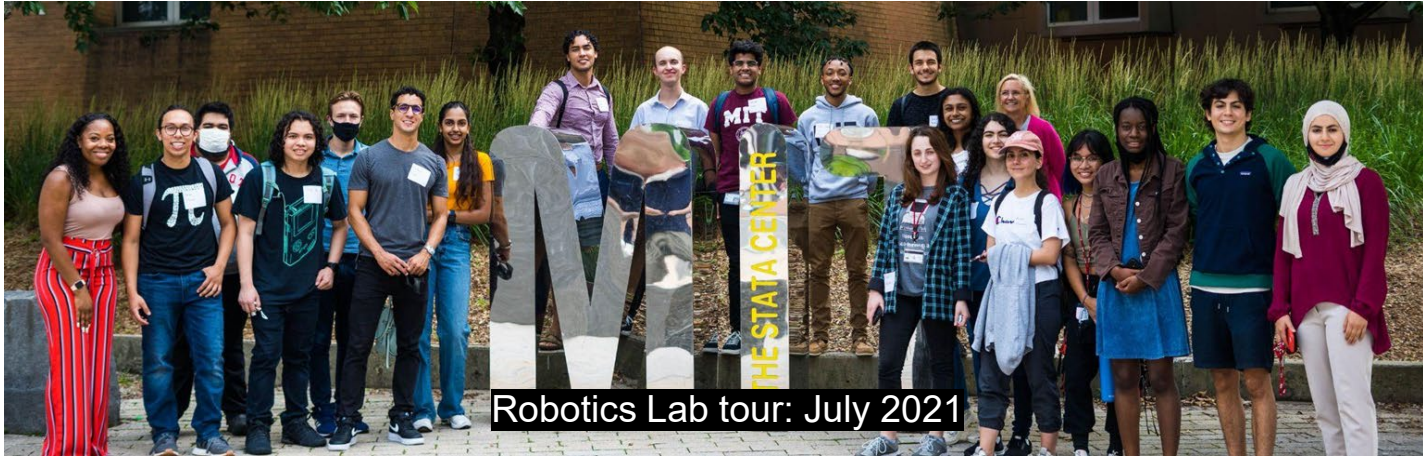
- ★ Co-chaired by Prof. Martha Gray and Prof. Armando Solar-Lezama
- ★ Diverse Membership: EECS faculty, graduate and undergraduate students; invitations extended and being accepted
- ★ Charge addresses:
  - Visibility of our PhD program
  - Review of grad admission website (Grad Apply)
  - Engagement with applicants prior to admission
  - Engagement with applicants following admission decision
  - Review processes carried out by subareas and committee members
  - Efficacies of current first year “guaranteed support” system
- ★ Synergistic with:
  - Thriving Stars activities
  - New Focused Review Committee to look at URM applications



# MIT Summer Research Program (MSRP): 2021 Expansion

## Goals:

- ★ promote value of graduate education;
- ★ improve research enterprise through increased diversity;
- ★ prepare and recruit the best and brightest for graduate education at MIT
- ★ aims to increase number from underrepresented and underserved backgrounds (e.g., low socio-economic, first-generation) in research



# MSRP: 2021 Expansion

## School of Engineering Interns by SoE Department

School of Engineering (SoE) Departments	2019 Number of Interns	2021 Number of Interns
Aeronautics and Astronautics	2	5
Biological Engineering	3	4
Chemical Engineering	3	9
Civil and Environmental Engineering	2	2
Computational and Systems Biology	0	1
Electrical Engineering and Computer Science	2	14
Health Sciences and Technology	0	2
Institute for Data, Systems, and Society	0	1
Materials Science and Engineering	1	3
Mechanical Engineering	7	6
Nuclear Science and Engineering	2	2
<b>Grand Total</b>	<b>22</b>	<b>49</b>

## EECS

Elfar Adalsteinsson  
 Jacob Andreas  
 Hari Balakrishnan  
 Marc Baldo  
 Karl Berggren  
 Robert Berwick  
 Adam Chilipala  
 Jesus Del Alamo  
 Fredo Durand  
 Dirk Englund  
 Phillip Isola  
 Leslie Kaelbling  
 David Karger  
 Manolis Kellis  
 Luqiao Liu  
 Tomas Lozano-Perez  
 Samuel Madden  
 Aleksander Madry  
 Stefanie Mueller  
 Farnaz Niroui  
 Jelena Notaros  
 Kevin O'Brien  
 Asu Ozdaglar  
 David Perreault  
 Justin Ragan-Kelley  
 Ronitt Rubinfeld  
 Arvind Satyanarayan  
 Max Shulaker  
 Armando Solar-Lezama  
 Justin Solomon  
 David Sonntag  
 Collin Stultz  
 Joel Voldman  
 Cardinal Warde  
 Jacob White  
 Mengjia Yan  
 Lizhong Zheng



Applying to EECS PhD Program, July 2021



Lunch with current PhD students, July 2021

## Strategic Partners

# MSRP: 2021 Partnerships



13 interns from partner schools, July 2021

- ★ Continue interaction after summer program with joint mentoring
- ★ Develop closer relationship with partner schools- leaders, faculty



# EECS Thriving Stars

- ★ New Initiative Fall 2021
- ★ Launched Ada Lovelace Day

October 12 EECS Website  
October 13 MIT News

## Thriving Stars: An initiative to improve gender representation in electrical engineering and computer science

MIT EECS unveils a new effort to encourage and support women on their journey to — and through — graduate study in computing and information technologies.

Jane Halpern | Department of Electrical Engineering and Computer Science  
October 13, 2021

PRESS INQUIRIES



Students gathered in September with department leaders at a celebratory event for women in MIT's Department of Electrical Engineering and Computer Science.

Photo courtesy of Leslie Kolodziejki.

The MIT Department of Electrical Engineering and Computer Science announced yesterday the Thriving Stars initiative, a new effort to improve gender representation in MIT's largest doctoral graduate program.

"All types of representation are vital to EECS at MIT, and Thriving Stars will unify multiple disparate efforts focusing on women and other underrepresented genders," says Asu Ozdaglar, head of the Department of Electrical Engineering and Computer Science (EECS), MIT Schwarzman College of Computing deputy dean of academics, and MathWorks Professor of EECS.

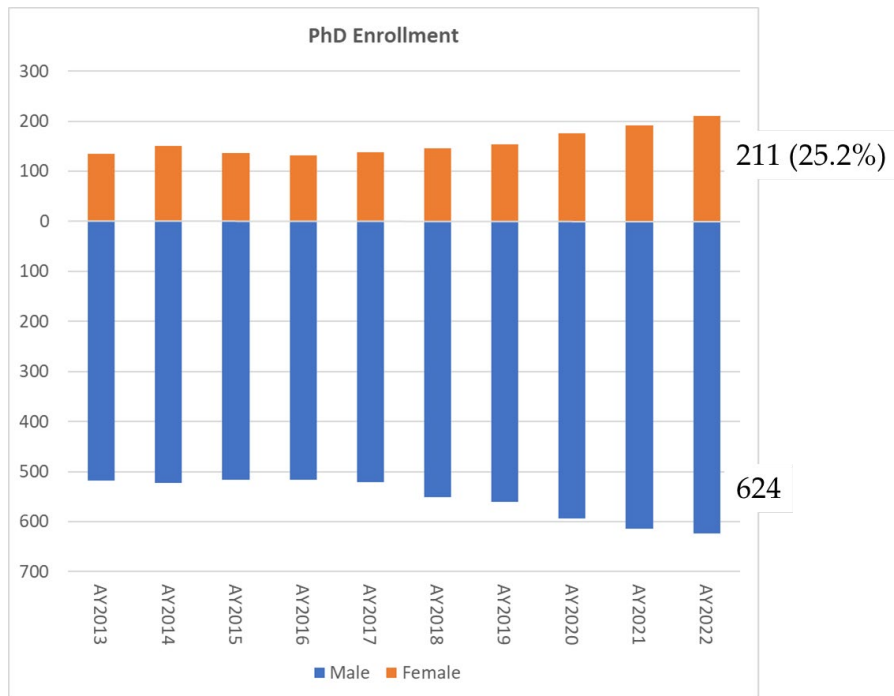
### SHARE



### RELATED LINKS

- 01 [MIT Summer Research Program \(MSRP\)](#)
- 02 [Graduate Application Assistance Program \(GAAP\)](#)
- 03 [Tools for Honing Resilience and Inspiring Voices of Empowerment \(THRIVE\)](#)

# EECS PhD Program



# EECS Thriving Stars: Goals

- ★ Increase representation of women\* toward gender parity
- ★ Improve the graduate experience for all (men and women\*)
- ★ Encourage other graduate programs to follow our lead



\*women and underrepresented genders

EECS Thriving Stars

# Thriving Stars External Advisory Board



Co-Chair  
Maria Klawe  
Harvey Mudd



Anne Dinning  
DE Shaw



Susan Dumais  
Microsoft



Carol Espy-Wilson  
U. of Maryland



Susan Hockfield  
MIT



Songyee Yoon  
NCSoft

# Thriving Stars Philosophy



# Thriving Stars Year 1: Summary Goals

- ★ De-mystify the PhD in EECS-  
affect applications
  - Zoom chat with MSRP alumni  
(2019, 2020, 2021): 24 participants
  - Webinar chat with GAAP mentees:  
124 attendees
  - YouTube chat with all in Grad  
Apply: 4144 invited, 343 attendees,  
1222 views of recording



The recording is here: [https://youtu.be/fTdN\\_jqR7Z0](https://youtu.be/fTdN_jqR7Z0)

# Thriving Stars Year 1: Summary Goals (con't)

## ★ Focus on graduate admissions- affect enrollment

- GW6 Research Summit: share recording
- EECS Alumni Video 'snippets': share with all admitted students
- Review processes: ramped-up, Task Force on Grad Admissions (more later)
- Career Panel: Feb. 3rd- admitted women\*, current PhD women\*, current UG women\*

### NEWS & EVENTS

News

Events

EECS Celebrates Awards

## EECS Graduate Women's Annual Research Summit Increases Research Visibility and Strengthens Community

BY RACHEL YANG

November 30, 2021 | Department of Electrical Engineering and Computer Science



The 3rd annual GW6 Research Summit took place on November 5, featuring the award research of women and other underrepresented genders in EECS at MIT. Photo courtesy of David Salas.

The MIT EECS group, Graduate Women in Course 6 (GW6), held their third annual research summit on November 5, with attendees conversing in-person along with a simultaneous webcast. The summit featured research "lightning" talks from graduate women and other underrepresented genders across the EECS department, as well as a keynote from Institute Professor Barbara Liskov and a panel of five prominent women in industry and academia. (Registration was open to all students and faculty.)

"We aimed to increase the visibility of work being done by women and underrepresented genders in the department," said Katie Mattson, one of GW6's three co-presidents. Much of the summit was devoted to a whirlwind of three-minute lightning talks, with graduates giving attendees mini crash courses in their latest research pursuits. "I was really impressed with how excited people were to share their research," said Hallee Wong, another GW6 co-president.



Graduate student Diya Sharmugan shares her research during a three-minute "lightning" talk session.



EECS Thriving Stars

\*women and underrepresented genders

# Thriving Stars Year 1: Summary Goals (con't)

- ★ Fundraise for graduate fellowships: underway
- ★ Thriving Stars Research Summits
  - Highlight the research contributions of current PhD women\*
  - Four 10-minute presentations followed by panel discussion of future
  - Topic-specific of importance and broad interest
  - All EECS community invited, EECS Industry Alliance, EECS friends
- ★ PhD Journey: continue support of 1st semester seminars, GW6, THRIVE, GSA
- ★ Graduating Women\*: exit interview +s/-s, MIT Advisors Hub

# Time for a Couple of Questions...

- ★ Then break-out room discussion
- ★ Then final Town Hall Q&A

# Time to Talk! Let's Break-out for Discussion!

- ★ Random assignment to a break-out room (or you can choose).
- ★ Each break-out room will select note-taker.
- ★ 15 minutes
- ★ Note-taker will report out to all after break-out rooms are closed.
  - Will email summary to [dei@eecs.mit.edu](mailto:dei@eecs.mit.edu) and we will post slides/notes online
- ★ Final Town Hall Q&A