DEI Town Hall

Prof. Frédo Durand, Prof. Leslie Kolodziejski
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
★ 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
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
- 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 Kolodziejski

★ 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
**Suraiya Baluch: OGE Transitional Support Coordinator- 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
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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

Charge addresses:
- Visibility of our PhD program
- Engagement with applicants prior to admission
- Engagement with applicants following admission decision
- Review of grad admission website (Grad Apply)
- 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
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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

Robotics Lab tour: July 2021
# MSRP: 2021 Expansion

## School of Engineering Interns by SoE Department

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

★ 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
EECS PhD Program

![PhD Enrollment Chart]

- Male: 211 (25.2%)
- Female: 624

MIT EECS
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
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

Holistic Approach

Recruitment  Admission  PhD Journey  Graduation
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
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*

*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

*women = women and underrepresented genders
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 and we will post slides/notes online
- Final Town Hall Q&A