Lessons Learned in Building Diversity

RECRUITMENT - Associate Professor of Mathematics, Morehouse College
RETENTION - Principal Investigator, EDGE Program for Women in Mathematics
RECRUITMENT
Finding the students that fit your program

• Research Training Programs
• Conferences (ABRCMS, SACNAS, Field of Dreams, ….)
• Graduate Tours
• Visitation Days
• AY research experiences
• Summer research experiences
• Follow-up phone calls— incoming and outgoing
• Research Collaborations
RETENTION
Keeping the students that fit your program
The EDGE Program
The EDGE Program

- Born and designed in response to…

- 1998 - 2011
  Sylvia Bozeman (Spelman) and Rhonda Hughes (Bryn Mawr)

- 2011 - 2016
  A. Radunskaya (Pomona) and U. Wilson (Morehouse)

- funded by NSF

- (NEW) sponsorship program: Microsoft, Bryn Mawr, Rutgers, Iowa State

- Comprehensive Mentoring: summer session, reunion weekend, regional research symposia, travel grants


www.edgeforwomen.org
EDGE
Summer Session

- 4 week residential program in June
- 12-15 recent college graduates entering graduate programs in mathematics
- 3 advanced graduate student mentors
- 4 workshop facilitators (college faculty)
- Analysis and Algebra workshops
- Problem Solving
- Mentoring
- Thursday night dinners and other social activities.
- Guest Speakers
- Mini-courses
- Reunion weekend
- Commitment to Diversity
Survey of EDGE PhD Recipients
conducted by Sylvia Bozeman and Rhonda Hughes with Carol Auster

• N=36

• 63 questions

• Respondents participated in EDGE summer session between 1998-2006

• Respondents received PhD before July 2012

• Preliminary results on benefits to academic success; benefits during graduate school; impact on academic and professional development.
In what ways did EDGE contribute to your success in graduate school?
How beneficial was the diversity of students and staff to academic success?

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<th>Percentage</th>
<th>Somewhat Beneficial</th>
<th>Very Beneficial</th>
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<td>0%</td>
<td>Underrepresented Minorities</td>
<td>White European</td>
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How beneficial was reunion weekend to academic success?
How beneficial was time spent with advanced graduate students to academic success?

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- Somewhat Beneficial
- Very Beneficial

Underrepresented Minorities

White European
How beneficial was the contact with EDGE peers in first year of graduate school?

- Underrepresented Minorities
- White/Europeans
How beneficial were guest speakers and visitors to academic success?

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</table>

- Underrepresented Minorities: Somewhat Beneficial: 25, Very Beneficial: 75
- White European: Somewhat Beneficial: 75, Very Beneficial: 25
How beneficial was working with summer faculty to academic success?

![Bar chart showing percentage of Somewhat Beneficial and Very Beneficial responses for Underrepresented Minorities and White Europeans.]

- Underrepresented Minorities:
  - Somewhat Beneficial: 25%
  - Very Beneficial: 75%

- White Europeans:
  - Somewhat Beneficial: 75%
  - Very Beneficial: 25%
How beneficial was a (first year) department mentor during graduate school?
How beneficial was the contact with EDGE directors during graduate school?
How beneficial was the contact with EDGE faculty during graduate school?
How beneficial was the contact with other mathematicians met through EDGE during graduate school?
Lessons Learned

• Access to the profession
• Money matters
• Diversity
• Check-in after first year
• Support for re-entry