

# LA-SIGMA

Louisiana Alliance for Simulation-Guided Materials Applications

## Diversity

Pedro Derosa

Associate Professor of Physics

Louisiana Tech University and Grambling State University





## OBJECTIVE

Dramatically increase the number of URM and women in the Alliance at all levels

Strategies were put in place to double each statistic in five years



# Where we were...



Senior Personnel	Proposal	Survey
Women	19%	13%
Underrepresented Minorities	12%	10%
Graduate Students		
Women	21%	27%
Underrepresented Minorities	10%	14%
Postdoctoral Fellows		
Women	14%	20%
Underrepresented Minorities	11%	0%
Undergraduates		
Women		46.5%
Underrepresented Minorities		53.5%



# Diversity Milestones



Milestones	Y1	Y2	Y3	Y4	Y5
Diversity Advisory Council established; annual DAC meetings	X	X	X	X	X
Provide financial incentives for pursuing advanced education: reach 30% women & 15% URM graduate students within the Alliance by Y3.			X	X	X
Supplement Startup Packages: reach 30% women & 8% URM faculty by the start of Y3.			X	X	X
Create/expand pipelines to graduate school: at least 5 students recruited through these pipelines by end of Y2		X	X	X	X





# Strategic Plan

## **1. Establish a Diversity Advisory Council**

2. Provide financial incentives for pursuing advanced education
3. Development of role models
4. Create/expand pipelines to graduate school



# What we are doing...



## **Strategy 1:** *Establish a Diversity Advisory Council*

- The Diversity Advisory Council (DAC) has been established. They will meet today
- The LA-SiGMA EEWD presented a document to the DAC with existing and planned strategies at each school that they will discuss later on



# External Members of the DAC



## William Lester

Department of Chemistry  
University of California,  
Berkeley



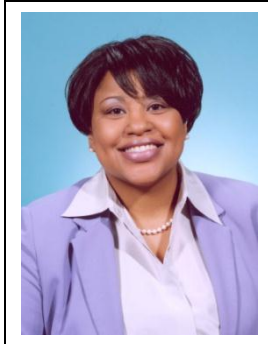
## Stephanie Adams

Associate Dean for Undergraduate  
Studies  
School of Engineering  
Virginia Commonwealth University



## DiOnetta Jones

Associate Dean and Director  
Office of Minority Education,  
Office of the Dean for Undergraduate  
Education  
Massachusetts Institute of  
Technology



## Sheila Edwards Lange

Vice President for Minority Affairs  
and Vice Provost for Diversity  
University of Washington



## Betsy Willis

Director, Advising and Student  
Records  
Director, Gender Parity Initiative  
Southern Methodist University



# Internal Members of the DAC



## Isiah Warner

Vice Chancellor for Strategic Initiative,  
Boyd Professor and Philip W. West Professor  
of Analytical and Environmental Chemistry,  
Howard Hughes Medical Institute Professor  
**Louisiana State University**



## Jenna Carpenter

Associate Dean for Administration &  
Strategic Initiatives  
Wayne and Juanita Spinks Professor of  
Mathematics and Statistics  
**Louisiana Tech University**



## Juana Moreno

Assistant Professor of Physics  
**Louisiana State University**







# Strategic Plan

1. Establish a Diversity Advisory Council
- 2. Provide financial incentives for pursuing advanced education**
3. Development of role models
4. Create/expand pipelines to graduate school



# What we are doing



## Strategy 2: Provide financial incentives...

- ❑ Supplemental research assistantships for women and URM graduate students are available and Faculty have been notified
- ❑ Since LA-SiGMA funds became available only after October 2011, our Year 1 recruiting efforts were targeted for students who will join us in Year 2.





# Strategic Plan

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- 3. Development of role models**
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# What we are doing



## Strategy 3: Development of Role models...

- ❑ Supplement to department start-up packages available to recruit URM and female faculty members with research interest in material science. none hired yet.
- ❑ Mentoring: No LA-SiGMA mentoring yet, but (few) mentoring programs already available at some of the LA-SiGMA institutions





# Strategic Plan

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3. Development of role models
- 4. Create/expand pipelines to graduate school**



# What we are doing



## Strategy 4: Create/expand pipeline to grad school

- ❑ Existing 3+2 and 4+1 (BS+MS) programs in the state to be used as pipelines for LA-SiGMA
- ❑ LA-SiGMA to expand on these existing programs



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**On track for all the milestones**

