



LA-SIGMA

Louisiana Alliance for Simulation-Guided Materials Applications

Diversity Strategies

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Diversity



We propose to dramatically increase the number of URM and women in the Alliance at all levels through the following strategies with the goal of doubling each statistic in five years.



Where we were...



- 19% women
- 6% African American
- 6% Hispanic
- 17% Asian American
- > 21% of the graduate students and 14% of the postdoctoral fellows are women
- Underrepresented minorities make up 10% of the graduate students and 11% of the postdocs



What we are doing



Strategy 1.

- The Diversity Advisory Council has been established. They will meet at the second All Hands Meeting on August 6, 2011
- The LA-SiGMA External Engagement and Workforce Development Committee is preparing a document for the Diversity Advisory Council with existing and planned strategies at each school that will serve as a starting point for our discussions



What we are doing



Strategy 2.

- LA-SiGMA has announced supplemental research assistantships for women and URM graduate students to all faculty LA-SiGMA members. 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.



What we are doing



Strategy 3.

- LA-SiGMA has announced the availability for funds to supplement department start-up packages to LA-SiGMA institutions to recruit new URM and female faculty members with research interests in Materials Science. None hired yet.
- Mentoring: None?



What we are doing



Strategy 4.

- Existing 3+2 and 4+1 programs in the state. LA-SiGMA plans to use these pipelines, as well as expand on them in the future.



Plans for future & sustainability



- Work with the Diversity Advisory Council
- New hires
- Competitive graduate student stipends to create a pipeline



A Major Accomplishment...



Creation of Diversity Advisory Council
document in the near future

