

University of Southern California

USC Women in Science and Engineering
Presents..



*CHOICES IN DIVERSIFYING
FACULTY SEARCHES*

Presented by WiSE Program Manager

Sarah Fried-Gintis, PhD.

Petitioned Scientific community ▼

Stop gender discrimination in science.

Petition by
Anna Krylov
Pasadena, CA

Dear Colleague:

It happened again --- another major theoretical chemistry conference features an all-male program. One of us began boycotting such conferences 14 years ago and can't believe that 14 years later we are still seeing such overt discrimination. This time it is the 15th International Congress of Quantum Chemistry (ICQC, <http://www.icqc2015.org>); conducted under the auspices of International Academy of Quantum Molecular Science (<http://www.iaqms.org>), which will be held in Beijing, China. As of 02/15/2014, the program features 24 invited speakers and 5 chairs and honorary chairs and does not include a single woman.

Are there no women in theoretical chemistry? Hardly. The Women in Theoretical Chemistry web-directory (<http://iopenshell.usc.edu/wtc>) lists more than 300 female scientists holding tenured and tenure track academic positions or equivalent positions in industry and other research establishments pursuing research in theoretical and computational chemistry, biochemistry, material science, as well as theoretical molecular/atomic physics and biophysics. Many of these women are far more distinguished than many of the men being invited to speak at these conferences.

Feeling as fed up and frustrated as we do? Add your voice to ours by signing this open letter denouncing this biased practice, which we had hoped would be obsolete long ago (it will take less than a minute).

Petition Closed

with 1,703 supporters

1,703 signatures

Supporters are signing:



Clemency for my dad:
serving life in prison
for a non-violent drug
offense



University of
Wisconsin: Stop
Experimenting On
Cats



End FGM
in the United States

Recent signatures

Naomi Halas HOUSTON, TX

Peter Nordlander HOUSTON, TX

Abraham Stein ARGENTINA

Michael Sideris CALIFORNIA, CA 78d

Stephen Bradley LUTHER, IA 78d

Rebecca Newson BATH, GB 79d

Dominic-Oliver Jones PENMAENMAWR, 79d





WHY IS FACULTY DIVERSITY VALUABLE?



Vital relationships
Institutional values
Teaching
Atmosphere
Leadership
Informed decisions
Tokenism
Youth



“The significance of a visible presence of faculty of color and women faculty of all backgrounds is perhaps nowhere more challenged than in science, engineering and other technical fields (STEM), where the lack of domestic diversity is emerging as a national crisis.”

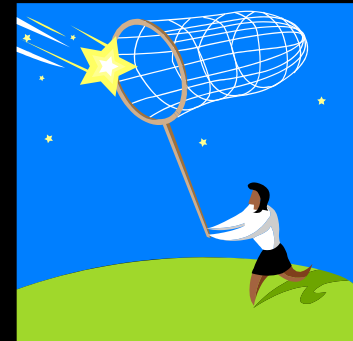
-- Daryl Smith,
*Diversity's Promise for
Higher Education*



CHALLENGES

- Structural and institutional barriers
- Accounting for disciplinary differences
- Casting the Net Widely

and...





Excellence!



Recruitment and Retention

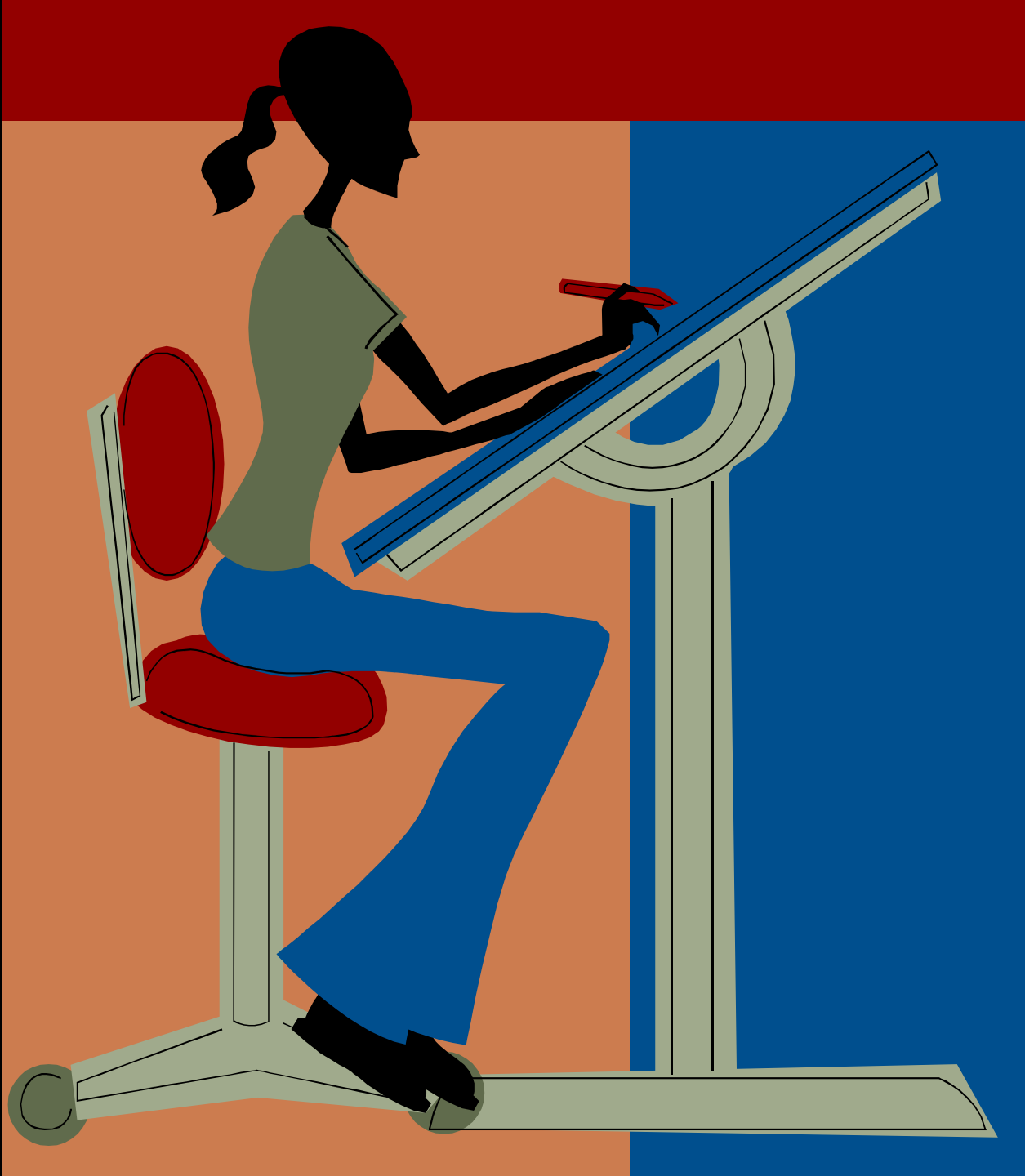
- WiSE Junior Gabilan Chairs
- WiSE Lloyd Armstrong Sr. Chair
- WiSE Contributions to Recruitment Packages

SO HOW DID WE DO?

15 to 35 in the first
6 years of the program

But it still wasn't enough....





WISE SUPPORT FOR FACILITATING DIVERSITY IN FACULTY SEARCHES



WISE SUPPORT FOR FACILITATING DIVERSITY IN FACULTY SEARCHES

○ Award

- Up to \$5,000

○ Guidelines

- One application per department per year
- 2 deadlines
- Submitted by Department Chairs



SUCSESSES

26 awards given

Examples of use:



○ 6 hires as a direct result of grants (Since 2010)





14 Hires in 4 years



43% of USC's new women in STEM hires were recruited with funds from the new WiSE program





For more information:

USC Women in Science and Engineering

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