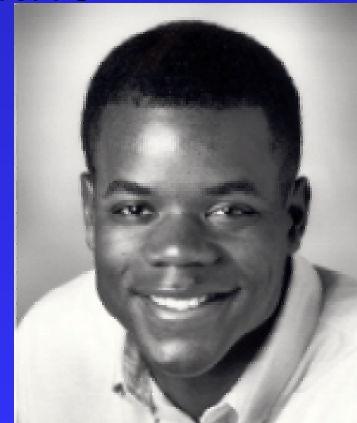


Mentoring: A Berkeley Perspective

Sheila Humphreys, Ph.D.
Academic Coordinator, EECS Dept.
UC Berkeley

Many Existence Proofs

- Dr. Valerie Taylor- Texas A & M+ photo
- Dr. Gary May- Georgia Tech+ photo
- Dr. Jeff Forbes- Duke University+ photo
- Dr. Armando Fox- Stanford University
- Dr. Arlene Rhodes-Morgan State



Find *more* UCB Existence Proofs

- Distributed Role Models
- UCB Women Ph.D. Database:
<http://www.eecs.berkeley.edu/Programs/grad/GradWomen/gradwomen.html>
- Databases on Berkeley women Ph.D.'s
- Website for Berkeley minority Ph.D.'s

Departmental Mentoring

- Faculty-Student-Staff Commitment
- Admissions/ graduate recruitment
- Alternate avenues to grad program
- Diversity focus in grants
- Innovative policies (Parent Policy)
- Gender balance in Colloquium Speakers
- Strong support of student organizations

Support of WICSE

- History and longevity: 25th Anniversary
- <http://www.eecs.berkeley.edu/Programs/grad/GradWomen/Wicse/wicse25th.htm>
- Virtual community
- Weekly Meetings
- Monthly Mentoring Lunch with Ugrad Women
- New Graduate Recruitment
- Big Sister Program

WICSE's Influence

- Webpage
- Advocacy for Policy Changes
- Conference Participation: Hopper, CRA, Tapia
- Official voice at Faculty Retreat
- EECS Student Organizations Council
- Institutional Research: Ph.D. retention study
- Strong links to EECS Alumnae

BGESS(Black Grad Students in / Science and Engineering)

- Minority cohort in SEM
- Founded 1987
- Building Community

Chancellor's Outstanding Service Award
2004

- Research Mentorship
- Recruitment

Effective Peer Mentoring

- MFTO-Dr. John Davis, IBM
- Ph.D. support group at Berkeley
- Student Initiated
- Goal-oriented: *What happened last week?*
This week I plan to accomplish:
Penalty-based: *OOPS I didn't*

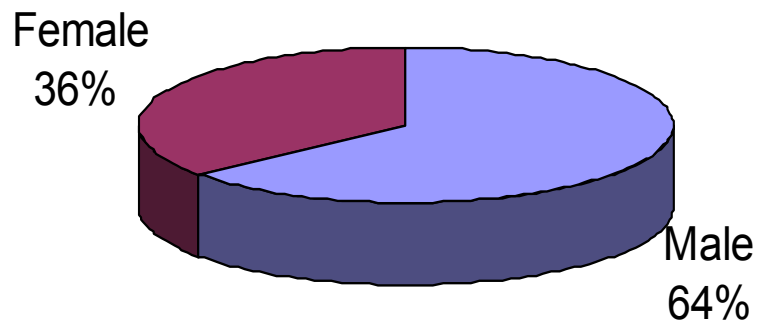
Synergy with Industry

- Keeping our feet to the fire
- Tracking our diversity students
- External affirmation
- Some \$
- Example: UCB senior women grads invited to IBM Academy Meeting, 10/03

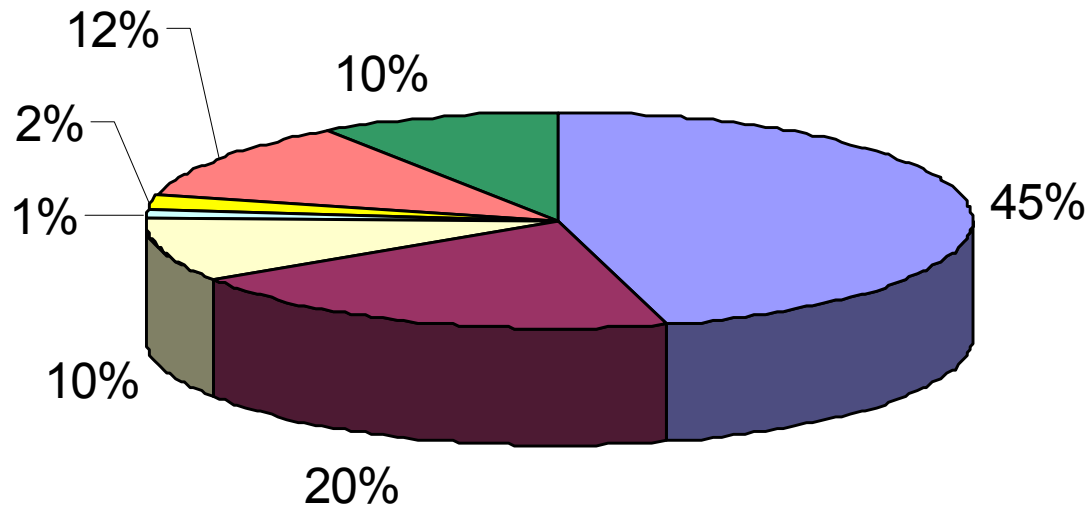
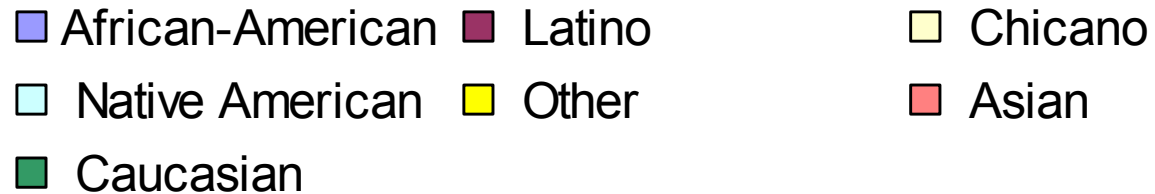
SUPERB: Graduate Pipeline

- Summer undergraduate Research
- Minority/ Gender Balance
- 67% attend graduate school
- 6 Minority Ph.D.'s: 3 in academe
- Mills, Michigan, Penn State, IBM Research
(2)
- Erika Take, SUPERB Coordinator

SUPERB-IT Percentage of Men and Women Overall 1990 - 2004



SUPERB-IT 1990-2004 % Ethnicity Overall



Training Future Mentors

- SUPERB Graduate Mentor Evaluation
 - ◆ Biggest Challenges
 - ◆ Defining a project – scope & level
 - ◆ Getting students up to speed
 - ◆ Calibrating supervision
 - ◆ Most Rewarding
 - ◆ Encouraging academic excellence
 - ◆ Coaching for final presentation
 - ◆ Continuing relationship

CS Reentry Program

- Tapping an alternate source of women & minorities for graduate school
- 1983-1998; now at CMU, UBC
- 12 Ph. D.'s', 39 MS, ~20 in pipeline
- Prof. Nina Amenta, Davis
- Faculty now sensitive to reentry issues