

General Sciences

Diversity All-hands Meeting

Oct 10, 2005

General Sciences Workplace Committee

--to assist the GS directors to produce and implement the GS Diversity Plan.

Action Items for 2005:

- **Education and Public Outreach (EPO)**
- **Scientific and Technical Staff Pipeline**
- **Strategic Recruiting**
- **Workforce Development**
- **Communication/Awareness**

Details at <http://www.lbl.gov/Workplace/WFDAP/plans/GS.html>

GS Workplace Committee Members:

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Today's Speakers:

Harry Reed (LBNL Diversity Office)

James Symons (NSD)

Jim Siegrist (Phys)

Bill Barletta (AFRD)

Strategic Recruiting

October 10, 2005

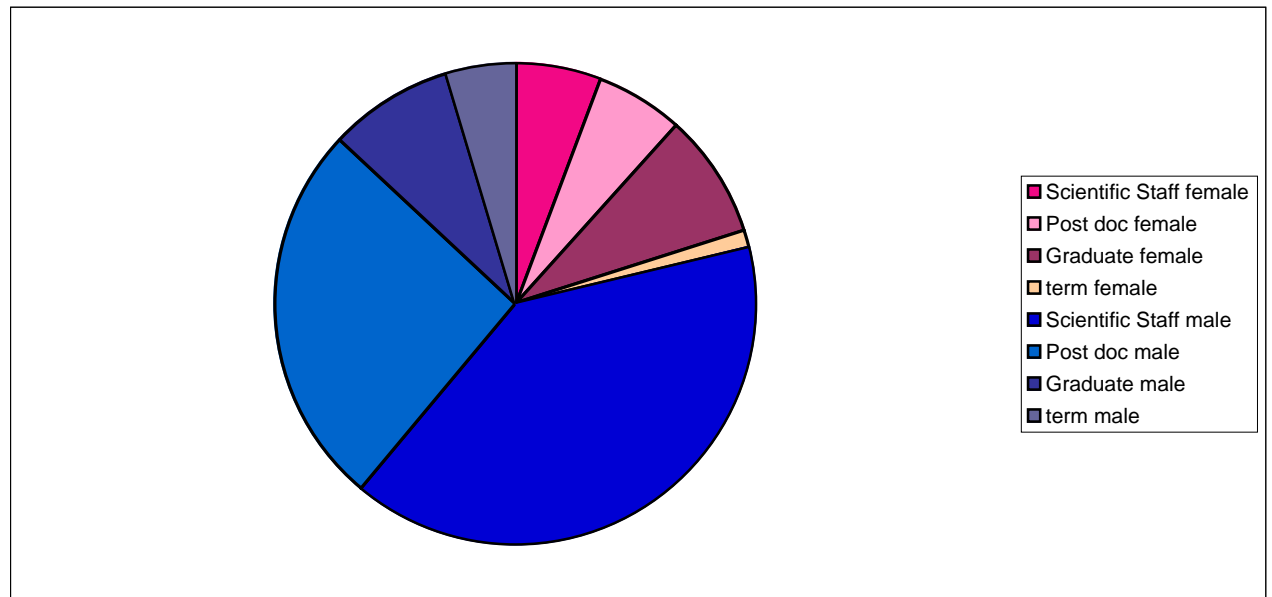
James Symons

Lawrence Berkeley National Laboratory



The Problem

- Demographic distribution of our workforce does not match that of our nation
- or our state
- or our region



The Solution

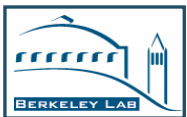
- Fix the Pipeline
- Be as Strategic as we can in recruiting
- Keep moving forward

- Take advantage of opportunities



Strategic Recruiting

- Make every effort to reach target audience
- Some General Positions (Chamberlain, etc.)
- New people bring new ideas
 - Stanford (via Chu) Living Lists
 - MIT (via Birgenau) Intervention before the short list is made

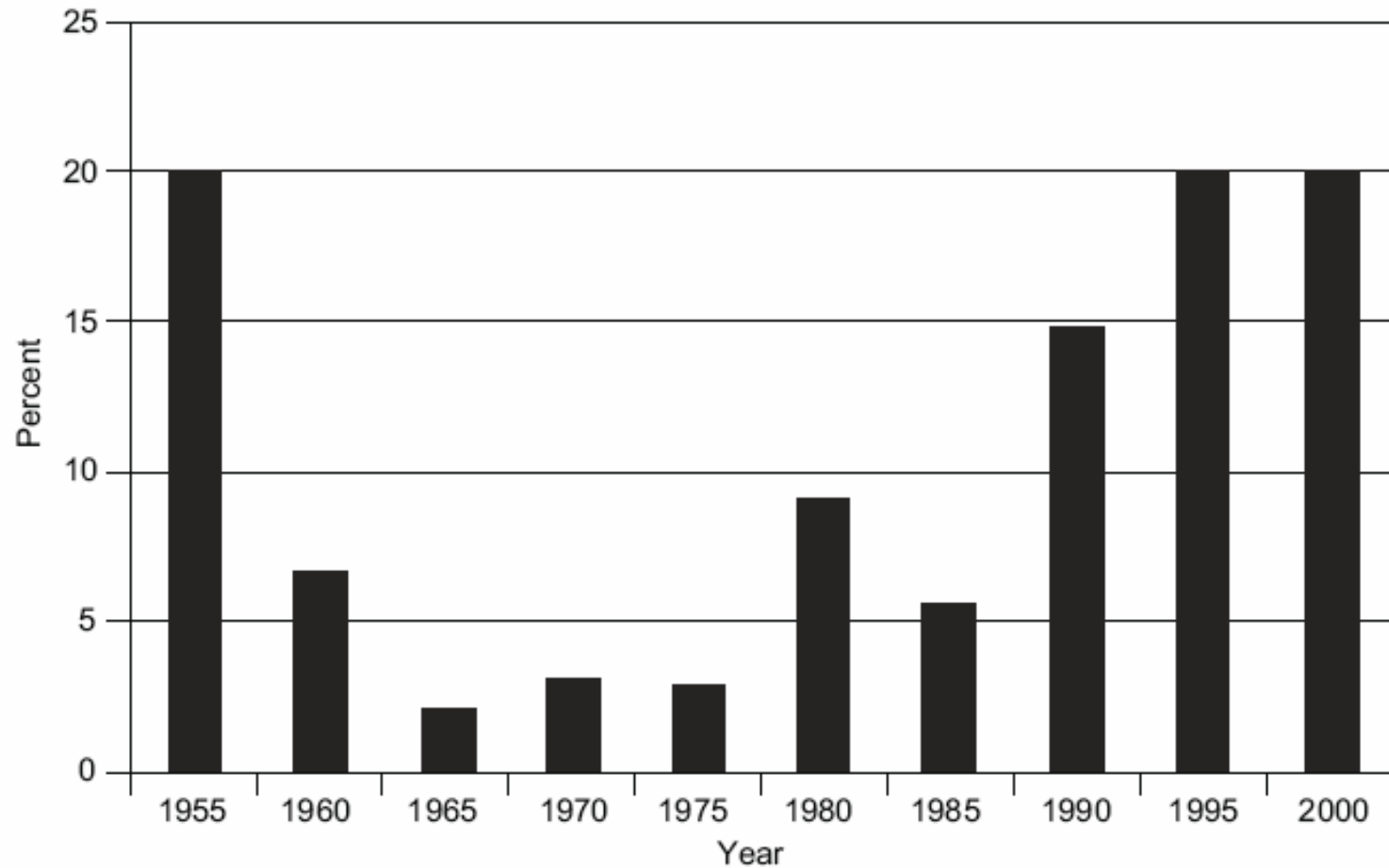


General Sciences Divisions Responding

- Each Division Working on Living List
- Each Division Improving Process of Searches
- GS Workplace Committee Involved



Is there hope?

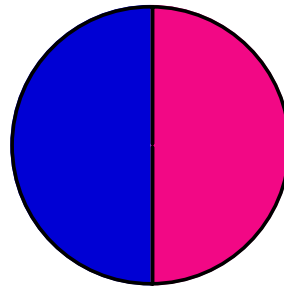


Education in Nuclear Science, 2004: “Cerny Report”



Is there hope?

7 males
7 females



■ Graduate female
■ Graduate male



- This is not only a management problem



Student Recruiting Issues

Issues for Grad Student Recruiting

- Berkeley Admissions are very competitive: ~600 applicants for ~40 positions
- We are not admitting enough experimentalists to support Physics Division programs, much less meeting the needs of NSD and AFRD
- Last year, two of us (Strovink, Siegrist) contacted about 80 Universities seeking names of interested HEP experimentalists, with special attention to minority and women candidates.
 - Result of the effort unclear, we need to follow up directly with the admissions committee

Why Diverse Grad Student Recruiting is Important and the Challenge We Face

- Most Faculty (~90%) come from the top ten Universities
- If places like Berkeley do not have a diverse graduate student pool, the complexion of the nation's faculty and lab staff will never change.
- Recruitment of minority and women grad students by the Physics Department is getting attention, but our performance particularly for African-American students is very poor.
- My research (informal) indicates that we are not considered a supportive place by the African-American community.

Keys to Grad Student Recruiting

- We must be very aggressive at locating competitive undergrads and getting them to apply to Berkeley. (Minorities and Women are highly sought after)
- Once they have applied, we have to follow up with the admissions committee to help persuade that 'our' candidates be admitted
- We normally do NOT encourage Berkeley Undergrads to stay on in Berkeley for graduate school so we need to find students at other schools through our contacts with faculty
- Some of the most qualified women and minorities will come from our peer universities in the Ivy League who make special efforts to recruit women and minorities into their undergraduate ranks.
- We have initiated efforts to find the best students from non-conventional sources (eg. Historically Black Colleges and Universities) through a program of ongoing faculty contacts.

What You Can Do

- Stay in touch with your colleagues at other universities. Ask about top-flight experimental undergraduates, and pass any names to Siegrist or Strovink.
- Include ESPECIALLY Undergraduate Juniors from ELSEWHERE in your summer research plans – CSEE pays for ½ the cost of this!
- If you have the opportunity, strengthen your research contacts with University faculty elsewhere. Know what they are doing, ask about their students. Faculty elsewhere are our best eyes and ears for graduate student material.
- GRAD STUDENTS – you are our best recruiting tool for students who are already here. Talk to the other students and tell them what a great time you are having, how exciting particle physics has become, etc. etc.

Berkeley Undergraduates

- We are seeing more and more graduate student applications coming in with publications and a modest research record
- We owe it to our undergrads to provide this kind of opportunity to the extent that we can.
- Staff should encourage faculty to put up URAP advertisements for your area. (Much of this is happening, but we should do more)
- Recruit students as sophomores and keep them around long enough to write notes or participate in publications.

A Final Note

- Any of you probably have better ideas than 'management' on ways to address this problem
- Pass your ideas to Joe Kwan and the Workplace Life Committee so that we can consider how to implement them
- Input from the graduate students about how we can recruit more effectively (particularly for NSD and AFRD) is most welcome...give us your ideas. (food?)
- This is especially true for things you believe might lead to a less than supportive environment for your graduate work at LBNL.

The 8-fold Way

This is **OUR** workplace.

We value our co-workers;
therefore we act that way.



The 8-fold Way

We will lose good staff,
we will fail to recruit the best,
if we make LBL an unsupportive place to work.

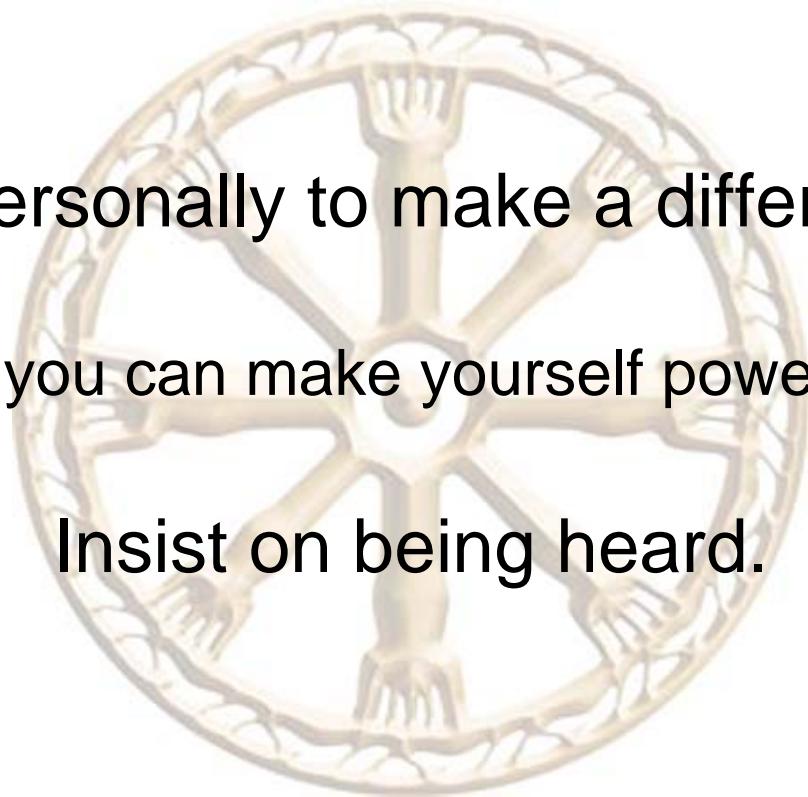


The 8-fold Way

Act personally to make a difference.

Only you can make yourself powerless.

Insist on being heard.



The 8-fold Way

Know your sphere of influence.

Make your actions count.

Each of us can make a difference.



The 8-fold Way



Go out of your way

to make LBL

more inclusive,

more representative,

that is,

more diverse.

The 8-fold Way

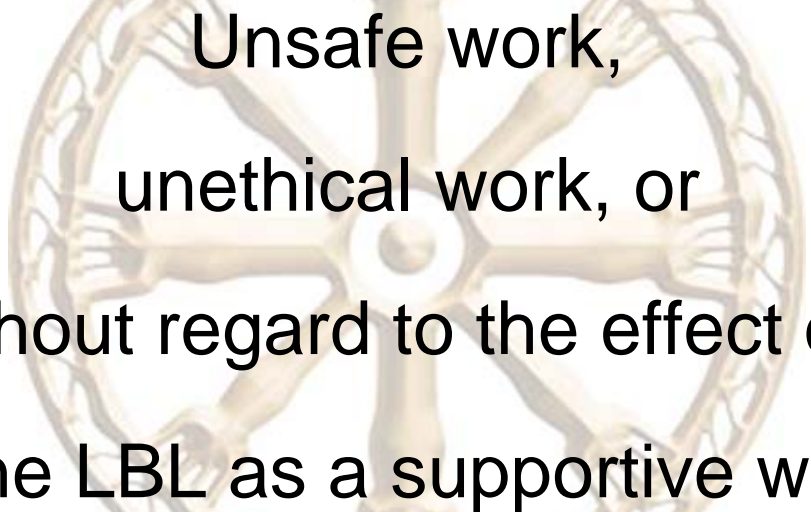
Value potential & dedication more
& precise experience less.

Good people don't like to fail.

Good people in a supportive environment
do not fail.



The 8-fold Way

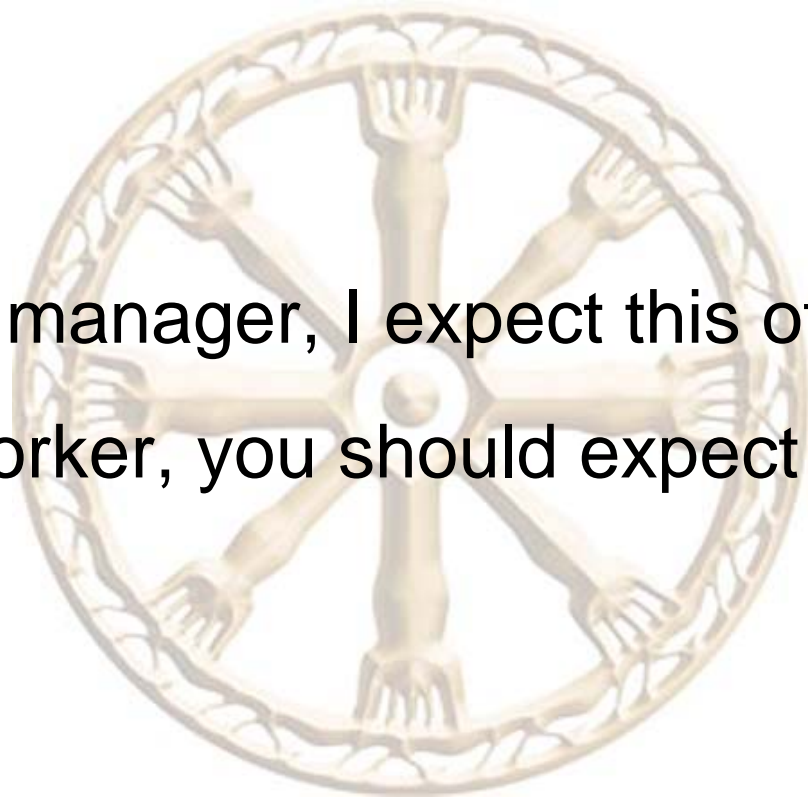


Unsafe work,
unethical work, or
action without regard to the effect on others,
undermine LBL as a supportive workplace.

The 8-fold Way

As a manager, I expect this of you.

As a co-worker, you should expect this of me.



The 8-fold Way

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