



Lesson Learned from the LEAP Alliance Cohorts 1 through 4 Diversifying Leadership in the CS Professoriate

Target Communities: Domestic: African Americans, Hispanics, Native Americans; **Domestic and International:** Students with Disabilities

Intentionality is a key component, achieved via the LEAP Advocates (faculty and staff)

Encouraging Diverse Undergraduates to Pursue Doctoral Degree: focus of Cohort 4

- It is important to expose students to research early in the undergraduate program and to make certain that students have a good experience. This can be accomplished via REU program as well as independent study courses.
- Have diverse doctoral students talk about why they decided to pursue the doctoral program and their strategies for successfully navigating the application process, funding, and doctoral studies.

Recruiting Diverse Doctoral Students: focus of Cohorts 1, 2, 3

- Demonstrate a supportive environment, which is accomplished via LEAP Advocates. When possible, have students visit and talk with other diverse students. Engage the student affinity groups.
- Share the recruiting responsibility with other institutions, via some common collateral; offer fellowships.
- Advertise application deadlines early, so that students have adequate time to prepare the application.
- Have current diverse students review applications and provide feedback.

Retaining Diverse Doctoral Students: focus of Cohorts 1, 2, 3

- Mentoring programs are effective strategies for retaining diverse doctoral students. The LEAP Alliance is restarting our mentoring program in January 2024, leveraging lessons learned from the original program started with Cohort 1.
- Create community among diverse students, in-person (locally) and virtually (within cohort).
- Collect retention data annually for accountability and to identify issues as early as possible. This data is aggregated by cohort and remains confidential to each cohort.
 - The data should be collected from an intersectional lens by target communities and gender.

Exposure to Academic Careers: focus of Cohorts 1, 2, 3

- Provide exposure to academic careers early in the doctoral program and toward the end of the doctoral program.
 - Have diverse faculty participate as panelists in the workshops, as role models are important.
 - There are several academic careers workshops available for senior doctoral students, assistant professors and associate professors organized by: CMD-IT in collaboration with AccessComputing and CAHSI, CRA-WP, and CRA.
 - CMD-IT in collaboration with AccessComputing and CAHSI is organizing an academic careers workshop that specifically targets second- and third-year doctoral students; the first one will be offered in 2024.