

University of Pittsburgh
School of Information Sciences
Industry Advisory Council
Friday, September 4, 2009 • 8:00 – 9:30am
Pittsburgh Athletic Association, President's Room

Industry Participants: Chris Caruso (PPG), Leona Mitchell (IBM/Mainline Information Systems), Linda Berardelli (Alcoa), Ken Spangler (FedEx Ground), Joe Trost (Tollgrade Communications)

University Participants: James "Kip" Carrier (Asst. Professor & Principal Investigator, Mellon Diversity Initiative), Tonya Briggs (Mellon Diversity Project Director), Ronald Larsen (Dean and Professor), Paul Munro (MSIS Program), Robert Perkoski (BSIS Program), Shabana Reza (Recruitment Coordinator); Joelleen Yerace (Constituent Relations)

Meeting called to order at 8:05am.

1. **Welcome & Introduction** (Dean Ronald Larsen):

- Review of 6/5/09 outstanding action items:
 - K. Spangler to discuss SIS IAC with CIO Roundtable (rescheduled for October).
 - C. Murawski to provide updates on K. Horner (Alcoa, CIO) interest in IAC; and Alcoa new hire requirement revisions.
- Dean Larsen introduced the A.W. Mellon diversity planning grant to develop a series of summer institutes on Graduate Study in the Information Sciences targeting underrepresented junior and senior college students. For more, visit: <http://www.ischool.pitt.edu/news/article/mellon-grant.php>

2. **A.W. Mellon Diversity Initiative** (Dr. James "Kip" Carrier & Tonya Briggs):

- Project Director Hired (8/3): Tonya Briggs, MLIS
- Information Gathering Trips: Traveled to Wheaton College to learn about their 4 week mentorship diversity program; tentative future trips to HBCU's Lincoln University & Cheyney University of Pennsylvania; other programs (i.e. [PhD Project](#))
- Steering Committee (9/18 meeting scheduled): Dr. Kip Carrier, Tonya Briggs, Dr. Toni Carbo (Drexel), Dr. Eileen Trauth (PSU), and Crystal McCormick Ware (Pitt)
- Benefits to industry: Commonwealth PA focus; training manuals/models; research findings, speaking opportunities; university collaborations (i.e. School of Social Work's [Center on Race & Social Problems](#)).
- Current/future action items (T. Briggs):
 - Write a detailed statement of purpose;
 - Decide how the mentors will be trained and retained. Attended one mentor training session at the *Mentoring Partnership of SW PA* where information and tools on building a mentoring program was obtained. She will continue to gather information on effective mentor/mentee relationships.
 - Update the timeline for information gathering and write the grant proposal;
 - Decide the components of the program website (slated to go live in late October); and
 - Inaugural Diversity Institute slated for summer of 2010.
- **Industry assistance opportunities:**
 - Provide recommendations for institute speakers on: work-life issues, professional success planning, time management, organization skills, communication, etc.

3. **What is it [in Pittsburgh/SIS] that is not attracting diverse students/faculty?** (L. Mitchell):

- T. Briggs responded that it is imperative that coursework address & include diversity.
- Diversity training for all faculty and staff.
- K. Carrier informed the group that Pitt offers a syllabus review for faculty members each summer that provides feedback on how to include diversity in curriculum.
- T. Briggs identified the lack of PR materials related to diversity in Pittsburgh (i.e. diverse neighborhoods, services, etc.)

4. Diversity Recruitment (Shabana Reza):

- Tuition is biggest challenge:

<i>Pitt - SIS</i>	<i>Full time Undergraduate (four years)</i>	<i>Graduate Tuition (three terms)</i>
In-state tuition	(\$7,590 x 8 terms) = \$60,720	(\$8968 x 3 terms) = \$26,904
Out-of-state tuition	(\$12,852 x 8 terms) = \$102,816	(\$15,433 x3 terms) = \$46,299

- Student Support:
 - Commonwealth of PA fund for disadvantaged students funds 2-3 diverse graduate students each year. Students receive $\frac{3}{4}$ tuition support and a 15 hour per week stipend. In turn, they work for SIS to assist with the recruitment of prospective students and activity programming for current students.
 - Alcoa provides scholarship support for students currently enrolled in the BSIS program. Alcoa funds are also used to encourage qualified diverse applicants to enroll.
 - SIS has funded former Commonwealth students after they graduated in temporary support diversity-related programming for undergraduates.
- Recruitment Events: Student recipients of the Commonwealth and Alcoa scholarships have helped maintain our visibility with diverse students by attending the following recruitment events:
 - The National Society for Black Engineering Conference (NSBE) –Las Vegas, NV March 2009
 - The Chakka Fattah conference on Higher Education – Philadelphia, PA Feb 2009
 - Urban League Opportunity Fair – Carnegie Mellon – Pittsburgh, PA Nov 2008
 - National Conference on Race and Ethnicity (NCORE) – San Diego, CA May 2009
 - Participate in undergraduate and graduate fairs and events at Historically Black Colleges and Universities (HBCU) as their schedules permit.
- Recruitment Activities:
 - Communicated on a regular basis via email, phone, chat and face to face meetings with diverse students & applicants, hosted movie nights and established a diversity-themed film library, held a diversity essay contest, coordinated social events , worked on a website related to diversity resources, created a recruitment database , assisted in creating a one page financial aid resource for diverse applicants
 - Results: Graduate application, enrollment, and graduation numbers for Hispanic and African American students have been stable or shown modest growth over the past several years. More detailed data can be provided upon request (email sreza@sis.pitt.edu).
- **Industry assistance opportunities:**
 - Scholarship support (the Commonwealth funds have decreased), job shadowing opportunities, informational interviews, small group mentoring opportunities (E.g. Lunch and learn opportunities), tutoring opportunities, assistance through funding for a specific diversity recruitment individual

5. Next Steps:

- Invite city/regional leaders to next SIS IAC to further discuss how to recruit and retain diverse talent by developing materials to promote diversity in Pittsburgh:
 - K. Spangler to invite Harrie Gillespie to join IAC
 - L. Mitchell to provide contact information / bio of John Welch
 - J. Yerace to contact Elaine Zelmanov (MLIS '05), Chief of Staff, Office of Councilman Patrick Dowd, Pittsburgh City Council District 7 to inquire about Mr. Dowd's participation
 - Other potential contacts: Bill Isler, Pittsburgh Public Schools Board of Director/2nd Vice President; and a representative from the Pittsburgh Promise.
 - Participants asked to brainstorm additional contacts. Email jyerace@sis.pitt.edu by September 21st.
- Industry participants to review "Industry Assistance Opportunities" above. Opportunities for engagement can be discussed at the next IAC meeting or by contacting J. Yerace.
- **Next Meeting:** Friday, December 4, 2009 from 8:00 – 9:30 a.m. at the Pittsburgh Athletic Association President's Room.

Meeting adjourned at 9:30am.