How can the support measures be evaluated and which framework is necessary?

Ivona Brandic
Fight the glass ceiling ....
Did you break the glass ceiling only to be headed for a glass cliff?
How can we evaluate measures

1. Increase the NUMBER of female CS students
   • Just numbers?
   • What do they do after 5, 10, 15 years after study?
   • Still in CS?
   • How can we determine what they are doing once they leave university?

2. ...

3. ...
Measures

- PR for general audience
- PR in schools
- Mentoring for female CS
- Gender budgeting
- Positions in CS dedicated to females
- ....
Strategies for Evaluations

• Beyond one-dimensional evaluation
  • Sustainability?
  • Feedback loop?

• PR for general audience $\rightarrow$ % increase of female CS students?
  • How to determine $\rightarrow$ with questionnaire?
  • Is it that simple?
  • Do we create other problems like glass ceiling vs. glass cliff

• ...
Measures I

• When students enroll
  • Which program they have participated
  • Role of parents
  • ...

• Power or numbers
  • Explained by qualitative studies
  • Research projects (Sociology/CS)
  • Dropout
    • Reasons
    • Changing studies
Measures II

• Problems with the data
  • Qualitative data
  • How representative are samples (Bamberg/TU Wien)
  • Qualitative vs quantitative → mixture
  • Learning analytics → probability to drop out
  • Female students at TU Wien are 40% non-Austrians

• Cultural Problems
  • Gender paradox
  • Former socialist countries
  • Independent way of living / STEM has high reputation
  • Ally Macbeal / Grays Anatomy / BBT
Actions – at our University

• CS departments
  • Lack of awareness

• Multidimensional Framework
  • Questions / interviews
  • Data
  • Prototypical implementation
  • “Abenteuer Informatik”
  • CS work during the study
Effect of Entrance Exams

- Not discriminating
- After entrance exam woman perform better (more exams and better results)
- Gender is not predictor
- German language is barrier
- Problem – counting of cohorts