

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 → % increase of female CS students?
  - How to determine → 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