

Gender-balanced TAs from an Unbalanced Student Body

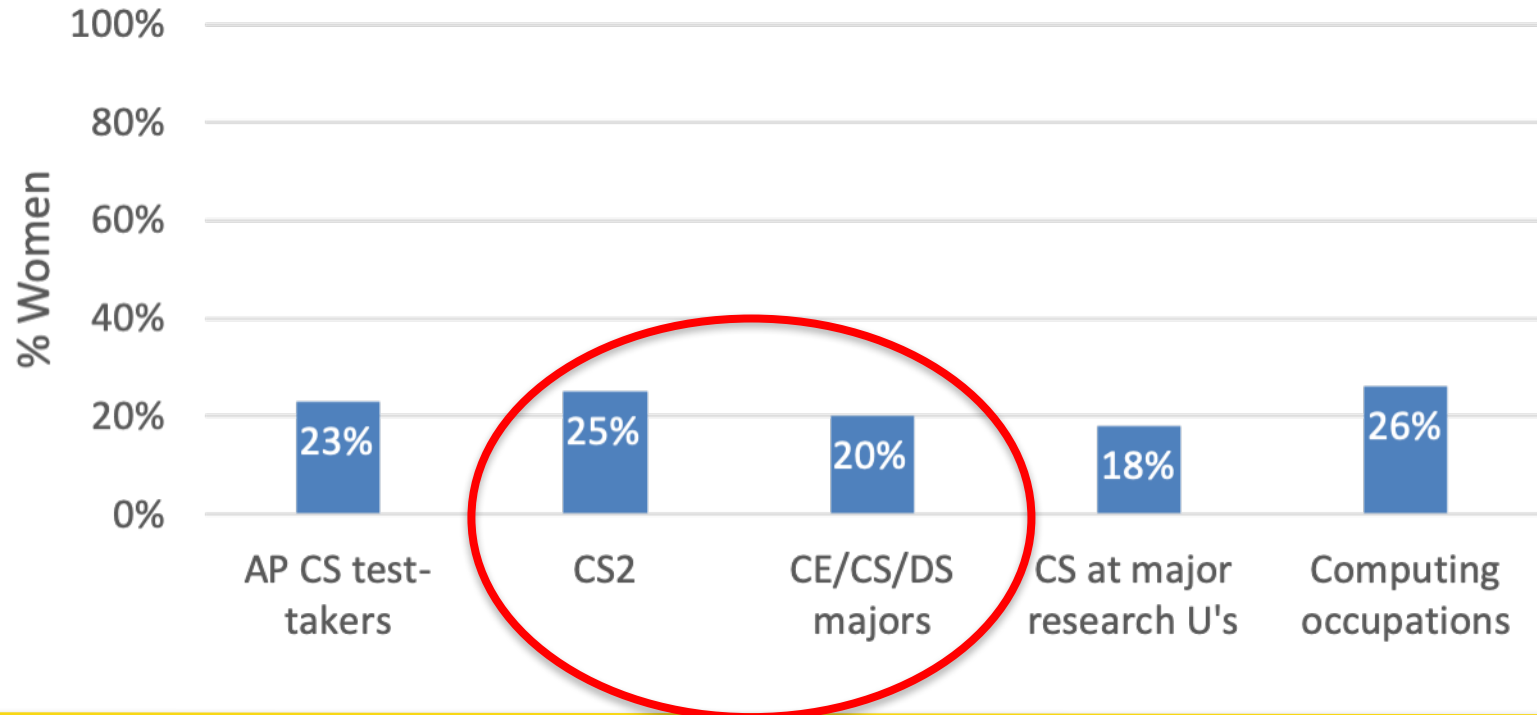
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NCWIT 2019

The Challenge of Hiring a Gender-balanced Staff

- Pool of potential candidates:

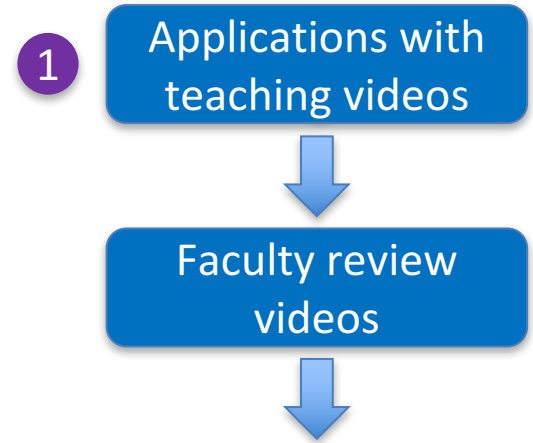


TAs are Crucial to Running Our Courses

- ~30 undergrad TAs in CS2
- Significant student contact with TAs
- TAs important as role models

Two-phase Hiring Process

1. Applicants submit teaching videos
(100-150 applicants)



Two-phase Hiring Process

1. Applicants submit teaching videos
(100-150 applicants)
1. Best applicants interviewed in person
(20-25 interviews)
1. New TAs hired
(6-12)



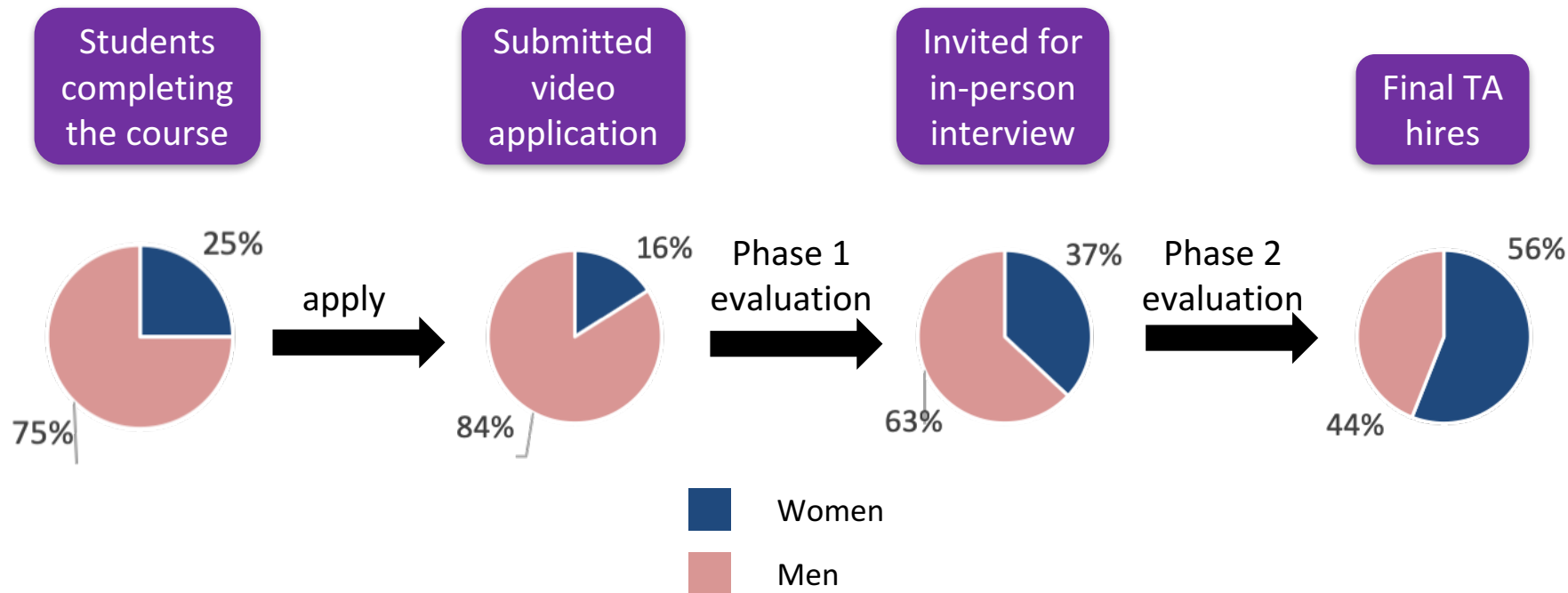
Application-Review Criteria

- Faculty watch videos (at 2x speed), rate them on 5-point scale
- **We do not consider GPA or grade in deciding who to interview**

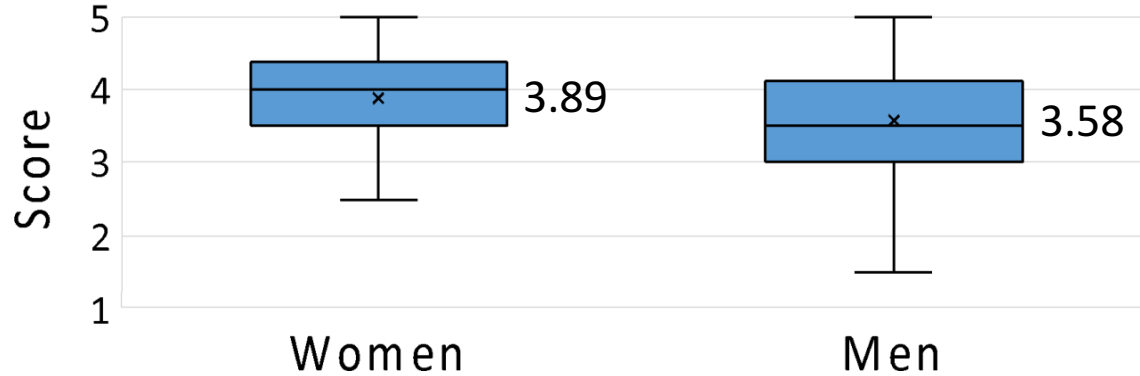
In-person Interviews

- 30-minute slot, 2 faculty members
- Question and answer, including question on diversity and inclusion
- Teaching demo

Gender Balance at Each Step



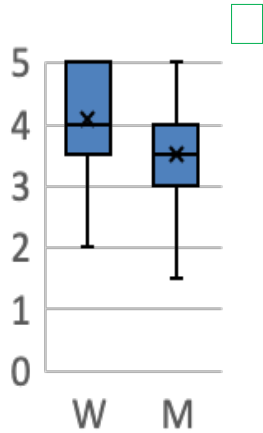
Evaluation of Videos



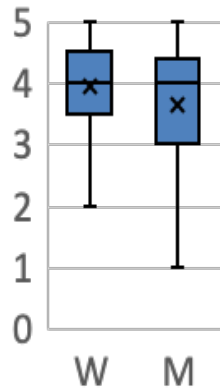
- Women do significantly better than men

Evaluation of Interviews

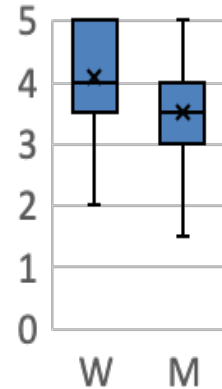
Clarity



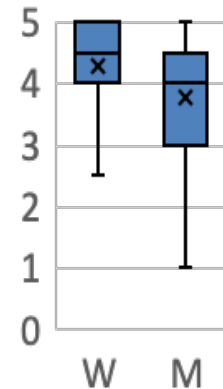
Technical Proficiency



Use of Whiteboard



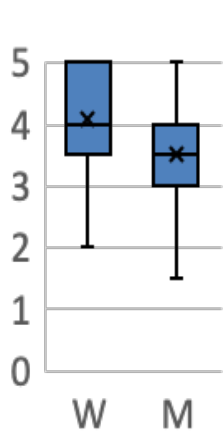
Responsiveness to Students



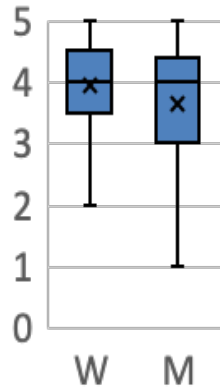
- Women rate significantly better than men in 3 of the 4 categories

Evaluation of Interviews

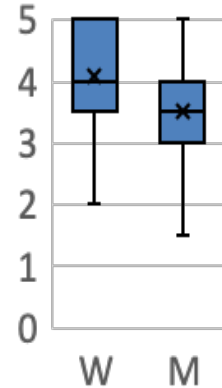
Clarity



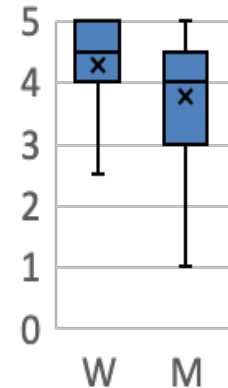
Technical Proficiency



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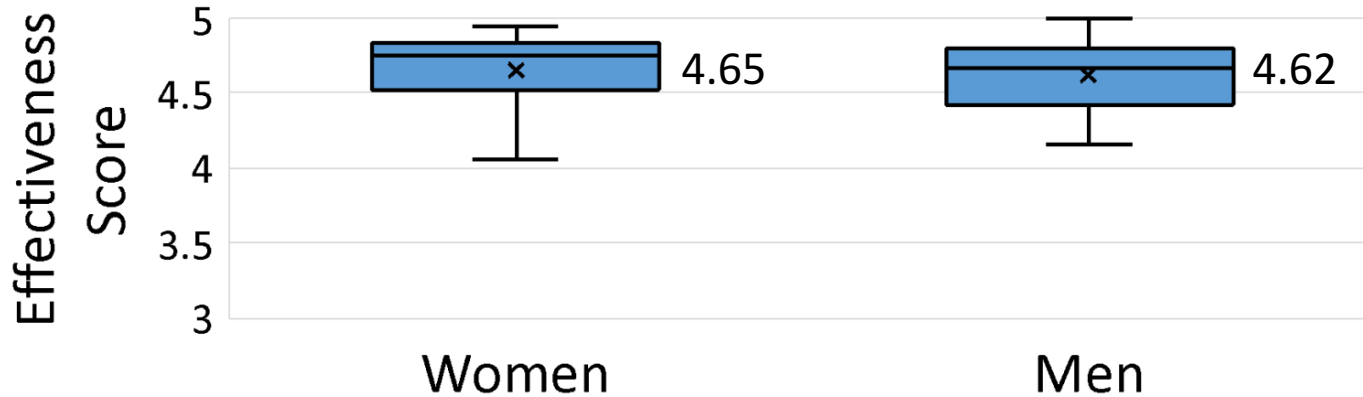


Responsiveness to Students



- Women rate significantly better than men in 3 of the 4 categories

Course Evaluations



- Women and men TAs are equally effective

Summary

- Two-phase interview process scales, produces gender-balanced staff
- **No significant correlation between TA's GPA or grade and performance on any metric**
- See SIGCSE'19 paper for full details

<http://bit.ly/TAhiring>