

# Asim Kadav

## Diversity Statement

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### Experience

I am committed to promoting diversity in my work environment. My goal has been to create an inclusive and supportive work environment. I always provide open, clear, and effective communication with clear channels for feedback with regards to issues involving inclusion and discrimination. During my research at NEC, I have mentored two women graduate students and have ongoing active collaboration in academia with diverse groups. Additionally, I make active efforts to ensure that any existing bias in our society or research materials is not reinforced in my research communication or during the hiring process.

### Increasing diversity in undergraduate curriculum

I will now describe my planned efforts to improve diversity in undergraduate program in your institute. The shortage of diversity in the computer science field is alarming. It has been often observed that a large majority of students transfer from technical colleges or two years courses and struggle in four year institutes. I plan to address this issue on several fronts: advising, outreach, and tutoring.

First, I will identify common problems for transfer students and create an on-line resource where faculty advisors can access this information. This will pull together information from undergraduate advisors, instructors, and discussions with students. For example, past experience may suggest that students prepare for certain classes with additional reading or programming projects. We may also recommend a certificate style degrees, which often requires smaller CS courses, as compared to the (often twelve) for a bachelors degree. This may be a useful option to retain students who cannot complete the full degree on time but are still trained with CS knowledge as they enter the workforce.

Second, I will establish a tutoringmentoring program for technical-college transfer students. I will review the tutoring support in your institute and I will build on my past experience and training as a tutor at IBM to build a new program for transfer students. I will find graduate and undergraduate tutors to help with the workload and independence required in our classes. In addition, I will arrange for mentoring training by the University if it becomes available.

Third, I will begin a long-term process of improving the transfer process. Currently, many colleges allow limited number of CS credits into four year colleges. As a result, transfer students must complete nearly the entire program in two years. I will work to address this issue by streamlining the transfer process. This may involve identifying additional transferable courses or establishing a formal transfer program for CS. This will be a long-term project requiring participation from the department, university, and technical colleges. In this effort, I plan to work with resources in your institute to improve the transfer process for engineering students.

### Student Advising

At NEC Labs, I have worked with two women graduate student and have an on-going collaboration with diverse groups. I will approach this at both the undergraduate and graduate levels. In undergraduate classes, I will encourage women to participate in research projects. I will also invite students to sit in on our research groups meetings, to get a taste of how research is performed. To foster female participation, I will strive to create an environment where women are encouraged to speak up. At the graduate level, I will encourage existing group members to talk to female students about their research experiences. At your institute, I am committed to continue my efforts to hire, mentor and promote diversity in people and viewpoints.