Women in Technology (WIT) Community Group

Welcome!
Introductions

WIT CG Co-leads and Working Group Members
Precious McKoy, WIT Co-lead
Web Developer
Marketing
Guilford College

At the intersection of marketing and technology, Precious has 15+ years of experience in higher education. She has made considerable contributions towards the advances and improvements made to meet predefined administrative and operational goals, having undergone extensive training and development in an effort to enhance her skills as a leader and sharpen her commitment to technology integration and organizational development. She has a strong business and marketing acumen with a penchant for innovation and new business development strategy.

Precious serves on the EDUCAUSE Young Professionals Advisory Committee (YPAC), the Women in Technology (WIT) Community Group and the 2019-2020 EDUCAUSE Community Groups Peer Mentoring Program.

Contact: mckoypr@guilford.edu
Marcia Dority Baker, WIT Co-lead

Assistant Director, Academic Technologies
Office of Information Technology (ITS)
University of Nebraska

Marcia leads the Learning Spaces and Emerging Technologies, AV Design, and Learning Management System (LMS) teams on the Lincoln campus. These teams actively support the teaching and learning at the University in classrooms or online.

Marcia is the co-chair of the annual Women Advance IT leadership conference hosted by the University of Nebraska. She serves as co-chair of the Educause Women in IT (WIT) community group, and the BTAA WIT peer group. Marcia is on the Educause DEI Advisory Committee and services as co-chair of the Unizin LT subgroup.

Contact: mdoritybaker@nebraska.edu
Andrea Mascher, WIT Working Group

Lead Database Administrator and Manager of the MS SQL Server Team
The University of Iowa

In 2015, Andrea co-founded the UI Women in Technology group along with her sibling, Sarah Mascher Wallace. Andrea is an advocate of gender diversity within STEM fields and engages in outreach for faculty, staff, & students within The University of Iowa and in the surrounding community.

Contact: andrea-mascher@uiowa.edu
Rachel Moorehead, WIT Working Group

Executive Director of Infrastructure & Operations
University of Alabama at Birmingham

Rachel holds a Bachelor's in Computer Engineering from the Georgia Institute of Technology and a Master's in Internet Technology from the Terry College of Business at the University of Georgia. She is a lifelong learner and a new mom. And she’s pretty sure her middle name is Automation.

Contact: rmoorehead@uab.edu
Caroline Maulana, WIT Working Group

Business Intelligence Strategist
Division of Information Technology
University of South Carolina

Caroline supports data and information needs across the University of South Carolina system by ensuring the availability of data assets, software, tools, services, personnel and procedures.

As the university's first Business Intelligence Strategist, she will be working to grow the data warehouse into a robust business intelligence center that supports data access, reporting analytics, and decision support across all administrative data domains. Also, her prior experience includes a lengthy leadership run with data-informed operations at Under Armour.

Contact: cmaulana@mailbox.sc.edu
Who are we?
What do we represent?
Our Goals are ...

- To better engage our **community** to better understand who we are.
- To build our **network** by conducting quarterly webinars for professional development.
- To have **collaboration** on our listserv that is more than job postings.
- To ensure that our leadership **reflects** the membership.
- To **partner** more with diverse allies.
2019 Women in IT CG Survey

We had 172 responses - Thank you!
Who Are We?

**How Techy Are You?**

- 10 yrs+: 85%
- 1-3 yrs: 9%
- 3-5 yrs: 2%
- 5-10 yrs: 2%
- <1 yr: 1%

**Ethnicity Identification**

- White/Causasian: 76%
- Hispanic: 9%
- Black/African American: 6%
- Asian/Pacific Islander: 5%
- American Indian/Alaskan Native: 3%
- Other: 1%
Who Are We?

WHERE WE ARE & WHERE WE WANT TO BE

RISE TO THE TOP

12.2% Top Execs
59.3% Strivers
28.5% Not in the Cards

BEYOND THE BOUNDARIES OF “I.T.”

We also work in:
• Academic Units
• Academic Technology
• Client Services
• Faculty Development
• Human Resources

• Institutional Research
• Libraries
• Marketing
• Operations
• R & D
• Strategy
• University Audits
Breakout Discussions

*What does the information show you?*
Do you identify as female? 98.8% (yes)

Why not more men?
How can we include our non-binary contingent?
How can we be more inclusive?
Does Education and Growth Correlate? Does Your Background Matter?

Averages of respondents based off weighted job roles: VP/CIO/Director (5), Manager/Strategist (4), Lead (3), Analyst/Specialist (2), Administrator/Developer (1)
85% of American workers are happy with their jobs (CNBC National Survey)

84.4%
Diversity Close to Home

Is It a Priority?

What behaviors do our managers exhibit?

What programs work and which don’t?
Moving On Up ↑

OPPORTUNITIES COMPARED TO MEN

- More Opportunities: 44.80%
- Fewer Opportunities: 54.70%
- The Same: 0.50%

DID GENDER PLAY A ROLE FOR YOU?

- Yes: 18.00%
- No: 65.10%
- Maybe: 16.90%

HAPPY WITH YOUR OPPORTUNITIES

- Happiness on scale of 1 to 10
  - 10 = Most happy
What Barriers Have You Had?

- Age
- Race
- Gender
- Orientation
- Old Boy’s Network
- Passed over for male candidate
- Lack of advancement opportunities
- No Mentoring opportunities
- Perceived non-technical background
- No network or sponsorship
- Inequity in pay
- Unconscious bias & assumptions
- Old-fashioned workplace norms

What can we do to remove these?

What programs work and which don’t?
A Few Suggestions...

- **Awareness** of WIT Issues
- **Guidance** on Overcoming Imposter syndrome
- **Support and Acceptance** from IT Leadership and Administration
- Support and **Champion** each other
- **Communicate and advocate** the conversations
- **Build/foster** the WIT community
- Build and **support allies**
- **Hire** more women, **promote** more women
- **Mentorship**
- **Equal** pay and promotion opportunities
- Professional development, **DEI education** for staff
- **Flexible** work schedules
- **Change the culture**
Poll: What do you want to hear about throughout the year?
How to join

Web

1. Go to PollEv.com
2. Enter RACHELMOOREH806
3. Respond to activity
What Type of Topics Should We Cover?

Professional Development Skills

Technical Skills

Mix of Both
Poll: What Professional Development Skills do you want to hear about?
Ranking Professional Development Skill Topics

- Confidence, Grit, Resilience
- Supporting DEI Initiatives
- Leadership
- Recruitment Strategies
- Mentoring and Networking
- Office Politics, Conflict Resolution, Negotiation
Poll: What Technical Topics do you want to hear about?
Racking Technical Topics

- Artificial Intelligence
- Data Analytics/Business Intelligence
- Cybersecurity
- Agile Project Management
- Communication Technologies
- Internet of Things
- Cloud Computing
- Virtual Reality
- DevOps
- Blockchain
Which HOT TOPICS/TRENDS should the WIT CG help you learn more about?

- Advancement/career development
- Advocate/promote women in tech
- Leadership
- WIT opportunities
- Cybersecurity
- Metrics/data
- Cloud
- IA
- Emerging Tech
- Others: accessibility, service management, IT governance, online course design, business acumen, agile, communication
Top 10 Tech to learn more about

- AI
- Data Analytics or Business Intelligence
- Cybersecurity
- Agile project management
- Communication technology
- Internet of Things (IoT)
- Cloud computing and/or AWS
- Virtual reality
- DevOps
- Blockchain

<table>
<thead>
<tr>
<th>TECHNOLOGY</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artificial Intelligence</td>
<td>75</td>
<td>43.6%</td>
</tr>
<tr>
<td>CRM</td>
<td>94</td>
<td>54.7%</td>
</tr>
<tr>
<td>Internet of Things (IoT)</td>
<td>83</td>
<td>48.3%</td>
</tr>
<tr>
<td>Cybersecurity</td>
<td>83</td>
<td>48.3%</td>
</tr>
<tr>
<td>Blockchain</td>
<td>44</td>
<td>25.6%</td>
</tr>
<tr>
<td>DevOps</td>
<td>44</td>
<td>25.6%</td>
</tr>
<tr>
<td>Cloud, Containerization</td>
<td>54</td>
<td>31.4%</td>
</tr>
<tr>
<td>Agile Project Management</td>
<td>54</td>
<td>31.4%</td>
</tr>
<tr>
<td>Amazon Web Services</td>
<td>44</td>
<td>25.6%</td>
</tr>
<tr>
<td>Virtual Reality</td>
<td>44</td>
<td>25.6%</td>
</tr>
<tr>
<td>Privacy</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>Should this CG be involved with provid...</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>Any other emerging technologies and technologies as a focus...</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>I don't see new technologies as a focus...</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>Trying to figure out what hot topic is...</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>High performance computing, supercomputing...</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>Change management and transitioning...</td>
<td>1</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

#EDU19
Would you be interested in coordinating a webinar on any of these topics? If so, please let us know your email and topic choice!
Webinars Calendar

December 2019
March 2020
June 2020
September 2020

Topics to be Announced

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Mentorship opportunities
Educause Mentorship Program

Kali Armitage (UC Berkeley)
Tamera Aune (Gustavus Adolphus College)
Alycia Baggett (Auburn University)
Sarah Blake (Chapman University)
Carlin Corrigan (Emerson College)
Nicole Duff (University of Texas at San Antonio)
Carolyn Ellis (Purdue University)
Melanie Farley (University of Georgia)
Megan Folmar (Penn State)
Annie Foster (Elizabethtown College)
Christina Foster (University of Oklahoma)
Nina Fox (University of Oregon)
Gemma Garcia (Arizona State University)

Celine Greene (Johns Hopkins)
Whitney Harris (Vanderbilt University)
Kerri Hudzikiewicz (University of Massachusetts)
Allison Inglett (California State University)
Hemalatha Manickavinayaham (Georgia Institute of Technology)
Kristina McElroy (Lesley University)
Tamatha Perlman (Macalester College)
Julie Reindl (UW-Milwaukee)
Laurel Schmolze (DMH-UCLA Center of Excellence)
Patrice Torcivia Prusko (HGSE)
Winnie Wan (UBC Information Technology)
Session Evaluations
There are two ways to access the session and presenter evaluations:

1. In the online agenda, click on the “Evaluate Session” link.

2. From the mobile app, click on the session you want from the schedule > then scroll down or click on the associated resources > and the evaluation will pop up in the list.
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Thank you

Connect on
ITWOMEN@listserv.educause.edu