Panel

Recruiting and Retaining Women in Information Technology

Cynthia Riemenschneider
Baylor University
Hankamer School of Business 157
Waco, Texas 76798
(254)710-4061
C_Riemenschneider@baylor.edu

Theresa Steinbach
DePaul University
243 S Wabash Ave CDM 744
Chicago, IL 60604
(312)362-5064
tsteinbach@cdm.depaul.edu

Janet S. Renwick
University of Arkansas - Fort Smith
Baldor 119E
Fort Smith, AR 72913
(479)788-7727
jrenwick@uafortsmith.edu

OVERVIEW

At a time when demand for graduates in computing is increasing, the number of majors, particularly women, has significantly decreased.

The US Bureau of Labor Statistics projects that jobs in computer and mathematical sciences will grow “more than twice as fast as the average for all occupations in the economy” from 2008 through 2018 [1].

At the same time, studies found that women are approximately 2.5 times more likely to leave IT than men [4,5]. In June 2008, a study published in Harvard Business Review [2] addressed the career paths for women in science, engineering and technology (SET) in the private sector. Careers in IT are included in this study that found 52% of women in SET quit their jobs during their mid to late 30s. Indeed, according to the National Center for Women & Information Technology, the percentage of women IT professionals has fallen from 36% in 1991 to 25% in 2009 [3].

This panel will discuss ways to recruit women into our majors as well as factors that have been shown to contribute to them leaving the IT profession. By identifying these factors, hopefully we can address the issues raised and encourage women to stay in information technology.

Categories & Subject Descriptors: K.4.0 [Computing Milieux] Computers and Society

General Terms: Management

Keywords: Gender Issues, IT Education

References:


