A TA-selection Process that Increases Representation of Women

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Design Goals

- Scalability: 100-200 applicants/semester
- Consistency: 4-6 faculty involved each semester
- Effectiveness: evaluate teaching ability, not academic performance
Two-phase Hiring Process

1. Applicants submit teaching videos (~200 new applicants)
Two-phase Hiring Process

1. Applicants submit teaching videos (~200 new applicants)

2. Best applicants interviewed in person (~30 interviews)

3. New TAs hired (~15)
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 Breakdown at Each Step

- **Students completing the course**: 25% Women, 75% Men
- **Submitted video application**: 16% Women, 84% Men
- **Invited for in-person interview**: 37% Women, 63% Men
- **Final TA hires**: 56% Women, 44% Men
Evaluation of Videos

- Women do significantly better than men
Evaluation of Interviews

- Women rate significantly better than men in 3 of the 4 categories:
  - Clarity
  - Technical Proficiency
  - Use of Whiteboard
  - Responsiveness to Students
Course Evaluations

- Women and men TAs are equally effective

Effectiveness Score

Women: 4.65
Men: 4.62
Summary

• Two-phase interview process scales, produces staff where half the TAs are women

• No significant correlation between TA’s GPA or grade and performance on any metric

• See SIGCSE'19 paper for full details