

## CSE5335 PROJECT OVERVIEW

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A five student PROJECT, each one handles a Role.

## URM Application

### Description of Application

To build a website that meets the requirements of providing:

- 1) Academia a list of potential underrepresented minority (URM) candidates for PhD studies, postdoc, and faculty positions.
- 2) An URM candidate a list of Potential Universities to apply for postdoc or Faculty position
- 3) Diversity, Equity, and Inclusion (DEI) Officer: a potential list of Colleges and Universities where diversity is missing
- 4) Recruiter

Project is to be developed by a Team of five students and each student will implement a Role. The whole Team will assemble the site.

**Homepage:** The homepage of the website should provide a brief overview of the website's purpose and services. It should have a clear call to action for academia to sign up or log in to access the list of URM candidates, for URM Applicants, for Recruiters, For DEI officers.

**Registration and Login:** The website should have a registration and login system to allow academics to create an account, update their profile, and access the list of URM candidates. The registration process should ask for basic information such as name of the institution, email, address, phone number, logo etc...

**Academia Dashboard:** The dashboard should be the central hub of the website for academics to access all features, including searching for potential URM candidates, viewing candidate profiles, and saving or bookmarking candidates for future reference. The dashboard should also allow academics to update their profile and preferences, such as the type of candidate they are looking for and the position they are offering.

**URM Candidate Profiles:** The website should have a searchable database of potential URM candidates for PhD studies, postdoc, and faculty positions. Each candidate profile should include basic information such as name, education, research experience, and publications. The profile should also include a personal statement and optional contact information.

**Search and Filter Options:** The website should provide search and filter options for academics to narrow down the list of potential URM candidates based on their specific requirements. Some of the

filters can include education level, research experience, publications, field of study, and demographic information.

**Communication and Collaboration Tools:** The website should provide communication and collaboration tools, such as a messaging system, to allow academics to contact potential URM candidates and discuss opportunities or collaborations.

**Feedback and Review System:** The website should provide a feedback and review system, allowing academics to leave feedback on candidates they have contacted or hired. This system can help improve the quality of the candidate database and build trust between academics and **URM candidates.**

Overall, this project can provide a useful platform for academia, to find potential URM candidates for PhD studies, postdoc, and faculty positions, and help bridge the gap in representation in academia. And for the URM to find possible Academia positions as well as for recruiters and DEI officers .

- The website also allows URM candidates to create their profile, the registration process can be adapted accordingly.
- To allow URM candidates to register on the website, the following steps can be taken:
  - Provide a separate registration form for URM candidates on the homepage, along with a clear call to action to register.
  - The registration form can ask for basic information such as name, email, and a password to create an account.
  - The registration form should also ask for additional information that is relevant for URM candidates, such as demographic information, field of study, educational background, and research experience.
  - The registration form should include an option for URM candidates to upload their resume or CV, along with a personal statement or cover letter highlighting their qualifications, research interests, and career goals.
  - After completing the registration process, URM candidates should receive a confirmation email to verify their email address and activate their account.
  - Once URM candidates have created their profiles, they can log in to the website and edit their profile information, upload additional documents, and make their profile visible to academics who are searching for potential URM candidates.
  - The website should also provide clear guidelines and instructions for URM candidates on how to create an effective profile, what information to include, and how to make their profile stand out to academics.
  - By following these steps, URM candidates can register on the website and create a profile that showcases their qualifications and interests, making it easier for academics to find and connect with potential URM candidates for PhD studies, postdoc, and faculty positions.

## Dashboards options

### Options for Academia:

- Search for URM candidates by name, field of study, or institution.
- Filter URM candidates by demographic information, educational background, and research experience.
- Save or bookmark URM candidates for future reference.
- Contact URM candidates directly through the messaging system or email.
- Provide feedback and reviews on URM candidates they have contacted or hired.
- Update their profile and preferences, such as the type of candidate they are looking for and the position they are offering.
- View a list of their saved URM candidates and their contact information.

### Options for URM Registrant:

- Create a profile that showcases their qualifications and interests.
- Upload a resume or CV, along with a personal statement or cover letter.
- Edit their profile information, including demographic information, educational background, and research experience.
- Make their profile visible to academics who are searching for potential URM candidates.
- Receive notifications when academics contact them or express interest in their profile.
- Respond to messages and inquiries from academics.
- Provide feedback on their experience using the website.
- By providing these options, the proposed prototype can facilitate the connection between academia and potential URM candidates for PhD studies, postdoc, and faculty positions, and help address the issue of underrepresentation in academia.

**The options for the academia and the URM registrant can be included inside their respective dashboards.** The dashboard is an important part of the website that allows users to manage their profiles, search for candidates or positions, and communicate with each other. By including the options inside the dashboard, users can easily access and utilize the website's features.

For example, the academia dashboard can include a search bar, filters, and a list of saved candidates. The dashboard can also include options to update their profile and preferences, view feedback and reviews on URM candidates, and send messages to potential candidates. Similarly, the URM registrant dashboard can include options to create and edit their profile, manage their notifications, view their inbox, and provide feedback on their experience.

Overall, designing a user-friendly dashboard that includes all the necessary options and features can improve the user experience and increase the likelihood of successful matches between academia and potential URM candidates.

**If there is a successful matching between URM candidates, academia, recruiters, DEI on the website, there are a few options for posting or sharing the information.**

**Send a notification:** The website can send a notification to both the URM candidate and the academia when a successful match has been made. The notification can include details about the match, such as the position, the institution, and the contact information of the academia.

**Post it on the dashboard:** The website can post the details of the successful match on the dashboard of both the URM candidate and the academia. This can help both parties keep track of their matches and review them later.

**Provide a report:** The website can generate a report of successful matches between URM candidates and academia, which can be shared with interested parties, such as universities, funding agencies, or government organizations. The report can include statistics on the number and type of matches, as well as feedback and reviews from both the URM candidates and the academia.

**Provide an option for testimonials:** The website can provide an option for both the URM candidates and the academia to share their testimonials about their successful match. This can be posted on the website's homepage or shared on social media to promote the success of the matching program.

Overall, it's important to have a system in place to share and promote successful matches between URM candidates and academia. This can help build trust and credibility in the website and encourage more participation from both parties.

### **BENEFITS OF A CHAT OPTION**

A chat option can be a valuable addition to the website for connecting URM candidates and academia. The chat option can allow for real-time communication between the parties and can facilitate a more personal and efficient exchange of information. Here are some benefits of having a chat option:

**Instant communication:** A chat option can allow URM candidates and academia to communicate in real-time, which can be helpful for answering questions, clarifying details, and scheduling interviews.

**Privacy and security:** The chat option can be designed with privacy and security in mind, so that only the intended parties can access the conversation and exchange information.

**User-friendly:** A well-designed chat option can be user-friendly and easy to use, which can encourage more interaction between URM candidates and academia.

**Centralized communication:** The chat option can provide a centralized location for communication between URM candidates and academia, which can make it easier to keep track of conversations and important details.

**Personal connection:** The chat option can allow URM candidates and academia to build a personal connection, which can be beneficial for building trust and facilitating successful matches.

**Chat Feature**

The chat option can be located within the dashboard of both the URM candidates and academia, as well as on the individual candidate or position pages. Here are some specific locations where the chat option can be placed:

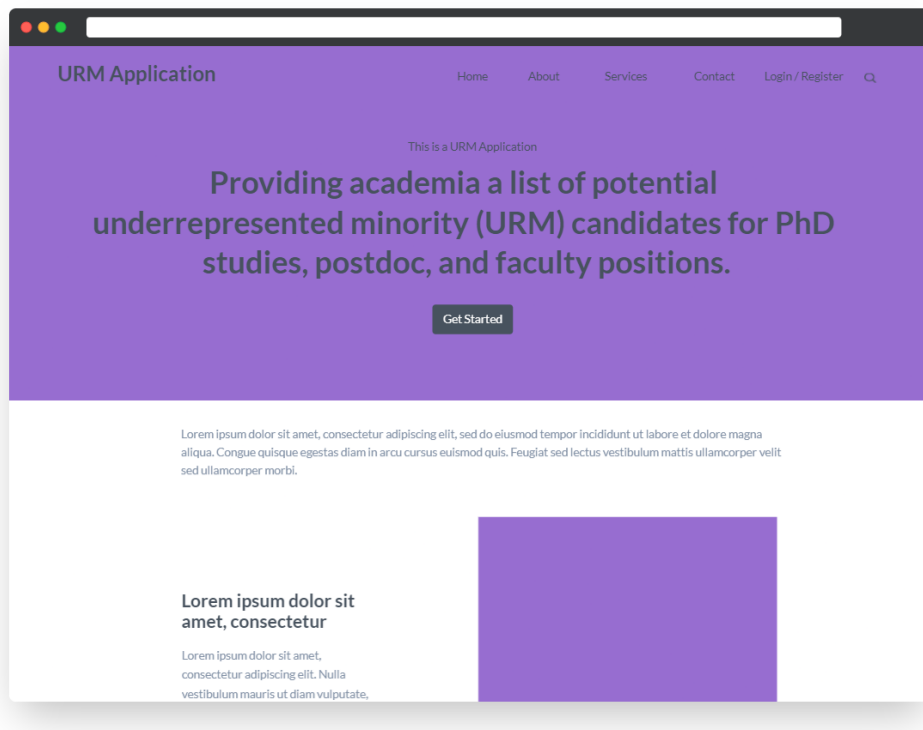
**Dashboard:** The chat option can be located on the dashboard of both the URM candidates and academia, so that they can easily access their conversations and messages in one central location.

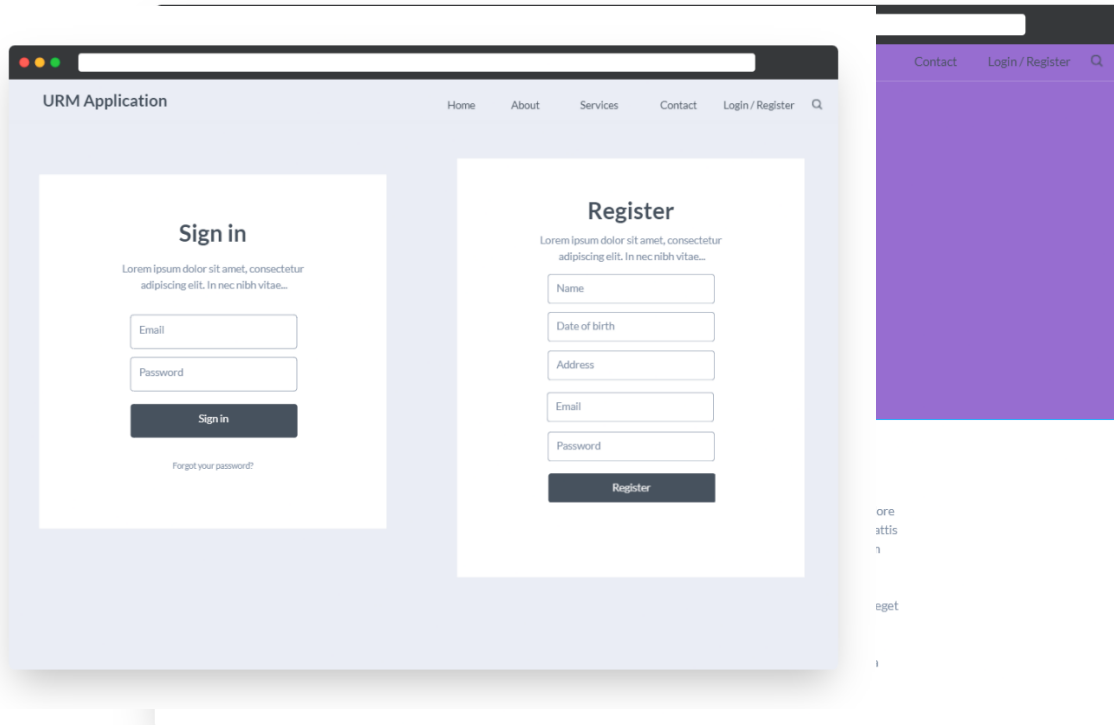
**Candidate profile page:** On the URM candidate profile page, a chat option can be added to allow academia to initiate a conversation with the candidate directly. This can help facilitate a more direct connection between the two parties.

**Position page:** On the position page, a chat option can be added to allow URM candidates to initiate a conversation with academia about the position. This can help URM candidates get more information about the position and potentially secure an interview.

**Search results page:** On the search results page, a chat option can be added to allow URM candidates to contact academia directly about positions they are interested in. This can help facilitate a more efficient and effective job search for URM candidates.

## HOME PAGE



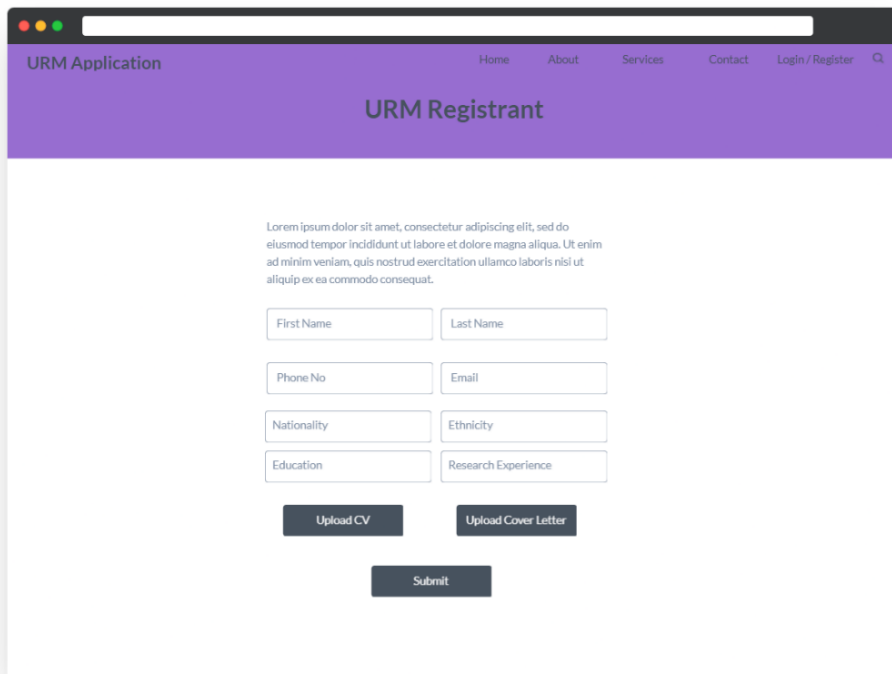
**ABOUT PAGE**

**Sign In & Register ( Registration requires more information depending on Role)**



## ACADEMIA DASHBOARD

## CANDIDATE PROFILE( URM ROLE)



URM Application

Home About Services Contact Login / Register

## URM Registrant

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

First Name Last Name

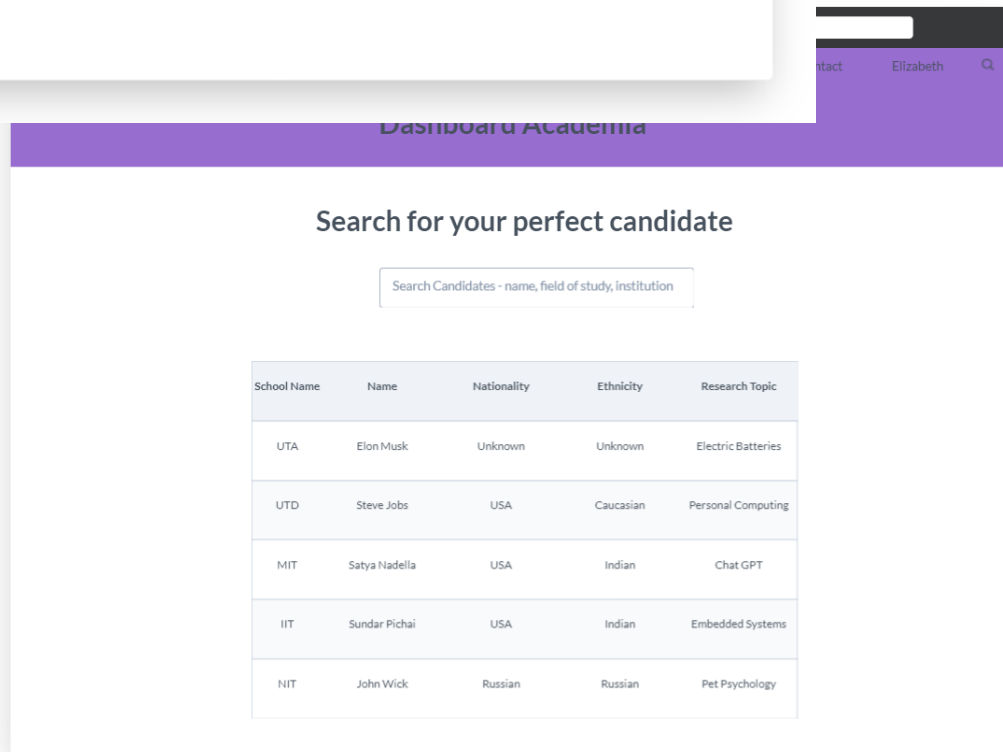
Phone No Email

Nationality Ethnicity

Education Research Experience

Upload CV Upload Cover Letter

Submit



Dashboard Academia

## Search for your perfect candidate

Search Candidates - name, field of study, institution

School Name	Name	Nationality	Ethnicity	Research Topic
UTA	Elon Musk	Unknown	Unknown	Electric Batteries
UTD	Steve Jobs	USA	Caucasian	Personal Computing
MIT	Satya Nadella	USA	Indian	Chat GPT
IIT	Sundar Pichai	USA	Indian	Embedded Systems
NIT	John Wick	Russian	Russian	Pet Psychology

## CANDIDATE APPLIED POSITIONS

URM Application

Home About Services Contact Login / Register

### URM Registrant

#### Applied Positions

Company Name	Position Name
Company Name	Position Name
Company Name	Position Name
Company Name	Position Name

## ACADEMIC INSTITUTION PROFILE(Academia Role)

URM Application

Home About Services Contact Login / Register

### Academic Institution

**Details**

Name

Other Info 1

Other Info 2

Submit

**Add Job Posting**

**See Job Applicants >**

**Job Post 1** June 1, 2021

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**Job Post 2** August 15, 2021

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed tincidunt congue ligula in rutrum. Morbi nec lacus condimentum, hendrerit mi eu, feugiat.

**Job Post 3** October 12, 2021

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**Faculty List**

#	Name	Subject	Class	Time
1	ABC	WDM	2009	£500
2	CDE	DAA	2012	£800
3	FGH	ML	2010	£600
4	IGK	Cloud	2009	£500
5	LMN	AI	2012	£800

## RECRUITER DASHBOARD

URM Application

HomeAboutServicesContactLogin / Register

Recruiter Dashboard

Details

Name

Other Info 1

Other Info 2

Submit

Matching Candidates List

#	Name	Subject	Class	Time
1	ABC	WDM	2009	£500
2	CDE	DAA	2012	£800
3	FGH	ML	2010	£600
4	IGK	Cloud	2009	£500
5	LMN	AI	2012	£800

Add Job Posting

See Job Applicants >

Job Post 1

June 1, 2021

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Job Post 2

August 15, 2021

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Job Post 3

October 12, 2021

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## DEI DASHBOARD

URM Application

HomeAboutServicesContactLogin / Register

DEI Officer Dashboard

Details

Name

Other Info 1

Other Info 2

Submit

Chat requests from Candidates

#	Name	Subject	Class	Time
1	ABC	WDM	2009	£500
2	CDE	DAA	2012	£800
3	FGH	ML	2010	£600
4	IGK	Cloud	2009	£500
5	LMN	AI	2012	£800

Add Job Posting

See Job Applicants >

Job Post 1

June 1, 2021

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Job Post 2

August 15, 2021

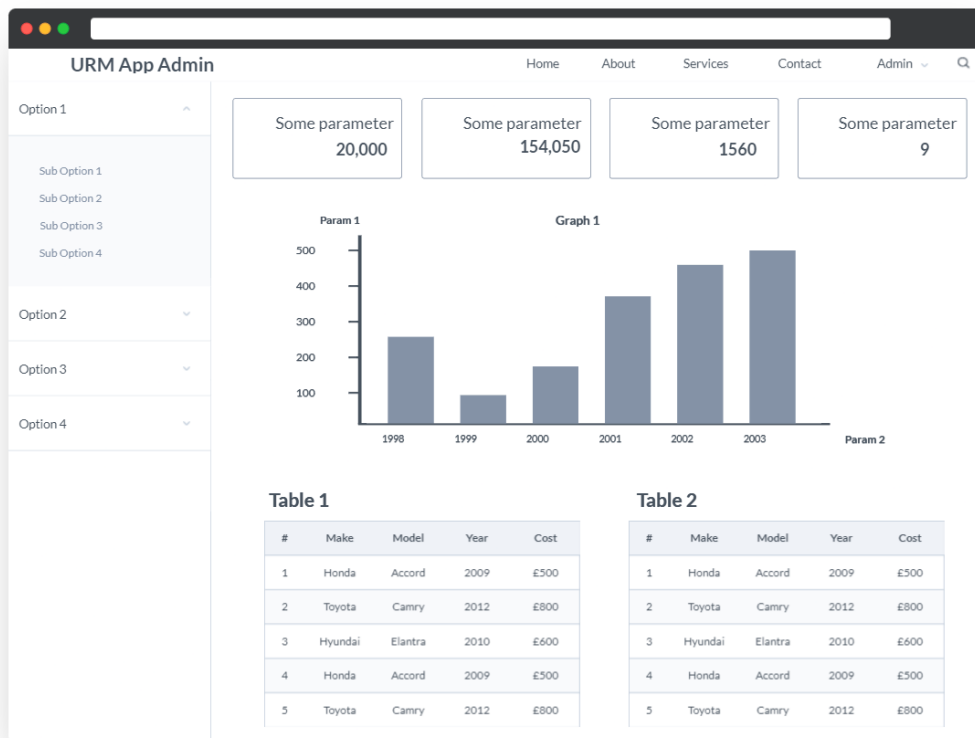
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Job Post 3

October 12, 2021

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## ADMIN PANEL



### Note:

1. Be Creative on all pages, add more fields if you feel the need to get more information about any of the described roles.
2. Register all users separately.
4. All input fields should have input validations.
5. Approach the project from a startup perspective. You are a startup trying to solve a problem. How would you implement the project?
6. The above mockups are purely for illustration. You **do not** have to implement it the same way or use those exact semantics. Use your imagination. Your end-product should be usable. If your project is released to a 100 people. They should have no trouble figuring out how to use it.
7. **Do not share your source code with other teams. In the spirit of friendly competition, the best project will be awarded 10 extra points at the end of the semester.**

### Roles and Dashboards?

- 1) **URM candidate dashboard:** The URM candidate can have a registrant page where they can create and manage their profile. They can upload their resume, academic records, and other relevant information to showcase their qualifications and interests. They can also indicate their preferences for the type of positions they are interested in and their location preferences.

The URM candidate dashboard can show information such as the number of applications submitted, the status of their applications, and any new job postings that match their preferences. They can also have access to their profile information and edit it as needed. Additionally, they can access any messages or chat requests from academic institutions and recruiters.

Options:

- Create and Manage Profile
- Upload Resume
- Upload Academic Records
- Preferences (Applied Positions/Locations)
- Chat

2) **Academic institution dashboard:**

The academic institution can have a registrant page where they can create and manage their profile. They can provide information about their institution, such as their research focus areas, faculty. The academic institution dashboard can show information such as the number of job postings, the status of applications received, and the number of URM candidates interested in their postings. They can also have access to their profile information and edit it as needed. Additionally, they can access any messages or chat requests from URM candidates or recruiters.

- Create and Manage Profile
- About our Institution
- Faculty
- Number of Job Postings
- Status of applications received
- Chat

3) **Recruiter dashboard:** The recruiter can have a registrant page where they can create and manage their profile. They can provide information about their recruiting agency, their clients, and the positions they are recruiting for. They can also indicate their preferences for the type of URM candidates they are interested in and their location preferences.

The recruiter dashboard can show information such as the number of job postings, the status of applications received, and any new URM candidates that match their clients' preferences. They can also have access to their profile information and edit it as needed. Additionally, they can access any messages or chat requests from URM candidates or academic institutions.

4) **Administrator dashboard:**

The administrator can have a registrant page where the/she can manage the website's content, functionality, and user accounts. They can oversee user registrations, approve new profiles, and manage user data. They can also monitor user activity, respond to user inquiries, and troubleshoot any issues that may arise.

The administrator dashboard can show information such as the number of registered users, the number of job postings, and the status of any reported issues or errors. They can also manage user accounts, review and approve new profiles, and monitor user activity. Additionally, they can access any messages or chat requests from users and respond to inquiries as needed.

### Reports –

The super admin role will have some reports. Use your imagination to figure out what kind of reports can be generated in this scenario.

- Reports about number of institutions and positions they have registered for
- Reports about URM etc.
- **Reports about DEI**
- **Reports about Recruiters**

- 5) **Diversity, Equity, and Inclusion (DEI) Officer:** The DEI Officer can have a registrant page where they can create and manage their profile. They can provide information about their organization's DEI goals and initiatives, as well as their role in promoting diversity and equity in academia. They can also indicate their preferences for the type of URM candidates they are interested in and their location preferences.

The DEI Officer dashboard can show information such as the number of job postings that meet DEI criteria, the number of URM candidates interested in those postings, and any new DEI-focused initiatives or events that have been launched. They can also access any messages or chat requests from URM candidates, academic institutions, and recruiters that are seeking to promote diversity and equity in their hiring practices. Additionally, they can review and approve job postings to ensure they align with DEI goals and initiatives.