



AAFAWCE

NSF ADVANCE-PAID

Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering



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Project Manager: Chrystal A.S. Smith, Ph.D.

AAFAWCE: Collaboration of Five Florida State Universities

University of South Florida (USF)

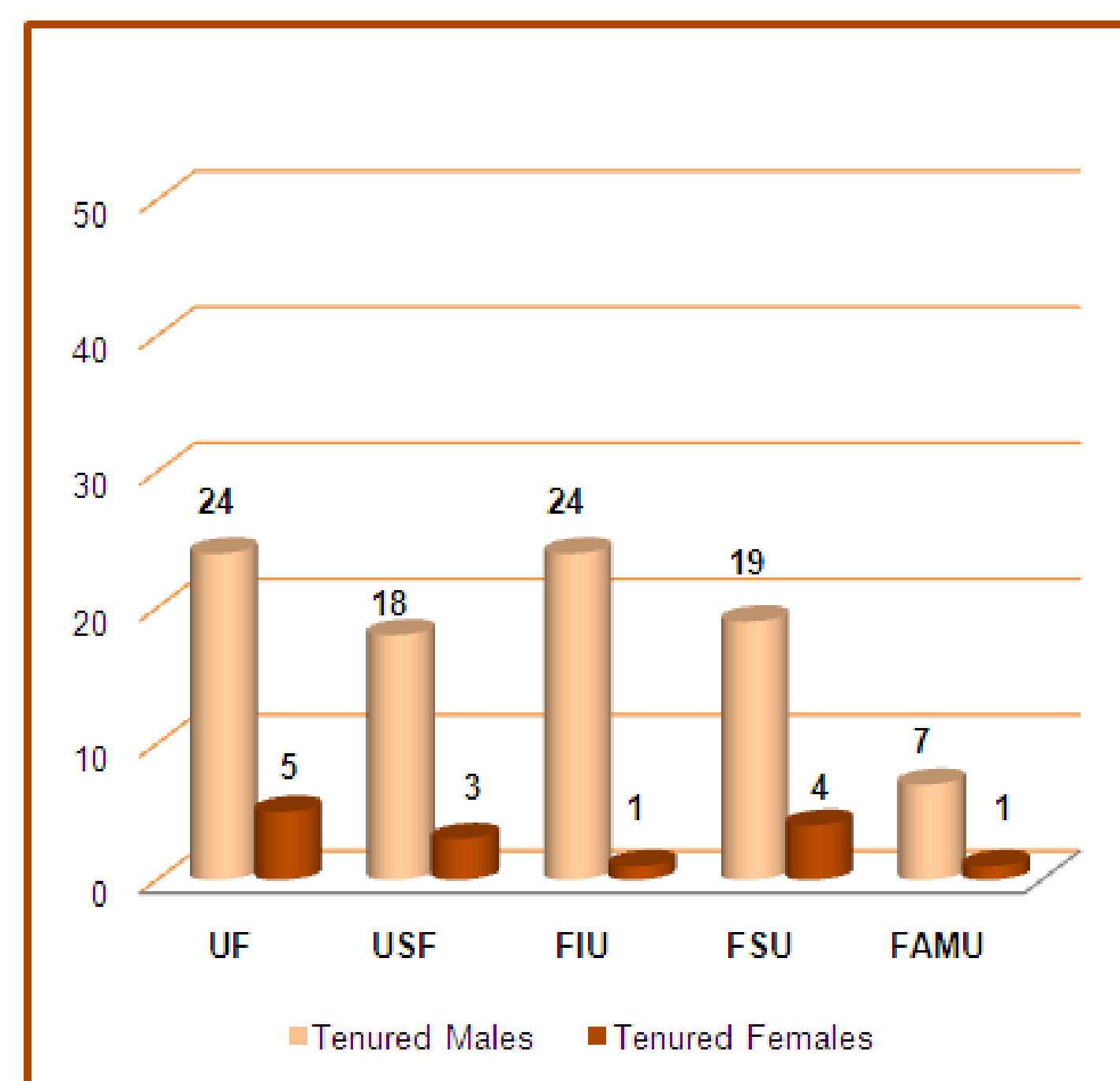
Florida State University (FSU)

Florida Agricultural and Mechanical University (FAMU)

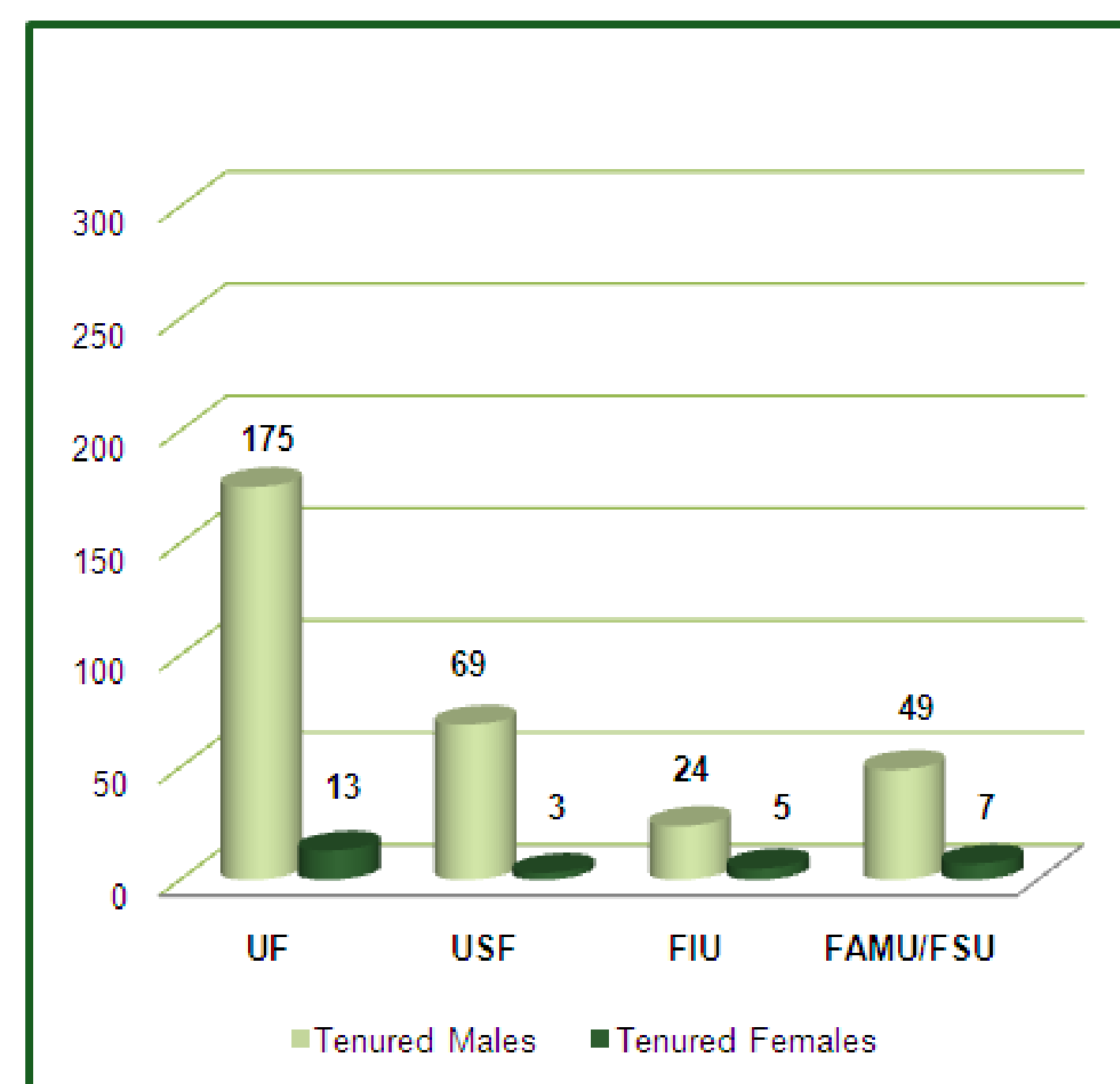
University of Florida (UF)

Florida International University (FIU)

Common Problems



Tenure Status of Chemistry Faculty by University and Gender



Tenure Status of Engineering Faculty by University and Gender

- Inadequate recruitment of women
- Over representation of women faculty in non-tenure track positions
- Failure to retain and advance women in academic leadership positions

Activities

Collaborative PI meetings

- Develop a timeline of project activities
- Discuss pertinent issues



Online Faculty Climate Survey

- Examined factors that influence satisfaction with recruitment, mentoring and leadership advancement efforts
- Administered to the chemistry, engineering, and physics faculty at each institution

Mentorship Workshop

- Assisted participants in developing effective, on-campus mentoring programs for chemistry and engineering women junior faculty



Recruitment Practices Workshop

- Provided participants with strategies to improve on-campus hiring practices in order to attract diverse candidates

Next Steps

COACH Workshop

- October 22nd, 2010 at FSU

On-Campus Committees

- Establish recruitment practices and mentorship committees
- Pilot workshops in fall 2010

Publication

- Early stages of planning a book



AAFAWCE Resources

USF Web Site

- <http://anthropology.usf.edu/advancepaid/>

FSU Blackboard

- <http://campus.fsu.edu>

FSU GEOSSET

- <http://www.geoset.fsu.edu>

