

ADVANCing News

The Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering (AAFAWCE) Newsletter

January 2011
Volume 1, Issue 1

Why AAFWCE's efforts are important!

Low numbers of tenured women faculty in chemistry and engineering...

Page 2

Faculty Climate Survey

Our survey provided insightful conclusions about the working climate for women faculty...

Page 2

Want to know more about mentoring or faculty recruitment?

Contact an AAFWCE team member at your university...

Page 2

AAFAWCE is a National Science Foundation ADVANCE-PAID Award #0930164
<http://anthropology.usf.edu/AAFAWCE/>

Developing Women Leaders in the Sciences and Engineering

Women professors and postdoctoral scholars attend an AAFWCE-sponsored workshop to improve their negotiation and leadership skills.

In October 2010, women scientists and engineers from universities across Florida met at an AAFWCE-sponsored **COACH** workshop and women leadership discussion panel at Florida State University.

The COACH workshop offered women faculty and postdoctoral scholars techniques to enhance their salaries, negotiate their positions, and learn leadership skills. Attendees acted out conflict scenarios and discussed possible resolutions.

At the discussion panels, leading Florida women scientists and engineers discussed issues regarding leadership and promotion in academia. All in all, the AAFWCE event was a huge success. One attendee exclaimed that it was her "first time attending a workshop for female leadership and I think it was great and very informative, both in an academic manner but mostly in a personal level."

In Spring 2012, AAFWCE will sponsor another COACH leadership workshop at **FAMU**. AAFWCE will again fund the travel of STEM women faculty to this workshop. Keep an eye out in June 2011; more information about this exciting, upcoming workshop opportunity will be sent out then!



Who We Are

The Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering (AAFAWCE) is an **NSF ADVANCE-PAID** program.

AAFAWCE is a collaboration of five Florida state universities: **USF, FSU, UF, FAMU, and FIU**. Our mission is to increase the representation and promote the advancement of academic women in chemistry and engineering, thereby developing a more diverse science and engineering workforce.

In addition to our sponsorship of leadership workshops, on each AAFWCE campus we are working to establish:

- Mentorship programs for junior women faculty.
- Recruitment practices workshops that provide strategies to attract diverse candidates.

The Working World for Women Academics in the Sciences and Engineering

In 2006, women made up over 50% of the students who received a bachelor's degree in chemistry, and almost 20% of those who received a bachelor's degree in engineering. Of doctoral degrees awarded in chemistry and engineering, the percentages received by women were 34% and 20%, respectively (NSF). Despite the progress in undergraduate enrollment, the current number of tenured women faculty in these fields falls staggeringly below these percentages.

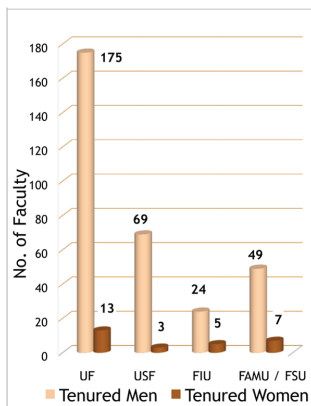


Figure 1: Tenure status of engineering faculty by university and gender, Fall 2009.

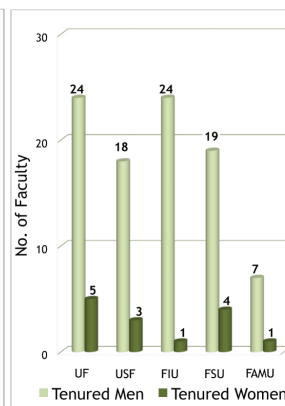


Figure 2: Tenure status for chemistry faculty by university and gender, Fall 2009.

AAFAWCE's efforts are important because its five collaborating universities share common problems hiring, retaining, and advancing women STEM faculty, as indicated by the low number of tenured women faculty in chemistry and engineering at AAFWCE universities (see Figures 1 and 2) and as shown by the findings of our online faculty climate survey (below).

Online Faculty Climate Survey

The survey examined how gender, ethnicity, and tenure status influenced satisfaction with institutional recruitment and mentorship efforts. This survey was administered online to 409 chemistry, physics, and engineering faculty at AAFWCE universities (see Figure 3).

Factor analysis was used to group items and create scales of 1 to 4, demonstrating increasing extent of agreement to group items. Our significant findings are (see Figure 4):

- 1) Women are more likely than men to experience isolation and have a less favorable view of communication and fit within their department.
- 2) Women are more likely than men to believe that their departments are not adequately recruiting women and providing a suitable climate for their development.
- 3) Nineteen percent of women rate their department climate negatively compared to only nine percent of men.

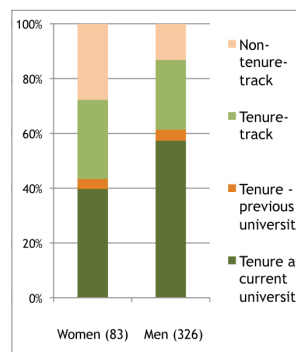


Figure 3: Survey respondents profile.

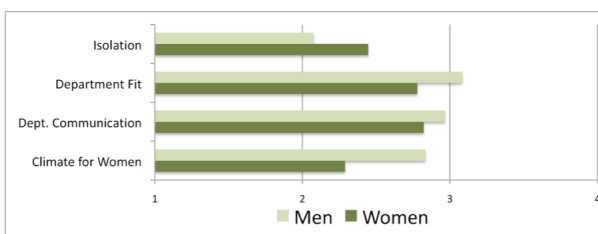


Figure 4: Significant findings of online faculty climate survey by gender.

How You Can Get Involved with AAFWCE!

AAFAWCE is looking for:

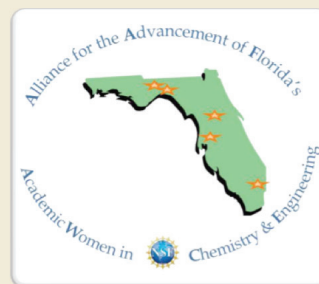
- Senior faculty (men and women) to become mentors.
- Junior STEM women faculty mentees.
- Administrators and faculty to participate in recruitment practices activities.

Interested in becoming a mentor/mentee?
Or, want information on faculty recruitment?

Here is the contact information:

USF: Dr. Chrystal Smith,
FSU: Dr. Penny J. Gilmer,
UF: Dr. Anne Donnelly,
FAMU: Dr. Simone Peterson Hruda,
FIU: Dr. Berrin Tansel,

casmith5@mail.usf.edu
gilmer@chem.fsu.edu
adonnelly@seagep.ufl.edu
simone.hruda@fam.u.edu
tanselb@fiu.edu



AAFAWCE Newsletter Contact:

To post opportunities in the newsletter or if you have other questions, please contact Helena Safron at hsafron@fsu.edu

Please visit our website to find out more information:
<http://anthropology.usf.edu/AAFAWCE/>