



AAFAWCE

NSF ADVANCE-PAID

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



AAFAWCE Mission

The mission of the AAFWCE ADVANCE-PAID program 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.



AAFAWCE: Collaboration of Five Florida State Universities

University of South Florida (USF)

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Common AAFWCE Problems

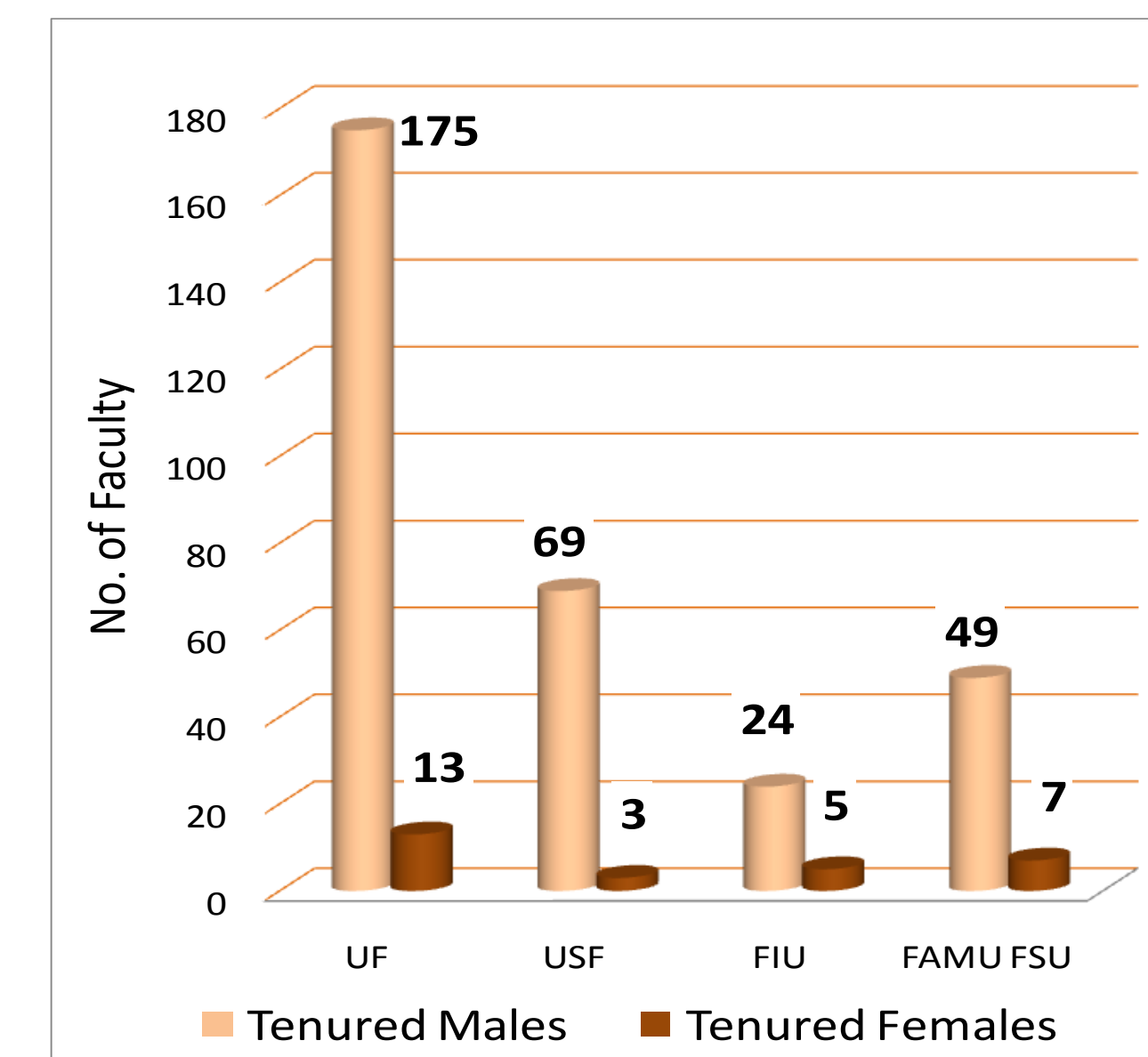


Figure 1. Tenure Status of Engineering Faculty by University and Gender in Fall 2009

- Inadequate recruitment of women.
- Failure to retain and advance women in academic leadership positions.

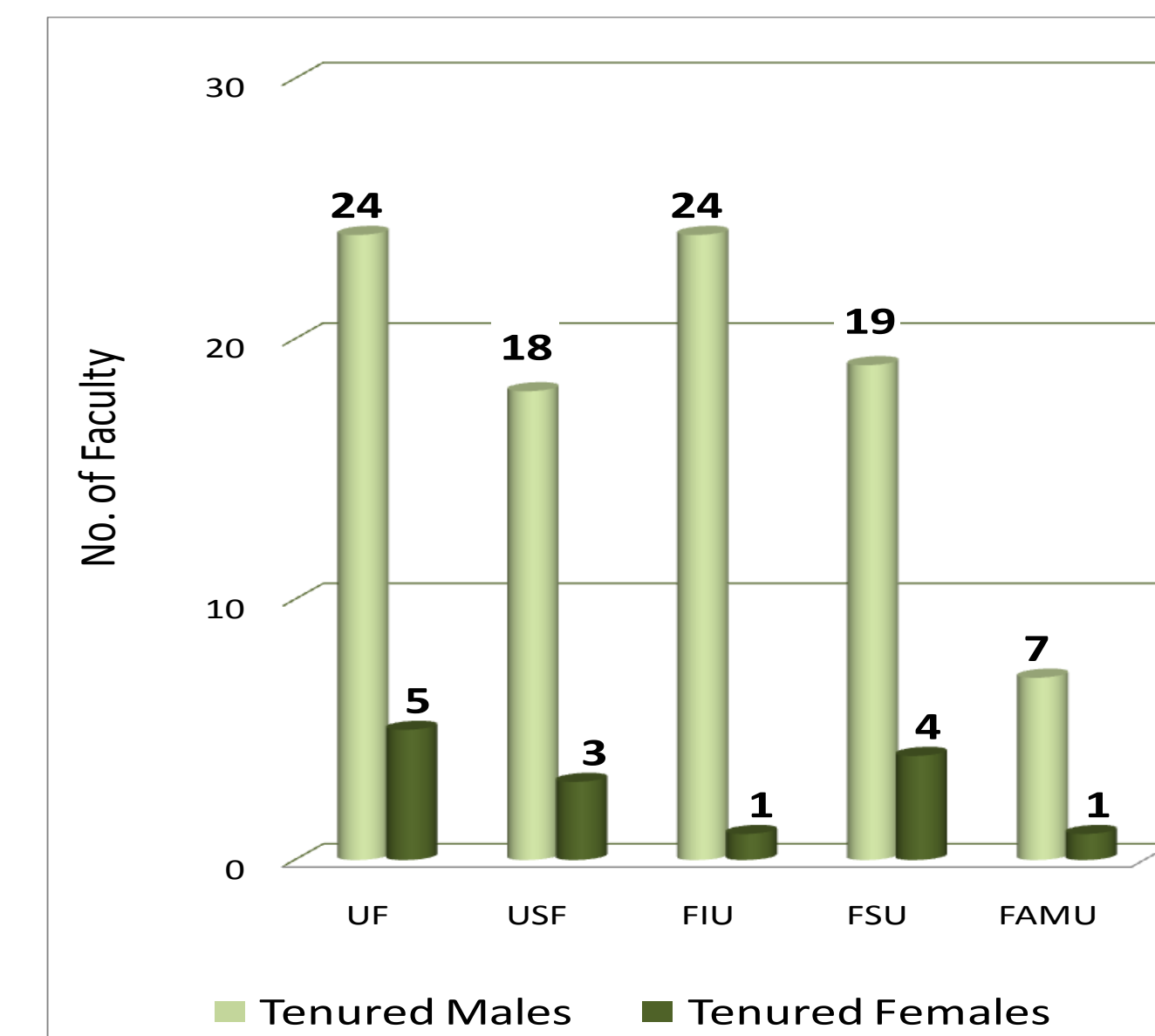


Figure 2. Tenure Status of Chemistry Faculty by University and Gender in Fall 2009

Online Faculty Climate Survey

The survey was administered to chemistry, physics, and engineering faculty at AAFWCE Universities and examined how gender, ethnicity and tenure status influenced satisfaction with institutional recruitment and mentorship efforts.

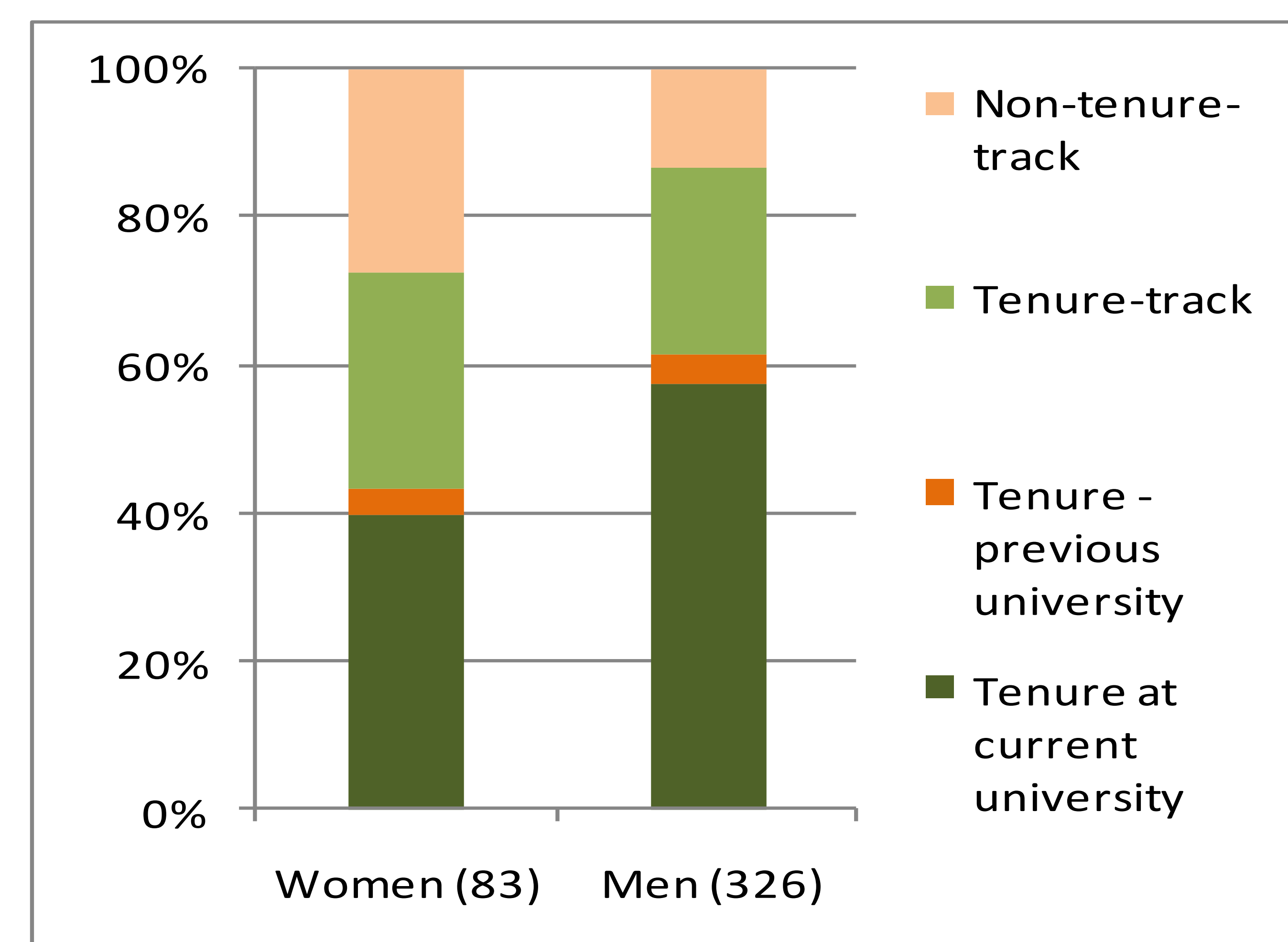


Figure 3. Survey Respondents Profile

Online Faculty Climate Survey Findings

Factor analysis was used to group items and create scales. Analysis of scales showed:

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

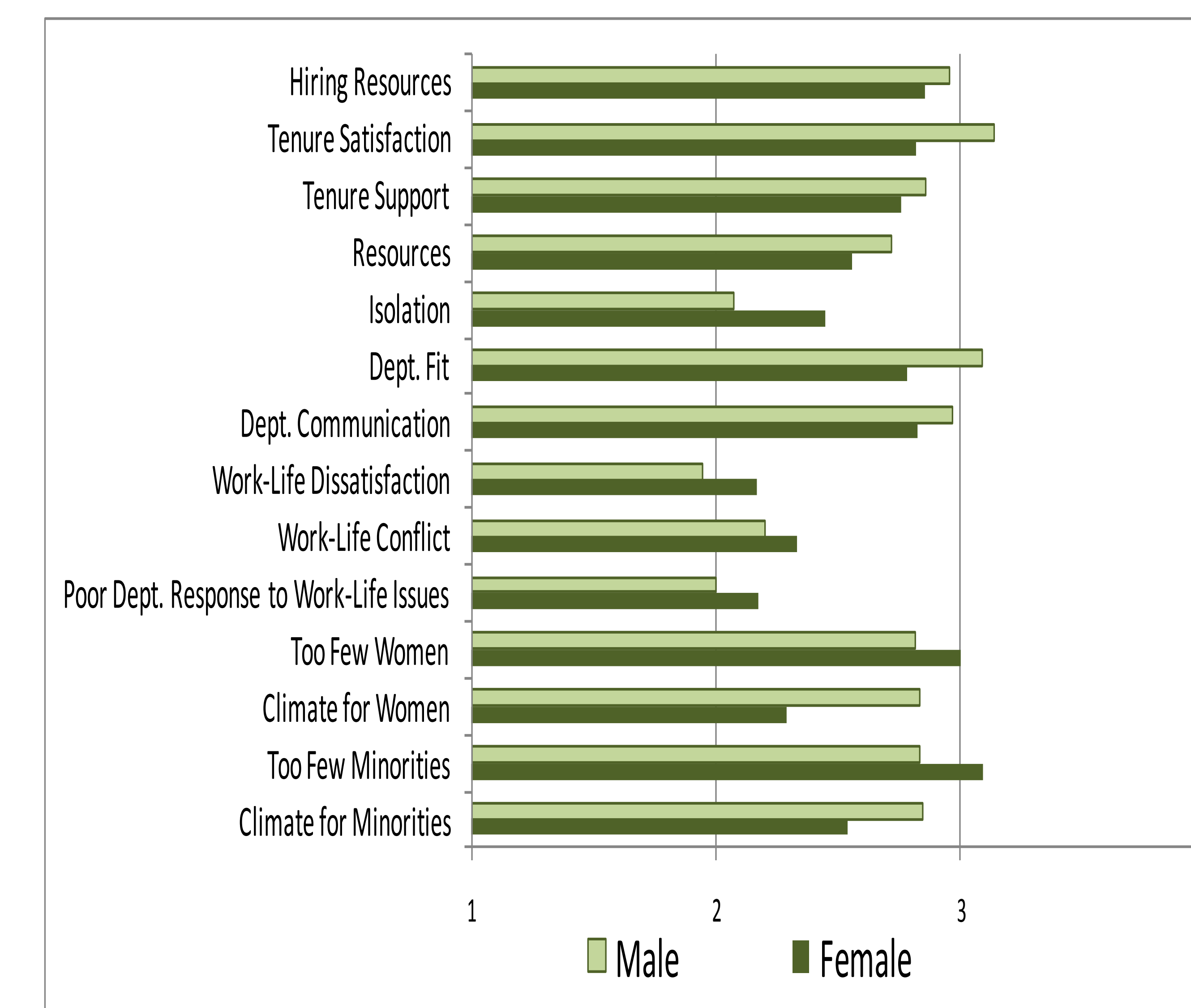


Figure 4. Fourteen Scales on Faculty Experiences by Gender

Current Activities

- Developing mentorship and recruitment practices for on-campus presentations/trainings.
- Weekly collaborative PI meetings.

Recent Workshops

Women Recruitment Practices Workshop FSU, Tallahassee, FL - May 9, 2010

- Provided strategies to attract diverse candidates.

Women Mentorship Workshop FAMU, Tallahassee, FL - April 13, 2010

- Provided strategies to develop effective mentoring programs.



COACH Workshop & Women Leadership Discussion Panel FSU, Tallahassee, FL - October 22, 2010

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- Enhanced participants' understandings of responsible negotiations and conflict resolution

Upcoming Workshop

- COACH Workshop
FAMU, Tallahassee, FL - Spring 2012

AAFAWCE Resource

ADVANCE PAID Web site

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