



# AAFAWCE

NSF ADVANCE-PAID

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



## AAFAWCE: Collaboration of Five Florida State Universities

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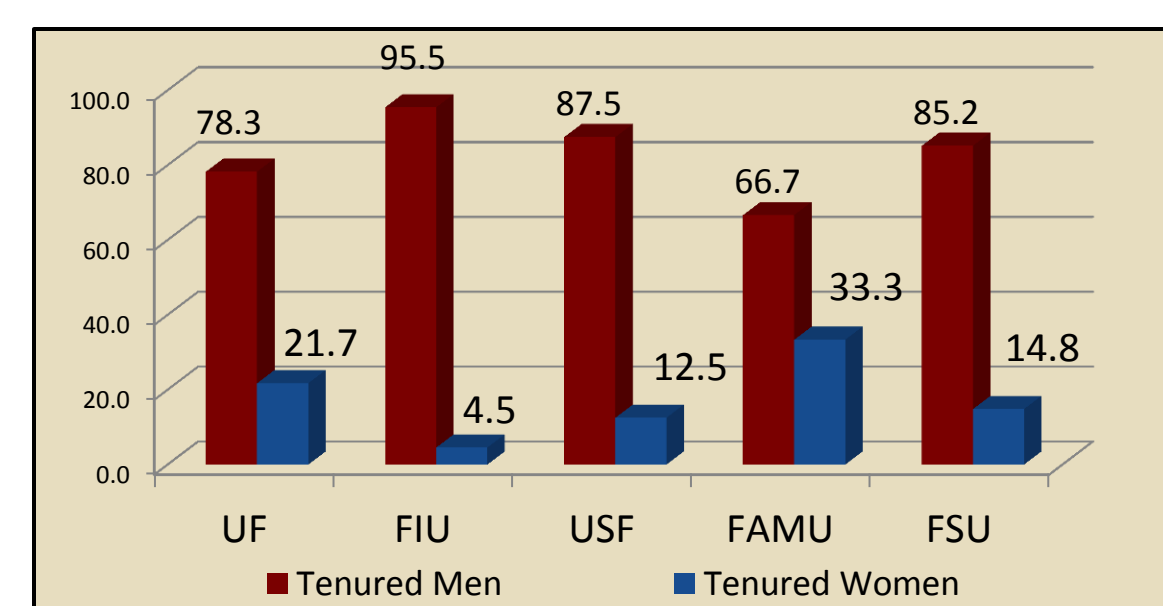
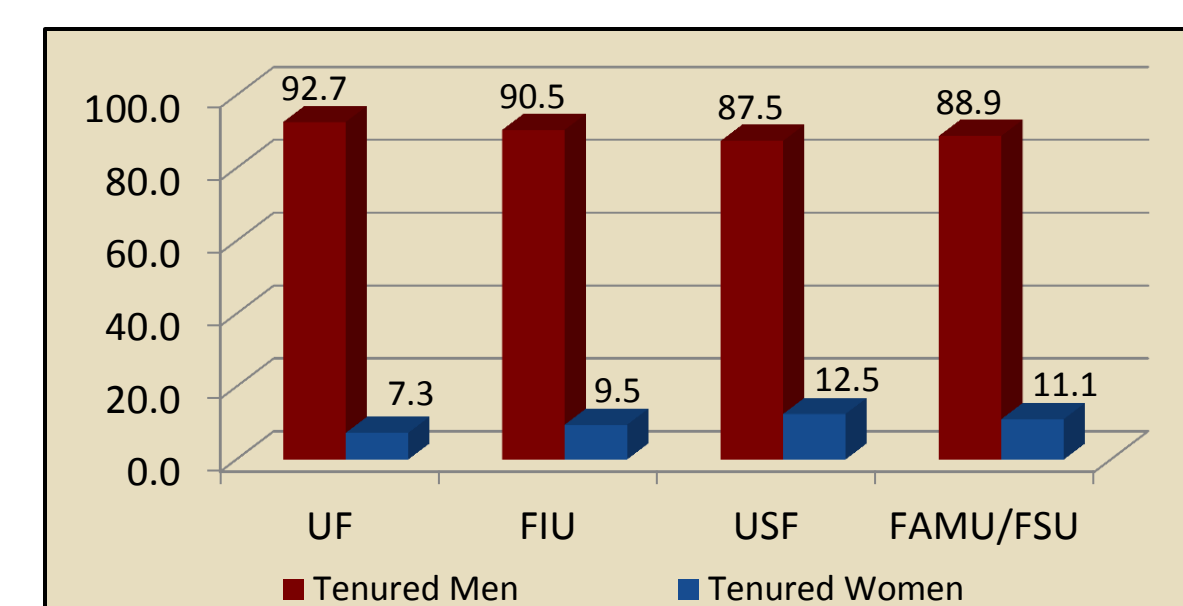
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## Institutional Data

The data show the disproportionately high number of tenured men in chemistry and engineering compared to women. In engineering, UF has the largest ratio, with 12.7 men per woman, as shown in Figure 1. In chemistry, FIU has the largest ratio, with 21.2 men per women, as shown in Figure 2.



## Final Year Mentorship and Leadership Activities

### Leadership Panel Discussions

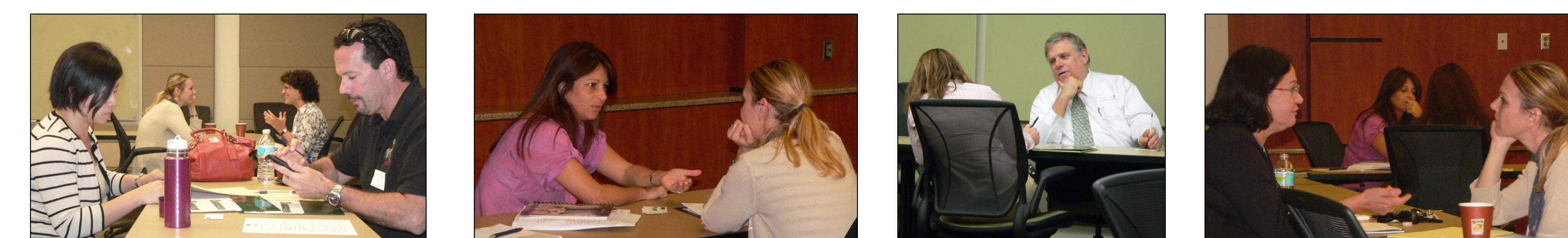
On August 22, and October 10, 2012, FSU and USF, respectively, hosted academic women leadership events. The panels included women provosts, deans and full STEM professors who discussed their experiences and gave helpful advice to senior and junior women faculty interested in pursuing leadership positions. Afterwards, they participated in social networking lunches which led to lively conversations about strategies to succeed in leadership positions.



### UF Leadership Event

On October 19, 2012, the University of Florida Engineering Leadership Institute hosted an event with women engineering alumni and global companies. Speakers included Rhonda Holt, Senior Vice-President of Media Platform Technology and Operations, and Linda Hudson, President & CEO of BAE Systems, Inc. They discussed the active roles that they could take to encourage inclusion as a means to catalyze innovation and leadership.

### Speed Mentoring



On April 13, 2012, USF hosted a speed mentoring event to provide seven mentors and six protégés with the opportunity to 1) engage in time-efficient networking, 2) pose important questions about their research and careers, and 3) quickly identify a good mentoring match. USF shared its experiences and resources with the AAFWCE team leading FSU to host its own speed mentoring activity with 11 mentors and 10 protégés on October 23<sup>rd</sup>, 2012.



## Final Year Collaborative Activities

### NSF Joint Annual Meeting (JAM)



In June 2012, AAFWCE members participated in NSF JAM sessions. Dr. Gilmer presented in the session 'Building Networks and Communities,' and Drs. Smith, Gilmer, and Donnelly gave the presentation 'Isolation and Women STEM faculty.' AAFWCE also presented a poster focused on mentoring activities and the preliminary findings of interviews conducted with STEM women faculty on isolation and career development.

### A Writing Retreat

On December 16 - 18, 2012, AAFWCE team members met at USF, Tampa, FL, to work on their upcoming book *Alliances for the Advancement of Academic STEM Women*. During the retreat, authors and editors collaborated to organize and contribute to the monograph by sharing their ideas and resources.



## Research on Isolation in STEM

Isolation is one of the most significant challenges faced by women scientists. In addition to the literature, the findings of our climate survey and conversations with women STEM faculty during grant activities influenced our decision to conduct further qualitative research, i.e., semi-structured interviews on this important issue. We drew our sample from women STEM faculty employed at AAFWCE institutions, and identified three major themes in our preliminary analysis of the first 15 interviews: 1) A pervasive lack of formal mentoring, 2) Negative or limited experience with networking and collaboration, and 3) Gender bias in the work environment.