CHALLENGES FOR WOMEN IN STEM

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CHALLENGE IDENTIFICATION

• Identify your top 3 challenges as a STEM Woman.

  • Senior faculty women don't **actively** mentor junior women
  • Being respected for ideas from others who don't look like you
  • Limited access to appropriate instrumentation to conduct research (limits your options)
  • Problems locating women mentors in the field
  • Finding people who have time to help
  • Navigating the hierarchy and the bureaucracy of academia
  • Lack of training among and sensitivity to issues of race and gender

  • Challenges finding and bringing in funds
  • Recruiting and managing good graduate students
  • Spending start-up funds wisely (stewardship)
  • Finding departmental advocates (e.g., nominators for awards)
  • Issues of sexism and racism
  • Limited emphasis on retention of female faculty
  • Breaking into the “network”
COMMON CHALLENGES

• Identify possible solutions to 2-3 challenges within your group.

• **Recruiting grad students**
  • Calling advisors to identify students they didn’t accept
  • Using trips efficiently to recruit or give talks at UG or Masters’ only institutions; evaluate student interest at presentations
  • “Sell” the positives about working with a jr. faculty (more time, room for research, flexibility)
  • Attend a student-based conference to recruit students
  • Recruit Research Experiences for Undergrads/undergrad student researchers
  • Recruit at home institutions and surrounding areas

• **Identifying mentors**
  • Be proactive
  • Identify mentors at gender-friendly conferences or forums (e.g., Grace Hopper Women in Computing Conference)
  • “Speed” dating (Texas A&M model)

• **Encouraging mid-career mentorship**
  • Include mentorship in the P&T process and reward these mentors
  • Engage faculty in mentoring training or a formal process