FORWARD to Professorship
What Works to Entice and Prepare Women for Professorship?

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The Problem

% of PhD Attainment and Rank Professors that are Female Top 50 US Sci/Eng Depts. (Nelson)

The Intervention: The Workshop

Setting the Tone:
- Collegial, supportive atmosphere:
  - sincere keynoter: 70% rated as most memorable event
  - personal experiences & strategies that they can apply to their own career plans
- resources, resources, resources
- Gallaudet: Deaf community
  - exposure
  - technology
  - special issues

Key Elements:
- Research
- Teaching
- Service
- Writing
- Negotiating
- Having It All!
- Meeting with chairs/deans

The Responses

Who They Are

August 2007 Survey of 5 Workshop Cohorts:
173 sent, 47% response rate - 100% female, 26% minority

Employment Status of Survey Respondents

The Responses

Confidence in Their Competence to Perform Key Activities for a Successful Research or Academic Career

<table>
<thead>
<tr>
<th>Respondents</th>
<th>% confident ≥ competent</th>
<th>% (n) of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negotiate salary</td>
<td>85% (59)</td>
<td></td>
</tr>
<tr>
<td>Negotiate start-up funds</td>
<td>84% (50)</td>
<td></td>
</tr>
<tr>
<td>Write grant proposal</td>
<td>90% (62)</td>
<td></td>
</tr>
<tr>
<td>Write teaching statement</td>
<td>89% (65)</td>
<td></td>
</tr>
<tr>
<td>Write research statement</td>
<td>94% (71)</td>
<td></td>
</tr>
<tr>
<td>Teach</td>
<td>93% (64)</td>
<td></td>
</tr>
</tbody>
</table>

Pre-workshop: 2/3 no negotiation experience, 3/4 had little confidence
Post-workshop: 2/3 have negotiated salary, start-up, space, other

Achievements Related to Research and Moving Towards Tenure & Confidence in Their Competence to Achieve

<table>
<thead>
<tr>
<th>Respondents</th>
<th>% that have achieved (n)</th>
<th>% of rest that feel confident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presented research at conf.</td>
<td>99% (n=79)</td>
<td>100% (n=1)</td>
</tr>
<tr>
<td>Article accepted for publication</td>
<td>87% (n=79)</td>
<td>100% (n=10)</td>
</tr>
<tr>
<td>Obtained research funding</td>
<td>50% (n=68)</td>
<td>94% (n=34)</td>
</tr>
<tr>
<td>Obtained tenure</td>
<td>7% (n=56)</td>
<td>88% (n=52)</td>
</tr>
<tr>
<td>Taking on admin role</td>
<td>10% (n=50)</td>
<td>77% (n=44)</td>
</tr>
<tr>
<td>Participated in grant review process</td>
<td>31% (n=58)</td>
<td>82% (n=39)</td>
</tr>
</tbody>
</table>

Conclusions:
- Past participants are confident and successful
- Workshops like this one can aid in motivating and advancing women in STEM research and academic careers through:
  - fellowship (collegiality and networking)
  - transparency (information!)
  - exposition of a large array of examples of career paths
  - empowerment

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Work-Life Balance:
88% feel stressed but 62% able to deal with it effectively
51% have career/family balance
35% (of n=46 resps.) have taken time off for childrearing
68% are part of dual career couple / 67% of these have employment/geographic problems

Negotiation:
Most often cited topic
Not only for salary

Success Indicators: Proactive Behavior:
86% (!) reported working with peers and/or mentors outside their research field (growing interdisciplinarity of research?) professional development activities (e.g. leadership wksps)