KEYS TO ACADEMICS SUCCESS: DIVERSITY & LEADERSHIP

LEADER CONSORTIUM
NSF ADVANCE PROGRAM

Wright State University

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YOU HAVE THE OPPORTUNITY TO BE AT THE EDGE OF THE "TIPPING POINT"

- As a guest to the LEADER Consortium, I want to say you that you can be a part of setting a standard ...
  - To be a benchmark for substantive approaches to addressing the cultural, organizational and individual issues facing women in leadership, science and technology within the Academy.
    - Unique and diverse community
    - Federal agencies, labs and strong technology community
    - Commitment to diversity
OUR COMMON GOAL/MISSION

- To genuinely engage, integrate and facilitate the inclusion of all individuals in STEM, such that all will perform at the highest levels of capability in education, R&D, innovation and product development.
**WOMEN IN S&E IN ACADEMIA**

“**BEYOND BIAS AND BARRIERS: FULFILLING THE POTENTIAL OF WOMEN IN ACADEMIC SCIENCE AND ENGINEERING** [HTTP://WWW.NAP.EDU/CATALOG/11741.HTML]”

- “The representation of women in leadership positions in our academic institutions, scientific and professional societies, and honorary organizations is low relative to the numbers of women qualified to hold these positions."
- It is not lack of talent, but unintentional biases and outmoded institutional structures that are hindering the access and advancement of women.
- Neither our academic institutions nor our nation can afford such underuse of precious human capital in science and engineering.”
Women leaders in STEM Careers can have a significant impact on the growth of women in future STEM professions, innovation and cultural change.

The STEM workforce is an integral aspect of the solution and impacts technology, health, literacy, defense and overall citizen well-being.

The science, technology, engineering and math (STEM) workforce in a country is crucial to the nation's innovative capacity, economy and global competitiveness.
WHERE ARE WE TODAY?

- Women constituted 33% of all academic S&E doctoral employment
- Women constitute 19% of full professors in S&E
- Women were 16% of full-time full professors with S&E doctorates at research institutions
Recent S&E Doctoral Graduate

Women are a larger share of full-time tenured or tenure-track faculty among those with recent S&E doctorates than they are among all S&E faculty.

- In 2006 women were 42% of full-time tenured or tenure-track faculty with recent (within 7 years) S&E doctorates and
- 28% of all full-time tenured or tenure-track faculty.
Underrepresented Women in S&E

- Underrepresented women tend to face a double-bias in career advancement, particularly in academia.
- 11% of women earning a B.S. degree in STEM were African-American, and just 9% were Latina.
Women Leaders & STEM in the US

- Women comprise nearly half the workforce, yet we make up only
  - 14% of engineers are women
  - Women hold 13.6% of the board seats in the Fortune 500 Companies
  - 12% of the top executives and
  - 15.7% of corporate officers.
  - In the US, of workers earning the nation’s minimum wage, 63% are women
Women in STEM

- Although women fill close to half of all jobs in the U.S. economy, they hold less than 25% of STEM jobs.
- Women with STEM jobs earned 33% more than comparable women in non-STEM jobs.
- Women hold a disproportionately low share of STEM undergraduate degrees, particularly in engineering.
- Women with a STEM degree are less likely than their male counterparts to work in a STEM occupation; they are more likely to work in education or healthcare.
Research States:

- Research has also shown that
  - Women’s diverse leadership skills benefit the bottom lines of corporations
  - A diverse employee population produces greater return on financial investment and product development
  - Women in leadership within academia increases the presence and success of other women in the organization
Many more women are needed in STEM professions, education and leadership to address the global innovation needs.
There is work to be done on all levels...
CAREER IMPACT FACTORS

Figure 3.1
Career Perception Factors

Organizational
Individual
Cultural
The Issue
- Women “take care” men “take charge”
- Lack of women in leadership positions
- Implicit and explicit bias
- Differential effects of work and family demands
CULTURAL CAREER PERCEPTION ISSUES

- Identify areas where the may be cultural bias
  - Search committees
  - P&T Committees
  - Rewards and Recognition
  - Establishment of collaborations

- Strategies to Use to Mitigate Cultural Bias
  - 1. **Recognize** that it is REAL
  - 2. **Talk** about the issue!
  - 3. **Show** areas where it is present and how it is false
  - 4. **Advocate** for the integration of sustainable change
## How Leader Behaviors and Perceptions Connect to Feminine and Masculine Stereotypes

Source: Women Take Care, Men Take Charge – Catalyst Study

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<thead>
<tr>
<th>Feminine Behaviors-Taking Care</th>
<th>Male Behaviors-Taking Charge</th>
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<tr>
<td>Supporting</td>
<td>Problem Solving</td>
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Organizational Career Issues

- Organizational policies and procedures
- Implicit and explicit bias
- Lack of women in leadership positions
  - 36% of deans are women and 23% College presidents
  - 3% of women are CEO’s within the Fortune 500
INDIVIDUAL CAREER PERCEPTION ISSUES

- Self doubt
- Lack of Focus
- Lack of Role Models
- Lack of Mentoring
- Ineffective Networking
- Lack of high profile opportunities
INDIVIDUAL LEADERSHIP
YOU HAVE WHAT IT TAKES

“WHO ARE YOU NOT TO BE GREAT?!”

Believe that you can be a great leader

Maintain your confidence even in challenging times

Understand that every successful person has failed at some point
INDIVIDUALLY

- Understand that YOU have what it takes for us to be leaders
- Learn about leadership
- Recognize the challenges to women in leadership and do what you can to minimize these challenges
INDIVIDUAL LEADERSHIP

- Understand your leadership style
- Set your sights on leadership roles
- Identify and use your resources
  - Get a MENTOR!!!
- Self evaluation without self depreciation
- Be clear about your what you value
- Don’t think that adversity necessarily means you’re on the wrong track
- Ask for what you want!
LEARN ABOUT LEADERSHIP

- Be mission oriented
- Don’t be afraid of what you don’t know
- Don’t be afraid of a great vision
- Identify formal programs and relationships
GET COMFORTABLE WITH
CONTROL, AUTHORITY & POWER

- Effective leadership requires you to be comfortable and have access to:
  - Control
    - Necessary to maintain focus, guide teams and execute a plan
  - Authority
    - Effective leaders are viewed as an authority figure by those that they are leading
  - Power
    - To be an effective leader open must be empowered to create the required conditions to accomplish the mission or goals
KEEP THE FOCUS & VISION

- You will be tried
  - Personally
  - Professionally
  - Values
- Don’t take things personally
- Have a good support system
- Take the high road
- Leadership is a Marathon
WOMEN SUPPORTING WOMEN

- She Wins – You Win!
- Get rid of the cheerleader mentality!!
- Support other women
- Be a “Rainmaker” for other women
- Start a Women’s Mastermind Group
WOMEN & MEN WORKING TOGETHER

- You don’t have to be “US” to HELP us!
- Offer to mentor us
- Challenge your perspectives
- We are all rowing in the same boat!
- This is TRULY good for education, innovation, communities and nations
TOGETHER...WE CAN DO THIS

- COMPREHENSIVE, CONSISTENT, COMMITMENT!

1. Culturally
2. Organizationally
3. Individually
GLOBALLY

- Globally we share many of the same challenges and opportunities
- Let’s do it together!
- There is so much at stake...