

Models of Networking Towards a Dynamic Professional Development

Networking at PUIs
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Advancing the Careers of Women in STEM at Predominantly Undergraduate Institutions through Professional Networks

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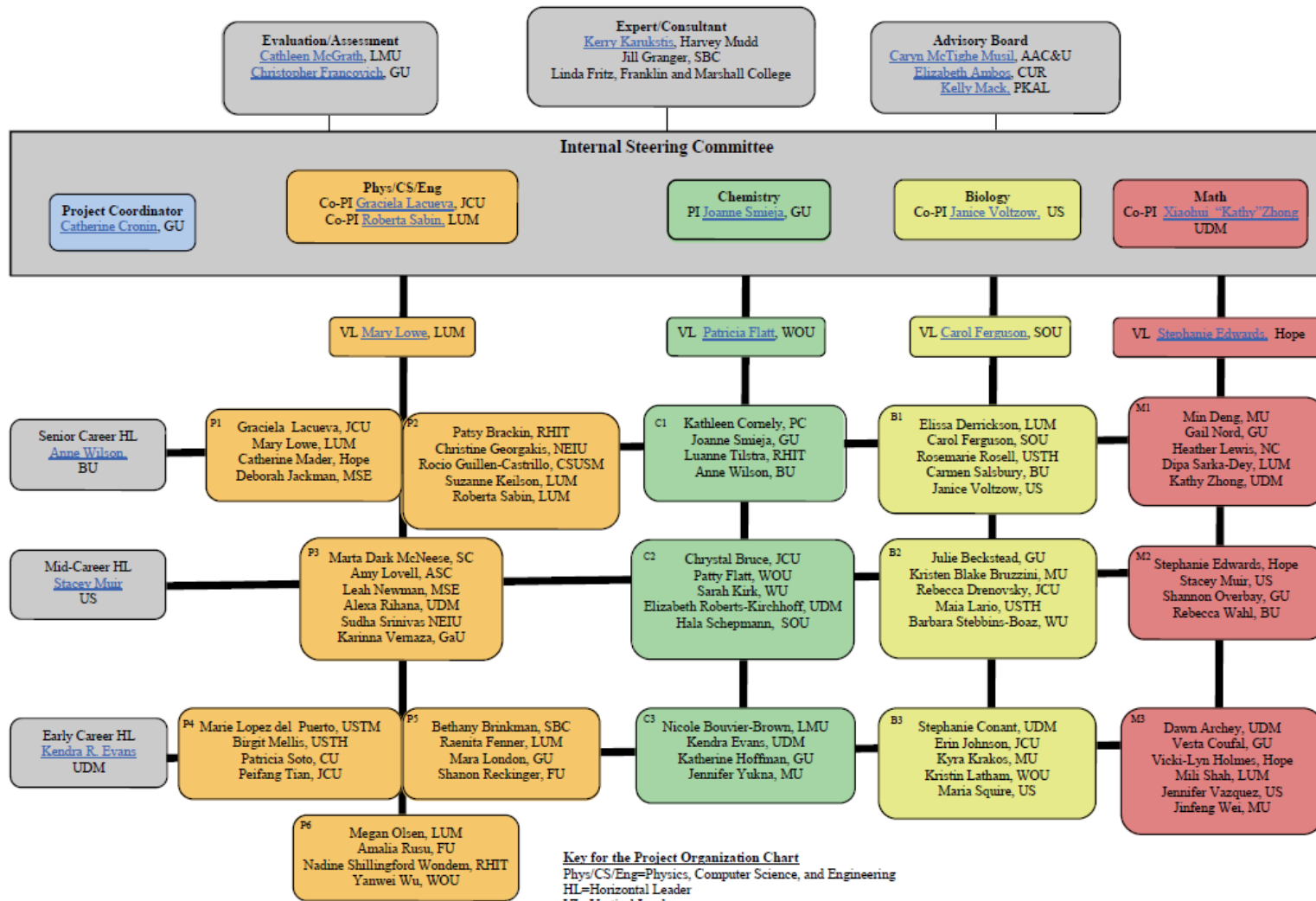
This project focuses on the distinctive environments of PUIs and the challenges faced by women STEM faculty on these campuses to attain tenure, promotion, leadership roles, and professional recognition.

We formed a horizontal and vertical mentoring network comprised of 70 women STEM faculty from 27 Predominately Undergraduate Institutions (PUIs) from across the country.

Project Goals:

Developing Leadership, Decreasing Isolation, Enhancing Career Success, Creating Alliances

ASAP ADVANCE Organization Chart



Key for the Project Organization Chart
 Phys/CS/Eng=Physics, Computer Science, and Engineering
 HL=Horizontal Leader
 VL=Vertical Leader
 Senior Career=at least 15 years in the academy
 Mid-Career=tenured but before promotion to full professor
 Early Career=before tenure

ASAP Participating Institutions February 2013

Institutions in blue indicate locations of Principal Investigator and Co-Principal Investigators.
The number of participants at each institution is indicated within the parentheses ().



Alliances meet monthly via the internet
(Webex, Google Hangout, etc.)

They also meet annually in person



Above: The mid-career biology alliance met over dinner in Kansas City during a break at the 2012 ASAP ADVANCE all-participant meeting.

Examples of alliance meetings

Mid-career math

Met in conjunction with the annual national Joint Mathematics Meetings (JMM).

“These women keep me sane.”



Mid-Career Mathematicians: Shannon Overbay, Stephanie Edwards, Rebecca Wahl, and Stacey Muir

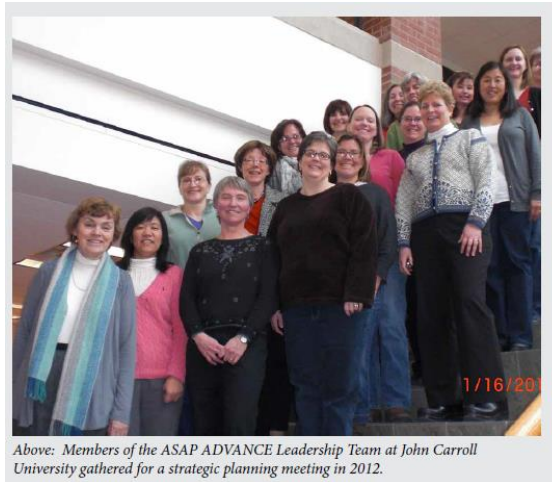
Early-career biology

Met to discuss strategies for student management, moving publications forward, and the challenges of undergraduate research.

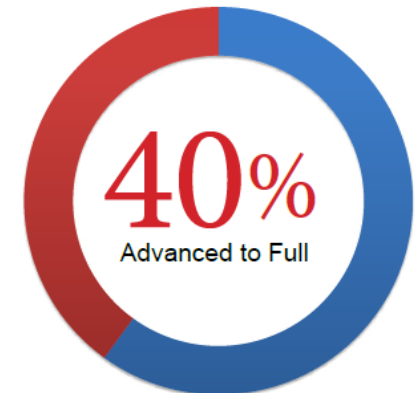
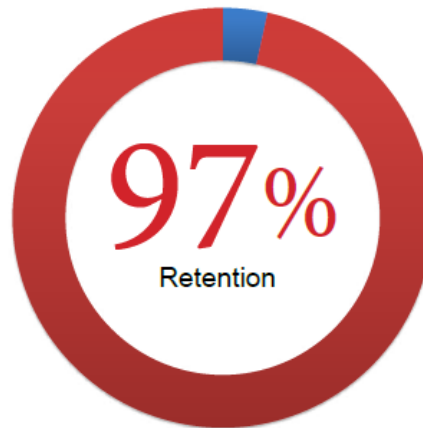


Opportunities

- Leadership



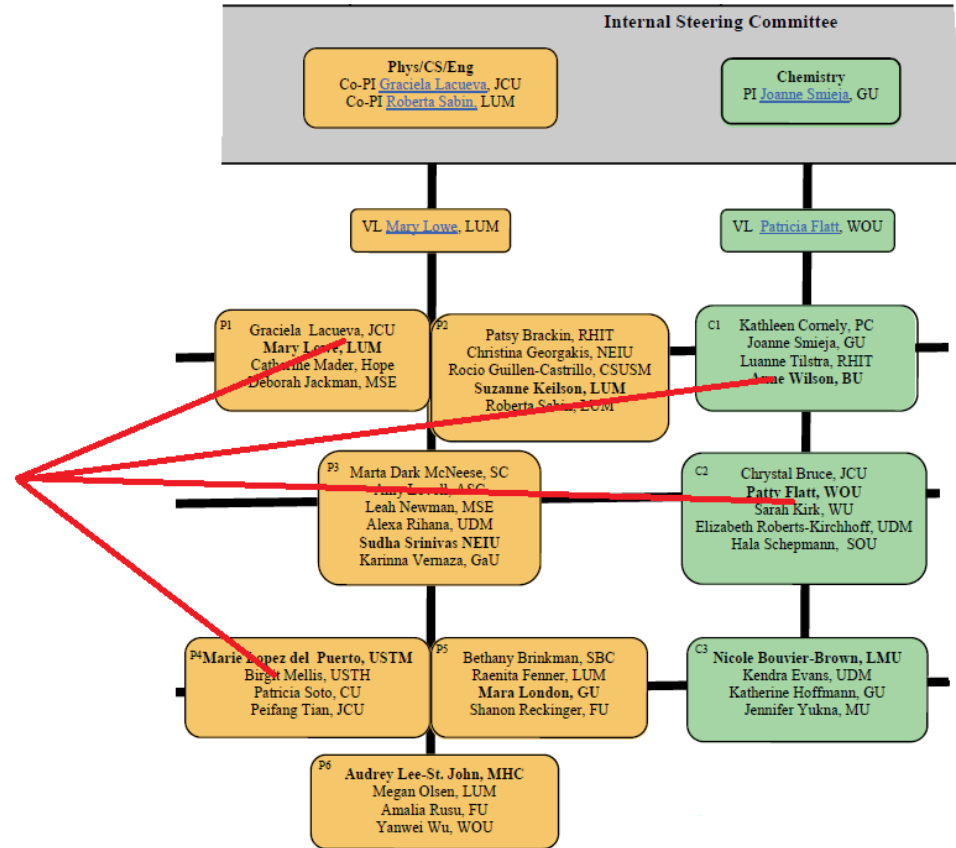
- Support



Opportunities

- Collaboration
PH and CH working
on a paper together

Internal steering
Committee HR
project



What have we learned?

- Find common ground
- Meet frequently
- Face to face matters (but keep it cheap: combine meetings)
- Identify your needs and goals
- Trust!