Horizontal Mentoring Alliances to Enhance the Academic Careers of Senior Women Chemists at Liberal Arts Institutions

Kerry K. Karukstis, Harvey Mudd College, Claremont, CA, Bridget Gourley, DePauw University, Greencastle, IN, Miriam Rossi, Vassar College, Poughkeepsie, NY, and Laura L. Wright, Furman University, Greenville, SC.

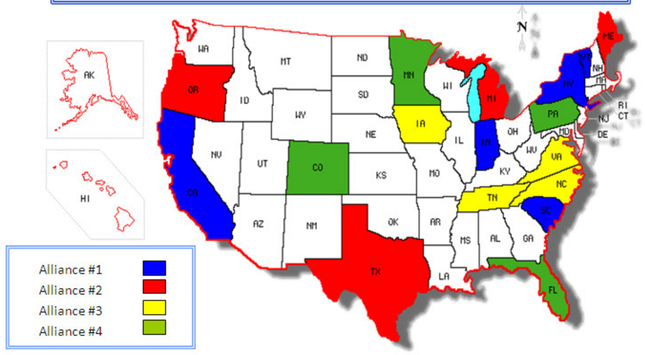
Goals of Project:

- *Facilitate the advancement of senior women chemistry and physics faculty members at liberal arts institutions to the highest ranks of academic leadership*
- *Enhance the leadership skills, visibility, and professional recognition of participating faculty members*
- *Identify and create resources that address career development issues for senior women at liberal arts institutions and disseminate best practices on horizontal mentoring strategies for academic women*

Activities:

- *Establish networks with other senior women faculty members in technical disciplines at liberal arts institutions*
  - *Three alliances focus on full professors in chemistry, the fourth involves full professors in physics.*

Geographical Distribution of Alliance Members



Alliance #1	Chemistry	Alliance #3	Chemistry
Sunhee Choi	Middlebury College	Ruth Beeston	Davidson College
Bridget Gourley	DePauw University	Jill Granger	Sweet Briar College
Kerry Karukstis	Harvey Mudd College	Darlene Loprete	Rhodes College
Miriam Rossi	Vassar College	Leslie Lyons	Grinnell College
Laura Wright	Furman University	Carol Ann Miderski	Catawba College
Alliance #2	**Chemistry**	**Alliance #4**	**Physics**
Janis Lochner	Lewis and Clark College	Cindy Blaha	Carleton College
Julie Millard	Colby College	Amy Bug	Swarthmore College
Nancy Mills	Trinity University	Anne Cox	Eckerd College
Joanne Stewart	Hope College	Linda Fritz	Franklin and Marshall College
Melissa Strait	Alma College	Barbara Whitten	Colorado College

- *Participate in career development discussions and workshops aimed to enhance their leadership, visibility, and recognition on campus and in the academic community*

Activities, continued:

- *Develop mentoring paradigms that can be used on their own campuses with their students, junior female faculty colleagues, and senior female faculty colleagues, as well as on other campuses*

- *Contribute to the national knowledge base on mentoring paradigms*
  - *Surveys of alliance members about the nature of prior mentoring and of climate issues at their home institutions.*

- *Periodic gatherings of alliance members at various locations across the country allow alliance members to participate in discussions, workshops, and activities focused on career and leadership development*

2007
- Alliance #1 – Harvey Mudd College – Claremont, CA – January 12-14, 2007
- Alliance #1 – Chicago – March 22-24, 2007
- Alliance #2 – Chicago – March 24-25, 2007
- Alliances #1 & #2 – Chicago – March 24, 2007
- Alliance #2 – Lewis & Clark College – Portland, OR – June 23-25, 2007
- Alliance #2 – Trinity University – San Antonio,TX – October 19-21, 2007

2008
- Alliance #3 – Davidson College - Davidson, NC – January 4-6, 2008
- Alliance #1 – Dallas, TX – February 29 – March 2, 2008
- Alliances #1, 2, & 3 – New Orleans, LA – April 5, 2008
- Alliance #4 – St. Louis, MO – April 12-13, 2008
- Alliance #2 – Chicago – June 20-22, 2008
- Alliance #4 – Buena Vista, CO – June 24-26, 2008
- Alliance #1 – Chicago – October19-20, 2008

- *Major topics discussed at alliance meetings:*
  - *Balancing professional and personal demands,*
  - *Professional presence*
  - *Time management.*
- *Regularly scheduled conference calls focused on specific topics*

- *use of online collaboration tools promote electronic communication within each alliance and to network the alliances thus augmenting the peer-support structure with a larger cohort of senior women scientists.*

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Initial Findings of the Women in Science Survey

- *75% of women participants had not participated in any formal mentoring program*
- *95% of participants indicated a need for this as a new untenured faculty member*
- *74% indicated this need when serving as department chair*
- *Participants have experienced a decreasing gender balance throughout their careers.*

	Representation of Women Faculty in STEM Fields, Primarily Undergraduate Institutions, Tenured and Tenure Track									
	Full			Associate			Assistant			Overall % Women Science Faculty
	Total # Fac	# Women	% Women	Total # Fac	# Women	% Women	Total # Fac	# Women	% Women	
Average	19.2	4.5	23.6	12.8	4.7	36.6	11.5	4.8	43.3	33.0
Range	42-6	12 -1	56 - 6	26 - 8	10 - 1	73 -14	18 - 3	12 - 1	80 - 10	43 -15

- *Negative climate issues focused on availability of time, the objectivity and consistency of evaluation, and the lack of a reward structure for mentoring and service.*

The peer alliance with individuals at different institutions becomes an even more valuable tool as women face a myriad of challenges as they assume higher-level leadership roles.

Examples Of New Honors, Awards, And Leadership Opportunities

- *Sunhee Choi (Alliance #1) was named the John G. McCullough Professor of Chemistry.*
- *Miriam Rossi (Alliance #1) was named the Mary Landon Sague Professor of Chemistry.*
- *Bridget Gourley (Alliance #1) was appointed chair of her department , was elected secretary of the Council on Undergraduate Research (CUR) and was appointed as a DePauw University Distinguished Professor for 2007-2009.*
- *Laura Wright(Alliance #1) was elected Chair-Elect of the Western Carolinas Section of the American Chemical Society.*
- *Melissa Strait (Alliance #2) was interviewed on Comcast Newsmakers in Lansing regarding Alma College and the Carter Partnership Award. The interview aired on local Comcast Cable broadcasts of CNN Headline News throughout the week of Sept. 1, 2008.*
- *Kerry Karukstis (Alliance #1) served as President of the Council on Undergraduate Research, 2007, and is now serving her third year on the Executive Board of the organization as Immediate Past President.*

Resources Available On-Line:

www.hmc.edu/nsfadvance

Databases, Bibliographies, Virtual Mentoring Network, Professional Development Materials