

# **Equitable Solutions for Retaining a Robust STEM Workforce**

Beyond Best Practices

DONNA JOYCE DEAN  
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# Equitable Solutions For Retaining A Robust Stem Workforce Beyond Best Practices

**AN Whitehead**



## **Equitable Solutions For Retaining A Robust Stem Workforce Beyond Best Practices:**

*Equitable Solutions for Retaining a Robust STEM Workforce* Donna J. Dean, Janet B. Koster, 2014-02-07 This book offers strategies and proven recommendations to accommodate work life satisfaction for those in the STEM fields Using real life case studies this book discusses universal issues such as dual careers and strategic decision making childcare dependent care in professional contexts promoting family friendly policies as well as mentoring and networking

*Equitable Solutions for Retaining a Robust Stem Workforce* Donna Joyce Dean, 2014 Equitable Solutions for Retaining a Robust STEM Workforce offers strategies and proven recommendations to accommodate work life satisfaction for those in the STEM fields Using real life case studies this book discusses universal issues such as dual careers and strategic decision making childcare dependent care in professional contexts promoting family friendly policies as well as mentoring and networking Equitable Solutions for Retaining a Robust STEM Workforce provides data and tools to drive successful programs relaying proactive solutions that

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*Equitable Solutions for Retaining a Robust STEM Workforce* Donna J. Dean, Janet B. Koster, 2013-12-17 Equitable Solutions for Retaining a Robust STEM Workforce offers strategies and proven recommendations to accommodate work life satisfaction for those in the STEM fields Using real life case studies this book discusses universal issues such as dual careers and strategic decision making childcare dependent care in professional contexts promoting family friendly policies as well as mentoring and networking Equitable Solutions for Retaining a Robust STEM Workforce provides data and tools to drive successful programs relaying proactive solutions that STEM employers academic institutions policy makers and individuals can utilize Distills and leverages best practices and internationally transportable policies to support and accommodate STEM work life satisfaction Serves as an action plan to help STEM employers policy makers and academic institutions identify and create systemic change Includes case studies and practical tools sections to highlight effective integration strategies Addresses a variety of work life challenges including supporting

travel for dual career couples making strategic choices around work life issues and overcoming implicit bias

**Building Gender Equity in the Academy** Sandra Laursen, Ann E. Austin, 2020-11-24 An evidence based action oriented response to the persistent everyday inequity of academic workplaces Despite decades of effort by federal science funders to increase the numbers of women holding advanced degrees and faculty jobs in science and engineering they are persistently underrepresented in academic STEM disciplines especially in positions of seniority leadership and prestige Women filled 47% of all US jobs in 2015 but held only 24% of STEM jobs Barriers to women are built into academic workplaces biased selection and promotion systems inadequate structures to support those with family and personal responsibilities and old boy networks that can exclude even very successful women from advancing into top leadership roles But this situation can and must change In Building Gender Equity in the Academy Sandra Laursen and Ann E Austin offer a concrete data driven approach to creating institutions that foster gender equity Focusing on STEM fields where gender equity is most lacking Laursen and Austin begin by outlining the need for a systemic approach to gender equity Looking at the successful work being done by specific colleges and universities around the country they analyze twelve strategies these institutions have used to create more inclusive working environments including implementing inclusive recruitment and hiring practices addressing biased evaluation methods establishing equitable tenure and promotion processes strengthening accountability structures particularly among senior leadership improving unwelcoming department climates and cultures supporting dual career couples offering flexible work arrangements that accommodate personal lives promoting faculty professional development and advancement Laursen and Austin also discuss how to bring these strategies together to create systemic change initiatives appropriate for specific institutional contexts Drawing on three illustrative case studies at Case Western Reserve University the University of Texas at El Paso and the University of Wisconsin Madison they explain how real institutions can strategically combine several equity driven approaches thereby leveraging their individual strengths to make change efforts comprehensive Grounded in scholarship but written for busy institutional leaders Building Gender Equity in the Academy is a handbook of actionable strategies for faculty and administrators working to improve the inclusion and visibility of women and others who are marginalized in the sciences and in academe more broadly

**Gender Economics: Breakthroughs in Research and Practice** Management Association, Information Resources, 2018-12-07 Gender Economics challenges current economic theory targeting the way gender is often used for economic gain or increased market share Experts realize that company growth can no longer be achieved by taking a conventional approach but few follow through with introducing new frameworks that change the way diversity is treated Gender Economics Breakthroughs in Research and Practice features current research that combines the concepts of gender theory sociology and economics observing how diversity influences numerous dimensions of business and consumerism Covering topics including gender empowerment and also bias economic equality industrial creativity leadership and the impact of social connectedness on life satisfaction this publication is an ideal

reference source for legislators and policymakers economic developers corporate practitioners educational faculties academicians researchers and graduate level students of all disciplines Success Strategies From Women in STEM Peggy A. Pritchard, Christine Grant, 2015-06-11 Success Strategies from Women in Stem A Portable Mentor Second Edition is a comprehensive and accessible manual containing career advice mentoring support and professional development strategies for female scientists in the STEM fields This updated text contains new and essential chapters on leadership and negotiation important coverage of career management networking social media communication skills and more The work is accompanied by a companion website that contains annotated links a list of print and electronic resources self directed learning objects frequently asked questions and more With an increased focus on international relevance this comprehensive text contains shared stories and vignettes that will help women pursuing or involved in STEM careers develop the necessary professional and personal skills to overcome obstacles to advancement Preserves the style and tone of the first edition by bringing together mentors trainees and early career professionals in a series of conversations about important topics related to careers in STEM fields such as leadership time stress negotiation networking social media and more Identifies strategies that can improve career success along with stories that elucidate engage and inspire Companion website provides authoritative information from successful women engaged in STEM careers including annotated links to key organizations associations granting agencies teaching support materials and more **Successful STEM Mentoring Initiatives for**

**Underrepresented Students** Becky Wai-Ling Packard, 2023-07-03 Successful STEM Mentoring Initiatives for Underrepresented College Students is a step by step research based guide for higher education faculty and administrators who are charged with designing mentoring programs to recruit and retain students from underrepresented groups Written by an acknowledged expert in the field of STEM mentoring the book constitutes a virtual consultant that enables readers to diagnose the issues they face identify priorities and implement appropriate practices to achieve their goals The book describes the real and perceived barriers that underrepresented students to include women students of color transfer students and first generation college students encounter when considering enrollment or participating in science courses considers the issues they face at the various transitions in their education from entering college to declaring a major and moving on to a profession and sets out the range of mentoring options available to program designers By posing key questions and using three running case illustrations of common dilemmas the book walks readers through the process of matching the best design options with the particular needs and resources of their own department or campus Intentionally brief and to the point the book is nonetheless a comprehensive guide to the full range mentoring models and best practices that also covers issues of institutional and departmental climate and teaching methods and offers insider insights to help designers avoid pitfalls as they create effective sustainable mentoring initiatives This guide will assist administrators working on new initiatives to broaden access and improve persistence and graduation in their programs as well as apply for research

grants by clarifying objectives and identifying the effective evidence based practices to achieve them It also provides common conversation starters for departments to identify obstacles to enrollment and broaden participation

**How to Get Tenure** Michael S. Harris, 2018-06-22 Helping assistant professors and pre tenure faculty balance competing obligations in teaching research and service this comprehensive book explores the challenging path toward tenure Drawing from research literature on faculty development pedagogy and psychology How to Get Tenure covers topics such as productivity research agendas publication service and preparing a dossier Whether read from beginning to end or used as a reference this book provides clear concrete and accessible advice on the most effective and efficient strategies for navigating the inherent ambiguity of the tenure process tackling the challenges and complexity of the tenure track and building a strong case for tenure

**Pathways, Potholes, and the Persistence of Women in Science** Enobong Hannah Branch, 2016-05-16 Training for and pursuing a career in science can be treacherous for women many more begin than ultimately complete at every stage Characterizing this as a pipeline problem however leads to a focus on individual women instead of structural conditions The goal of the book is to offer an alternative model that better articulates the ideas of agency constraint and variability along the path to scientific careers for women The chapters in this volume apply the metaphor of the road to a variety of fields and moments that are characterized as exits pathways and potholes The scholars featured in this volume engaged purposefully in translation of sociological scholarship on gender work and organizations They focus on the themes that emerge from their scholarship that add to or build on our existing knowledge of scientific work while identifying tools as well as challenges to diversifying science This book contains a multitude of insights about navigating the road while training for and building a career in science Collectively the chapters exemplify the utility of this approach provide useful tools and suggest areas of exploration for those aiming to broaden the participation of women and minorities Although this book focuses on gendered constraints we are attentive to fact that gender intersects with other identities such as race ethnicity and nativity both of which influence participation in science Several chapters in the volume speak clearly to the experience of underrepresented minorities in science and others consider the circumstances and integration of non U S born scientists referred to in this volume as international scientists Disaggregating gender deepens our understanding and illustrates how identity shapes the contours of the scientific road

Bulletin of the Atomic Scientists , 1966-06 The Bulletin of the Atomic Scientists is the premier public resource on scientific and technological developments that impact global security Founded by Manhattan Project Scientists the Bulletin s iconic Doomsday Clock stimulates solutions for a safer world

*Working Mother* , 2000-10 The magazine that helps career moms balance their personal and professional lives

**Working Mother** , 2000-10 The magazine that helps career moms balance their personal and professional lives

*Promising Practices for Strengthening the Regional STEM Workforce Development Ecosystem* National Academies of Sciences, Engineering, and Medicine, Policy and Global Affairs, Board on Higher Education and Workforce, Committee on Improving Higher Education's

Responsiveness to STEM Workforce Needs: Identifying Analytical Tools and Regional Best Practices,2016-03-12 U S strength in science technology engineering and mathematics STEM disciplines has formed the basis of innovations technologies and industries that have spurred the nation s economic growth throughout the last 150 years Universities are essential to the creation and transfer of new knowledge that drives innovation This knowledge moves out of the university and into broader society in several ways through highly skilled graduates i e human capital academic publications and the creation of new products industries and companies via the commercialization of scientific breakthroughs Despite this our understanding of how universities receive interpret and respond to industry signaling demands for STEM trained workers is far from complete Promising Practices for Strengthening the Regional STEM Workforce Development Ecosystem reviews the extent to which universities and employers in five metropolitan communities Phoenix Arizona Cleveland Ohio Montgomery Alabama Los Angeles California and Fargo North Dakota collaborate successfully to align curricula labs and other undergraduate educational experiences with current and prospective regional STEM workforce needs This report focuses on how to create the kind of university industry collaboration that promotes higher quality college and university course offerings lab activities applied learning experiences work based learning programs and other activities that enable students to acquire knowledge skills and attributes they need to be successful in the STEM workforce The recommendations and findings presented will be most relevant to educators policy makers and industry leaders

**Diversity in STEM** Benjamin Blocker II,2025-09-04

Diversity in STEM Analyzing Inequities and Improving Opportunities in Education and the Workplace offers a survey of diversity in the broad field of Science Technology Engineering and Mathematics STEM and provides potential solutions to improve outcomes in education industry and society Offering a U S based point of view but with globally applicable concepts around race gender culture politics and socioeconomics the book identifies where issues around diversity in STEM exist how they were created and how these issues are being addressed in STEM education and the STEM workforce Features Identifies conditions and causes of inequities from a societal perspective Offers guidelines and solutions to identify and address cultural gaps in STEM Covers STEM initiatives implemented at the K 12 college and vocational levels and how they are beginning to alter the STEM landscape Illustrates the benefits of fostering and maintaining a diverse equitable and inclusive workforce Explores best practices used by companies and organizations to recruit support and develop diverse talent and strategies to continually evolve Guides and empowers STEM professionals to seek out organizations whose values are aligned with their own Providing an analytical and constructively practical viewpoint the authors offer readers across the sciences engineering and medicine as well as policymakers the opportunity to consider why diversity and equity in STEM matter and how to apply best practices that support inclusivity to ensure successful outcomes for individuals organizations and society

**Diversity in Stem** Benjamin Blocker,2025 Diversity in STEM Analyzing Inequities and Improving Opportunities in Education and the Workplace offers a survey of diversity in the broad field of STEM and provides potential solutions to

improve outcomes in education industry and society Offering a US based point of view but with globally applicable concepts around race gender culture politics and socioeconomics the book identifies where issues around diversity in STEM exist how they were created and how these issues are being addressed in STEM education and the STEM workforce Identifies conditions and causes of inequities from a societal perspective Offers guidelines and solutions to identify and address cultural gaps in STEM Covers STEM initiatives implemented at the K 12 college and vocational levels and how they are beginning to alter the STEM landscape Illustrates the benefits of fostering and maintaining a diverse equitable and inclusive workforce Explores best practices used by companies and organizations to recruit support and develop diverse talent and strategies to continually evolve Guides and empowers STEM professionals to seek out organizations whose values are aligned with their own Providing an analytical and constructively practical viewpoint the authors offer readers across the sciences engineering and medicine as well as policymakers the opportunity to consider why diversity and equity in STEM matter and how to apply best practices that support inclusivity to ensure successful outcomes for individuals organizations and society

Preparing a STEM Workforce through Career-Technical Education Dimitra Jackson Smith,Soko Starobin,2017-06-19 This volume examines STEM education preparation and career exploration and the role of career and technical education CTE in preparing individuals for the STEM workforce Highlighting avenues for success and exemplary practices the volume covers topics such as 1 Incorporating experiential learning activities for students in CTE STEM programs 2 Providing avenues and effective strategies for closing the skills gap for students in CTE STEM through funding and evaluation and assessment activities 3 Highlighting the experiences of women in CTE STEM related programs and 4 Implications for policy and practice This is the 178th volume of this Jossey Bass quarterly report series Essential to the professional libraries of presidents vice presidents deans and other leaders in today s open door institutions New Directions for Community Colleges provides expert guidance in meeting the challenges of their distinctive and expanding educational mission Developing a National STEM Workforce Strategy National Academies of Sciences, Engineering, and Medicine,Policy and Global Affairs,Board on Higher Education and Workforce,Planning Committee for the National Summit on Developing a STEM Workforce Strategy,2016-04-07 The future competitiveness of the United States in an increasingly interconnected global economy depends on the nation fostering a workforce with strong capabilities and skills in science technology engineering and mathematics STEM STEM knowledge and skills enable both individual opportunity and national competitiveness and the nation needs to develop ways of ensuring access to high quality education and training experiences for all students at all levels and for all workers at all career stages The National Science Foundation NSF holds a primary responsibility for overseeing the federal government s efforts to foster the creation of a STEM capable workforce As part of its efforts in this endeavor NSF s Directorate on Education and Human Resources asked the National Academies of Sciences Engineering and Medicine to convene a workshop that would contribute to NSF s preparation of a theoretical and evidence based STEM



Workforce Development R D Core Framework Participants discussed research themes identified gaps and emerging research opportunities and recommended refinements in the goals of the framework This report summarizes the presentations and discussions from the workshop

**Transforming Undergraduate STEM Education** National Academies of Sciences, Engineering, and Medicine, Division of Behavioral and Social Sciences and Education, Board on Science Education, Committee on Equitable and Effective Teaching in Undergraduate STEM Education: A Framework for Institutions, Educators, and Disciplines, 2025-10-22

Society will not fully benefit from development and use of future discoveries and innovations if we do not provide full access and opportunity to engage in effective STEM education and we may lack the information tools and resources needed to address future challenges facing our planet Commonly used methods of teaching undergraduate STEM education benefit only a relatively small percentage of learners leading many to choose not to enroll in STEM courses or pursue STEM careers This trend severely limits participation in the STEM careers that play a critical role in our nation's prosperity High quality instruction learning and engagement in STEM should be a key priority for colleges and universities across the United States Transforming Undergraduate STEM Education Supporting Equitable and Effective Teaching calls on leaders of institutions and academic units instructors and other stakeholders to leverage their important roles to improve the landscape of undergraduate STEM education so that all students can thrive As one step toward addressing inequities and transforming undergraduate STEM education this report presents a set of Principles for Equitable and Effective Teaching These Principles provide guidance for instruction that draw on decades of research on teaching learning and equity Transforming Undergraduate STEM Education provides guidance for improving teaching and related changes to the institutional context that are needed to support instructors and enable student centered undergraduate STEM education

## Reviewing **Equitable Solutions For Retaining A Robust Stem Workforce Beyond Best Practices**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Equitable Solutions For Retaining A Robust Stem Workforce Beyond Best Practices**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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