WHY is Mentoring for Women in STEM Necessary?

1. While the number of women in science fields is growing, “women in science still routinely receive less research support than their colleagues who are men, and they have not reached the top academic ranks in numbers anything like their growing presence would suggest” (Dean, 2006).

2. In research or academic positions, “Mentoring is crucial for STEM women because without it they might not be privy to the good old boys’ club or behind the scenes conversations that are crucial to fitting in the department and to getting tenure” (CIMR, 2010).

3. Women may be victims of subtle sexism (Bird, 1993).

4. The challenge of navigating a demanding career in science with marriage and family (Dean, 2006).

5. Women have less access than men to informal academic networks (CIMR, 2010).

6. High-achieving students face a loss of self-esteem when early grades in science are low (CIMR, 2010).

7. The institutional environment may be confusing (CIMR, 2010).