

COACH: Women as Leaders in the Scientific Enterprise



COACH

- Based at the University of Oregon, Geri Richmond
- COACH is open for membership to both men and women in science and engineering.
- Domestic programs are sponsored by the
 - National Science Foundation*
 - National Institutes of Health*
 - Department of Energy*
- International sponsoring partners
 - National Science Foundation*
 - U.S. Department of State*
 - L'Oreal Corporation*
 - U.S.-India S&T Forum*
 - USAID*

COACh

Since 2007

1997
Chemistry



Chemistry
Engineering
Physics
Computer Sciences
Earth Sciences
Mathematics
Materials Science
Health/Infectious Diseases
COACh International



COACh Programs

- **Career Workshops**

For women faculty, postdocs, grad students, undergraduates

Over **10,000** women scientists and engineers have

Held at more than 120 professional meetings including:

ACS, APS, MSE, SIAM, AGU, AIChE, NOBCCChE, SACNAS

- **Leadership and Management Workshops**

For department chairs, deans, research center directors

Delivered at over **70** US universities



Does the workplace create different potentials for individuals to be innovative and do their best science?

- Educate leaders
- Develop and implement strategies
- Work to eliminate biases
- Survey pre/post opinions of chairs
- Follow-up on longer-term impact



The workshop changed the views of the chairs on the barriers that slow women and URM faculty

% who rated item as moderate to very important

	Pre	Post
URM faculty have fewer opportunities to be mentored by top chemists	35	68
URM faculty have difficulty competing for the best graduate students	21	58
Women do less self-promoting and marketing of themselves	37	87
Subtle biases against women accumulate over the years	37	80

What we've learned:

Many Chairs need education and training in

- Identifying the departmental changes needed to assure a professional workplace environment that is respectful, inclusive and conducive to high individual productivity.
- Identifying the practices and policies that place undue hardships on underrepresented groups in the department.
- Leading the department to make the identified changes.
- Developing and implementing policies that make these changes sustainable.