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.-India S&T Forum
  U.S. Department of State
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COACH

Since 2007

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

1997
Chemistry
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, NOBCChE, 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

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

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