



MENTORING EAST ASIAN WOMEN SCIENTISTS AND ENGINEERS

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Chinese word for mentoring?

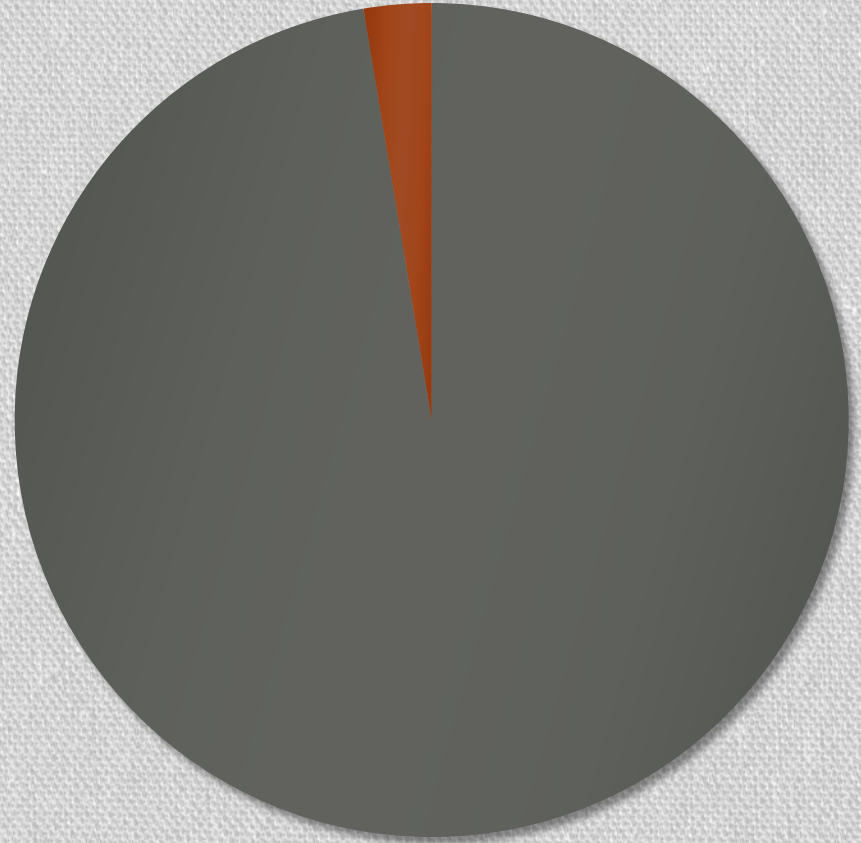


Chinese word for mentoring?

There is none

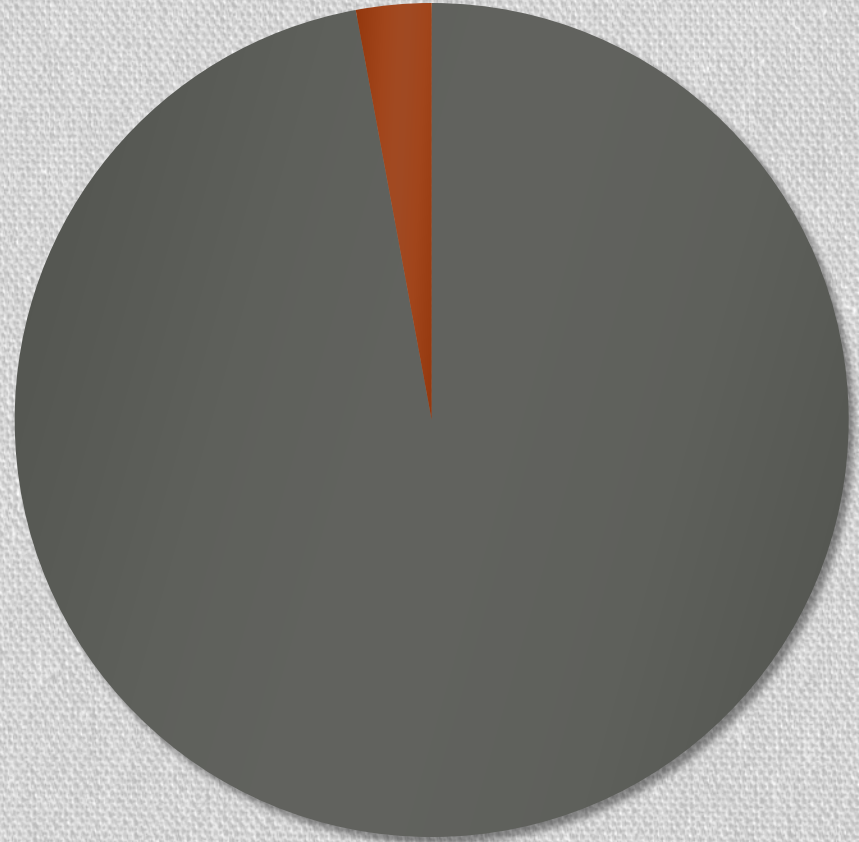
OSU CFAES

- 229 faculty
- 2% east Asian women



Agricultural Engineering

- 35 departments
- 719 tenured (track)
- 3% East Asian women

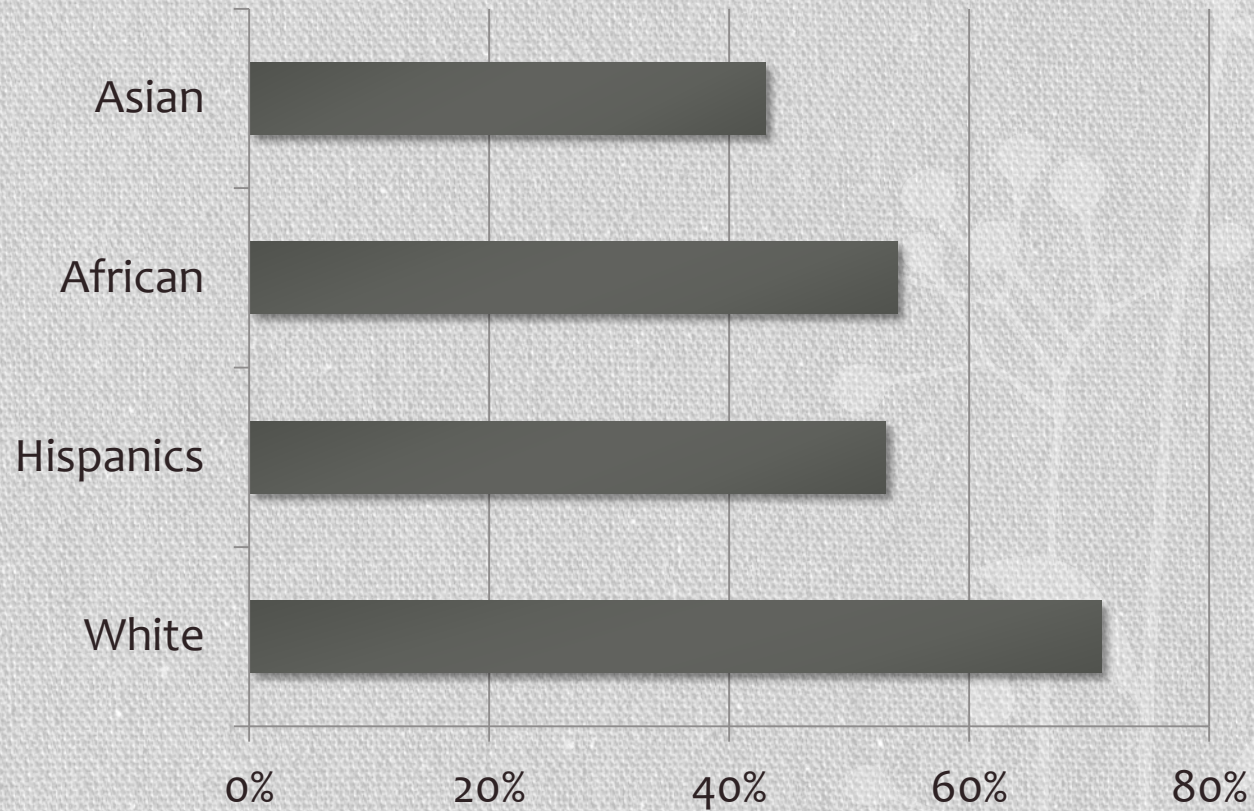


Mentoring Challenges

- Cross-gender
- Cross-race



Minority mentoring



Sands et al. (1991) and Goto (1999)

Objective

- East Asian women scientists & engineers
 - framework for successful mentoring



Oral Histories

- 2 hours
 - 6 women
- Colleges
 - Agriculture
 - Engineering
 - Public health
 - Arts & Science



Mentoring?

- Programs developed for women
- Programs developed for minorities



Mentoring?

- Important
 - Success at work?
 - Work/life balance?



Mentoring?

- Do mentoring styles matter?



Mentoring?

- Mentor selection
 - Appointed?
 - Self-selected?



Mentoring?

- Mentors
 - Women?
 - Asian?



Transition to Minority Status

- In Asia – encouraged to study science & engineering



Transition to Minority Status

- In Asia – encouraged to study science & engineering
- In US – often only women and only Asian



No mentoring in Asia

- No strong mentoring relationships



No mentoring in Asia

- No strong mentoring relationships
 - Independent
 - Figure things out
 - Advice from friends



At OSU

- Did not seek mentors



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At OSU

- Did not seek mentors
- Department chairs
 - Told to have mentors
 - Assisted in assigning



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Women mentors

- Role modeling
- Psychosocial mentoring



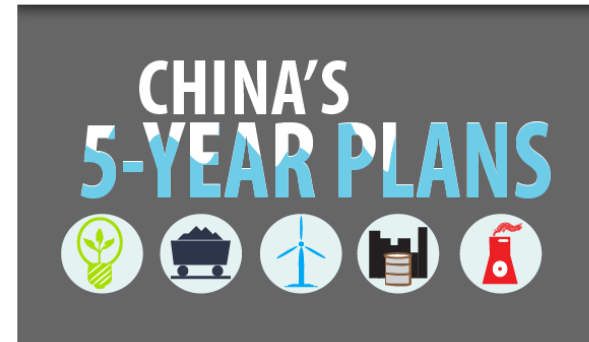
Women mentors

- 5 out of 6
- 3 found them outside of department



Goal setting

- Long-term goals
- Personal missions



Goal setting

- Long-term goals
- Personal missions
- Not restricted to career



Asian mentors?

- Some did/some didn't
- Not a shared felt need



Recommendations

① Assign mentors



Recommendations

- ① Assign mentors
- ② At least 1 women



Recommendations

- ③ Include work/life balance



Recommendations

- ③ Include work/life balance
- ④ Strategic planning and goal setting



Recommendations for OSU

- Good start – assigned mentors
- Women mentors are available



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Recommendations for OSU

- Need mentor training
 - Psychosocial
 - Strategic planning

