Against All Odds: Career Paths of PPFP Latina Scholars

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Social Science Mission

To conduct empirical, qualitative research that …

- 1) identifies the personal and institutional factors influencing the career paths of Latina STEM scholars in academia.

- 2) informs the UC Davis ADVANCE program initiatives.

- 3) contributes to the literature explaining the under-representation of Latinas in STEM.
Study Cohorts

1. The President's Postdoctoral Fellowship Program (PPFP), 1988-present:
   - Total sample size of 537
   - 58 of the 537 fellows are Latina
   - 23 of the 58 Latina fellows are in STEM (10 interviewed)
   - 35 of the 58 Latina fellows are non-STEM (9 SBS interviews)

2. CAMPOS Faculty Scholars 2014-2015
   - Sample size of 6 (all interviewed)

3. Latina STEM scholars nationwide, in and outside academia
Methodology

• In-depth, semi-structured interviews

• “Grounded theory” approach to qualitative analysis

• Narrative representation of themes and patterns

• Connections and additions to existing literatures
Interview Themes

- Early childhood experiences (home, school, neighborhood)
- Mentoring
- Structural and programmatic supports
- Role of family in pathway
- Work-life balance
- Conflicts/challenges
- Resilience
- Positionality
childhood • role of family • school
Mentorship Across the Lifespan

Family • school • college • grad school • PPFP • employment
Programmatic Supports

E.g., MARC, MBRS, Bridge Programs, UC-TAP, UC-TAG, Ford Foundation, PPFP

- Generally they work and are effective
- They are especially crucial for the most disadvantaged
- They often work in conjunction with mentoring
- They are not a panacea
The University of California President's Postdoctoral Fellowship Program was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. The current program offers postdoctoral research fellowships, professional development and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at UC.

Resources for:
- Applicants
- Fellows
- Faculty
- Universities

Ford Foundation Fellowship Program
Fellowships Office

Society of Hispanic Professional Engineers
Changing Lives... Empowering Communities... Impacting the World...

ADVANCE UC DAVIS

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