



Against All Odds: Career Paths of PPFP Latina Scholars

Adela de la Torre, Co-PI

Professor of Chicana/o Studies

Director, Center for Transnational Health

Vice-Chancellor, Student Affairs

Yvette Flores, Professor of Chicana/o Studies

Laura Grindstaff, Professor of Sociology

Marylou de Leon Siantz, Professor of Nursing. Director, CAMPOS



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



work/life balance • challenges • resilience



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, PFPF

- 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

Advancing excellence through faculty diversity

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...



SACNAS

40 Years of Advancing Hispanics/Chicanos
& Native Americans in Science

JOIN THE
CONVERSATION



Get Connected with SACNAS!

Connect to SACNAS year-round with social media!