

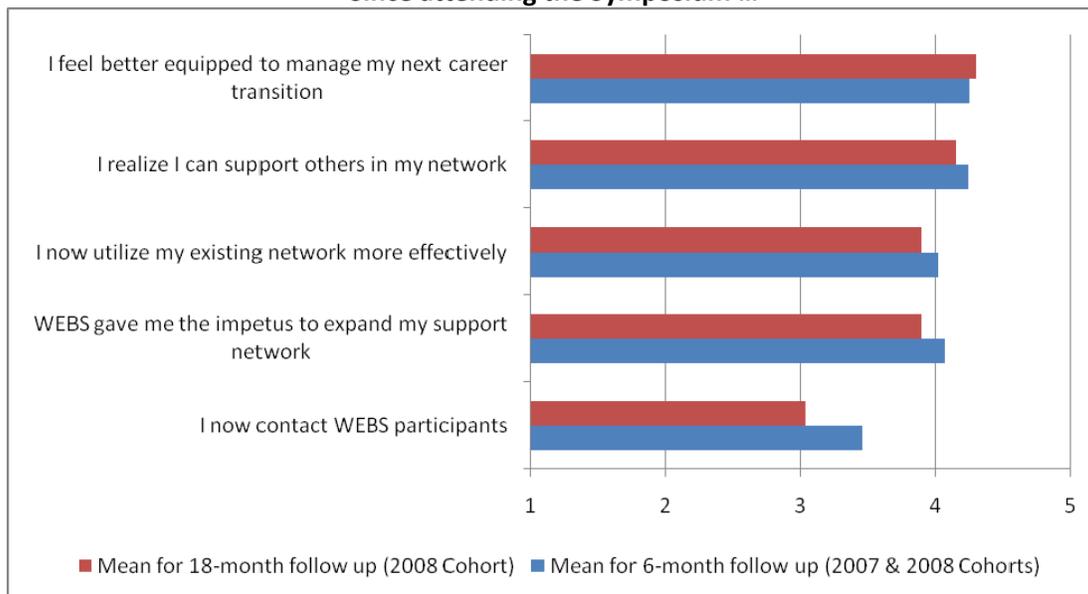
Summary of 6-month and 18-month Follow-up Surveys

After conducting a longitudinal analysis of the WEBS participants' (2007 and 2008) responses to pre- and post-symposia surveys, the data suggest significant improvement in the following areas:

- participant understanding of the requirements for becoming tenured and securing full professorships,
- participation in certain elements of networking, and
- feelings of preparedness in a large variety of targeted skill areas.

Out of 56 WEBS participants, 46 (82%) completed the six-month follow-up surveys. Out of thirty 2007 WEBS participants, 28 completed the six-month follow-up survey and the eighteen-month follow-up survey.

Since attending the Symposium ...



Highlights from 6-Month Follow up Survey Results

- ✱ Of the 5 participants who are no longer in the same job position since participating in WEBS, 3 indicated that WEBS had something to do with the change
- ✱ 41% of respondents reported a change in their mentoring relationship since WEBS.
- ✱ 59% of respondents have identified resources to address career challenges.

Highlights from 18-Month Follow up Survey Results (2007 Cohort)

- ✱ Of the 15 participants who are no longer in the same job position since applying to WEBS, 6 indicated that WEBS had something to do with the change
- ✱ 50% of respondents reported a change in their mentoring relationship since WEBS.
- ✱ 54% of respondents have identified resources to address career challenges.

Comments from 6-month follow-up survey

- ✱ WEBS was empowering. There are other people out there who understand my situation and feelings - so I am not crazy or weak - just struggling at times like other people. I feel like I can reach out now if I need to. I also got a new mentor at WEBS. She is awesome and we are planning work together. WEBS was an amazing positive experience for me.
- ✱ I have more confidence and can articulate my professional and personal concerns to my peers and advisors with more ease.
- ✱ A lot [of my practices have changed since attending WEBS]! Especially time management (I am writing almost every day now), developing connections and collaborations with colleagues, peer mentoring (another WEBS participant and I check in weekly on our work goals), seeking out more senior mentors, managing demands on my time (especially saying no) and my general confidence level.

- ✳ I have become more direct in asking for things I need (salary issues, equipment, time).
 - ✳ There is probably no way to say this that does not sound a little cliched and over the top, but I was truly just incredibly inspired by the other people at this symposium, both the participants themselves and the mentors. Although I greatly valued the practical tools and suggestions we learned about, more than anything else I walked away re-energized and re-connected with a passion for science and with a sense of renewed possibility about my ability to find a fulfilling career and make a real contribution as a scientist. I felt like the whole experience was a wonderful antidote to the cynicism that can quickly develop when you are struggling as a junior scientist, and particularly a woman, in what can be a very frustrating system.
 - ✳ It was a great experience. I think it gave me so many critical career skills that will positively impact my life.
 - ✳ I am more satisfied with my career now than I was before I attended WEBS.
 - ✳ WEBS made me much more aware of the mini-mentoring I have in my life (rather than a single, designated mentor), and provided me with the impetus to gather together a group for peer mentoring.
 - ✳ WEBS helped me figure out where I was not getting mentorship, but needed it. This enabled me to find the appropriate people at my institution and in my research area to contact. Perhaps more importantly, I think that WEBS helped me become a better mentor.
 - ✳ I prioritize tasks better, assert my leadership abilities with more confidence, and have learned to say 'no' to projects for which I do not have the time.
 - ✳ I have a better understanding of what questions to ask (my department head, the dean...), where to go for information, how people get to where they are in their career, how to be a better mentor and teacher. I wish I could emphasize what a strong program you guys run. I took a lot of tools away that I use daily and that I have encouraged my students to adopt.
 - ✳ I feel way more confident, and am excited to take some risks, to be more fully "me" in my profession, and to spend less energy being who-I-think-I-should-be (which in my case, means staying narrow). This has resulted in me being less afraid to contact others (scientists, etc.), to ask for what I want (and believe that I deserve it), to apologize much less often (and be aware that many women do this too often!), to encourage others to do the same, and to be more open to and excited about career paths that might allow me to use my natural strengths most effectively - instead of using my energy to try to fit myself into something that (while still interesting and worthy) doesn't quite fit who I am.
- It was a very time efficient way to gather information and tips on how to succeed in academia, what pitfalls to avoid, etc.

Comments from 18-month follow-up survey

- ✳ I had my mentor before attending WEBS, but i never utilized our relationship as well as after WEBS. Now I am asking not only for career advice, but also for time saving tips, hobbies and I spend time discussing life in academia from all perspectives without feeling guilt!
- ✳ ... my relationship with my mentor developed directly out of WEBS (she was there as a senior participant/instructor). I had never really thought about mentorship before WEBS, in terms of what to expect from it and how to approach it in the most effective way.... I have joined the University's Women Faculty Forum recently. ... I would not have joined without WEBS.
- ✳ I can not pinpoint one particular improvement for one specific challenge but I strongly feel that WEBS increased my professional skills broadly, heightened my awareness of the intricacies of academia, and fundamentally boosted by confidence and courage to advance in my field.
- ✳ Actually, that attitude of taking the initiative, asking for help, and actively looking for interactions with colleagues really came through for me at the meeting, and has made a difference for me over the last few years.
- ✳ I have developed a clearer sense of what my career objectives are.
- ✳ WEBS gave me the incentive to take on leadership roles, and to think about issues of women in science.
- ✳ I realized there are a lot more females who are dealing with the same sorts of issues and concerns - inherent in choosing to work in a male-dominated arena. It gave me more confidence to keep plodding ahead, despite obstacles.
- ✳ I'm more effective and happier at my job.
- ✳ Perhaps most importantly, I feel more confident in taking on my new role as an assistant professor. It is a daunting task to take on such responsibility and the academic pressure to succeed is high. The experiences shared by the faculty mentors at WEBS have given me the confidence to go for it and give it my best. I have confidence in my skills and know where to go / who to go to when my skills for a particular task are insufficient. It was also important for me to talk to faculty members who had kids. I had few role models in that position and it was important for me to see that it can be done.
- ✳ ... for me personally, the last session on tenure was the most meaningful because it addressed the fundamental insecurity that I have about life in academia. I could try as hard as I can to be a good scholar, colleague etc. but it doesn't guarantee that I'll get tenure so it really does help to remind myself that 'i have tenure in life'. I don't want to look back on 6 years of my life and say that all I did was work, that I didn't live as happily as I could have and that getting/not getting tenure was not worth it. In other words, I want to live my life right now. For some reason, this perspective has helped with my research as well because I enjoy it a lot more now. Perhaps knowing that it may not last makes me happier in the present moment.