



Leadership and Diversity of Professionals Working in Healthcare

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Background/Objectives

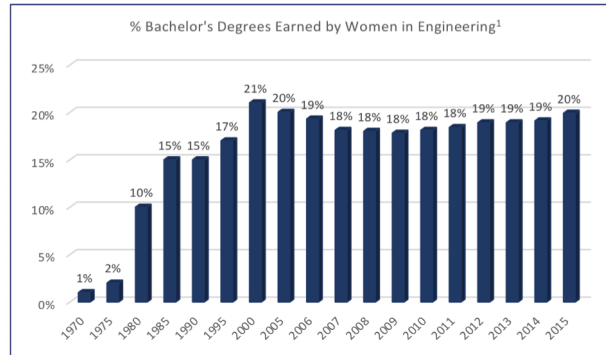
- Women make up more than 20% of engineering school graduates
- Only 11% of practicing engineers are women
- Why do women leave engineering fields to go into healthcare and other industries?
- Do they face the same workplace challenges in healthcare?

Research Methodology

- Contact Healthcare facilities for survey participants
- Prepare survey questions based on previous research performed
- Create a focus group with local women engineering and science professors
- Submit survey to the University of Dayton Institutional Review Board
- Conduct survey through Google Forms
- Send survey out to qualifying participants
- Compare results to the results found in previous research
- Compare results of those who never entered engineering field to those who have

Stemming the Tide³

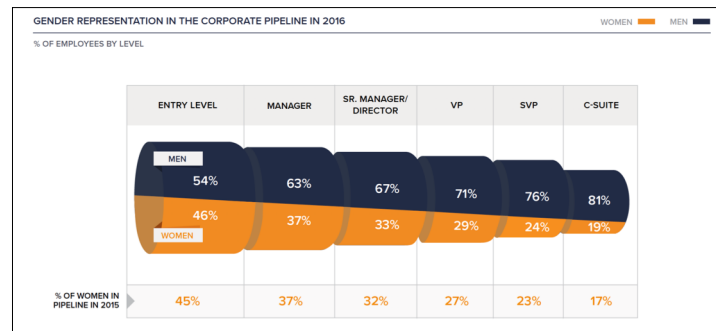
- 5,562 women with a bachelor's degree in engineering
- 10% women obtained a degree but never worked as an engineer
- 29% women previously worked as engineers but have left the field
- 60% women are currently working in engineering



Percentage of Bachelor Degrees in Engineering Earned by Women by Graduation Year¹

Women in the Workplace²

- Surveyed 39 companies, 34,000 employees
- Participating industries:
 - Technology – 21
 - Banking/Insurance/Finance -19
 - Logistics/Manufacturing/Infrastructure – 17
 - Asset Management/Investors – 14
 - Healthcare and Pharmaceuticals -13
 - Consumer Packaged Goods – 10
 - Energy and Basic Materials – 9
 - Media, Entertainment, and Telecom – 8
 - Retailers and Restaurants -7



Gender Representation by Level²

Current Research Study Survey

What barriers do you frequently face in the workplace?

- Gender bias
- Lack of support
- Isolation
- Retaliation
- Networking
- Harassment/discrimination
- Self doubt
- Work/life balance

I have received feedback that I was too aggressive or intimidating in the workplace.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

I have a clear understanding of my objectives, responsibilities and work goals.

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

Which metrics would you like to see your company track (if not already tracked)? Choose your top 3.

- Gender representation by level of authority
- Gender representation by candidates for hire
- Gender representation by candidates for promotion
- Attrition by gender
- Salary gap by gender
- Bonus gap by gender
- Assignment of high visibility projects by gender
- None

Future Work/Research

- Develop techniques to minimize or avoid certain barriers that women face in engineering
- How can we improve the workplace to keep women engineers in engineering?
- Improve environment
- Create structure
- Improve Attitude

References

1. Literature – "Solving the Equality The Variables for Women's Success in Engineering and Computing AAUW", 2015.
2. Literature – "Women in the Workplace", 2016
3. Literature - "Stemming the tide: predicting women engineers' intention to leave"