• Georgia Tech believes women and minorities represent a critical, untapped resource in the development of science and technology leaders for the future.
  o Women make up half of U.S. workforce, but less than one-quarter of the college-educated science and technology workforce.
  o By 2010, women will outnumber men as the holders of college degrees, from associate to Ph.D. in most fields, but physical sciences and engineering are the exception. E.g., 60% of those graduating with degrees at all levels in social sciences and psychology are women, compared to 20% of those earning degrees in engineering at all levels.

• A pattern that begins before college:
  o High school girls take AP classes in science and math in about the same numbers as boys and do equally well, but less than one-fourth of the high school students who expect to major in computer science are girls, and less than one tenth of the high school students who expect to major in engineering are girls.

• A cultural disconnect between women and engineering:
  o Women study medicine despite the math and science and traditional domination by men, because they can see the social value and relevance. They see the opportunity to make a difference in the lives of others.
  o That characteristic less clear for engineering. E.g., although a very high percentage of the general public sees environmental sustainability as important to our well-being, only 5% think engineering has a contribution to make.
  o As our world becomes increasingly technological, critical that we change this perception.

• Importance of ADVANCE
  o Too few of women who do earn advanced degrees in science and technology pursue academic careers. Women earn 45% of Ph.D. degrees in biology, but only 30% of the assistant professors in biology are women. Women earn 21% of Ph.D.s in computer science, but only 11% of assistant professors in computer science are women.
  o When few women are visible among senior faculty, those pursuing graduate studies suspect the climate might not be too friendly.
  o ADVANCE not only helps women move their academic careers forward, but also draws attention to policies and attitudes that make the university campus a friendlier place to work.
  o Georgia Tech is giving concerted attention to family-friendly policies, and we are making progress.

• This annual conference is important part of that progress:
  o Helps women faculty advance their own careers
o Reminds us as an institution that we need to continue doing our part.

o Thank you all for coming and bringing stories, ideas, advice. Together we will create opportunities that encourage women to engage with science and engineering.