

STEM UP

NET WORK

Advancing Women in STEM

Powered By Harrisburg University

2023 Impact Report

STEM-UP Network's Goals and Objectives

STEM-UP Network, Powered by Harrisburg University of Science and Technology, is a thriving network of over 1,000 women and allies across the United States and beyond. With the primary goal of workforce development and advancing gender equality in STEM, STEM-UP focuses on creating a sustainable professional climate that promotes women's recruitment, retention, and advancement in academia and industry in STEM fields.

Goals and Objectives:

Increase Representation:

STEM-UP actively works to address the underrepresentation of women in STEM fields increasing the support of women that have started their academic/training in a STEM-related field. By fostering a supportive environment and providing resources, STEM-UP seeks to retain more women in college or trade schools to complete their studies and enter the STEM industry.

Retention and Advancement:

The initiative recognizes the importance of retaining women in STEM careers and enabling their professional growth. STEM-UP strives to provide support systems, mentorship opportunities, and career guidance to early-career women professionals in STEM occupations; equipping them with the necessary strategies and relationships to persist, thrive, and advance in their chosen careers.

Collaboration and Networking:

STEM-UP recognizes the significance of networks and collaborations in career progression. The Network initiative seeks to bridge the gender gap in accessing professional networks by providing women in STEM fields equal opportunities to connect, collaborate, and build relationships with industry professionals, mentors, allies, and sponsors.

Awareness and Advocacy:

STEM-UP aims to raise awareness about the importance of gender equality in the STEM workforce. The Network works to identify initiatives that seek to dismantle systemic barriers and biases that hinder women's progress in STEM by advocating for policy changes and promoting inclusive practices. STEM-UP also works towards workforce development by dispelling stereotypes and promoting positive role models to encourage more women to pursue and maintain STEM careers.

Long-Term Sustainability:

STEM-UP's goal is to create a sustainable professional climate that fosters gender equality in STEM beyond its initial collaborative projects. By developing partnerships with organizations, universities, and institutions across the United States and beyond, the Network aims to expand its reach and continue empowering women in STEM for years to come.

STEM-UP's vision of gender equality in STEM is driven by a comprehensive approach that addresses the recruitment, retention, and advancement of women professionals in STEM fields. By working directly with women in STEM, fostering collaboration, providing support systems, advocating for policy changes, and raising awareness, STEM-UP strives to create a diverse and inclusive STEM workforce. Through its continued efforts, STEM-UP aims to bridge the gender gap and enable women to thrive and excel in their chosen careers, ultimately benefiting individuals, the economy and society as a whole.

Letter from STEM-UP Network's Executive Director

Greetings!

We are excited to share our latest report with you, showcasing the key impacts of our efforts and the incredible progress made by our participants in the past three years. STEM-UP was born from a collaborative spirit and generous support from the National Science Foundation, uniting Shippensburg University, Elizabethtown College, Harrisburg University of Science and Technology (HU), and the Innovation Transfer Network. Our mission was clear—to create a supportive community and develop programs that empower and advance women in STEM across Central Pennsylvania.

With dedication and perseverance, we delved into the real challenges faced by women professionals in STEM. Armed with researched insights, we designed signature programs and events to tackle these challenges head-on. The momentum we generated inspired us to continue our mission voluntarily, and eventually, we became a social enterprise powered by HU.

Today, we are a multi-disciplinary vibrant and growing community of around 1,000 women in STEM, along with supportive allies. We take immense pride in having graduated over 100 women from our leadership and professional development programs. Our Women in STEM Leadership Summit has brought together hundreds of passionate participants, and our mentoring program has positively impacted over 300 women. Not to mention, we've forged connections with esteemed universities and colleges, organizations, and businesses across the United States and beyond.

In recognition of our remarkable impact, HU's leadership has taken a pivotal step by dedicating a full-time Executive Director to STEM-UP. This strategic move allows us to focus on developing partnerships and securing sponsorships to expand our reach and influence. We're actively seeking mutually beneficial partnerships at the community level while strengthening our workforce development programs to support women students in STEM across all levels of higher education, early-career faculty, and early-career alumnae. Our vision includes expanding our presence to key locations across the US within the next two years, all while securing funding and sponsorships to sustain our team and continued growth.

We hope this report proves valuable to you, and we warmly invite you to join us on our journey toward workforce development and gender equality in STEM. Your participation can help us create a substantial and lasting impact on the landscape of STEM for women professionals. Thank you for your time and interest in our mission. Together, we can make a difference that will resonate for generations to come. Let's embrace this exciting future in STEM together!

Best Regards,



Bilita "Bili" Mattes, D.Ed.
Executive Director
bmattes@harrisburgu.edu
(717) 901-5134



Impact Results Based on Program Participants of the Last 3 Years



96%

STEM-UP Network helped me feel more enthusiastic about my work.

98%

STEM-UP Network helped me feel more connected to other professionals in my field.

95%

STEM-UP Network enhanced my skills and relationships to navigate my STEM career more effectively.

58%

I continue to participate in new STEM-UP Network programming.

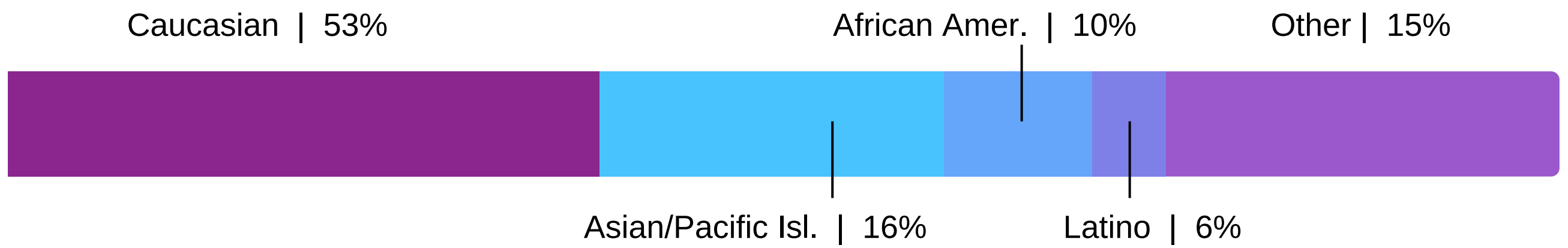
95%

I established at least one new professional contact during my STEM-UP Network experience.

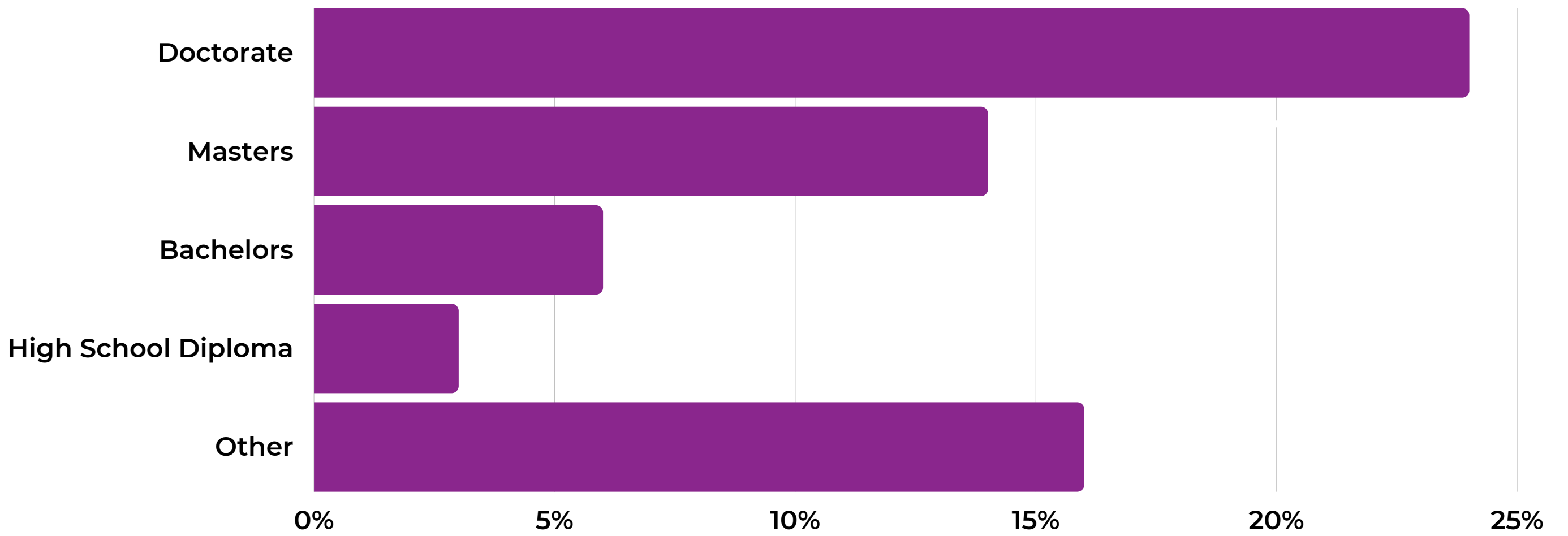
97%

I learned new skills that I can directly apply to my job or my studies.

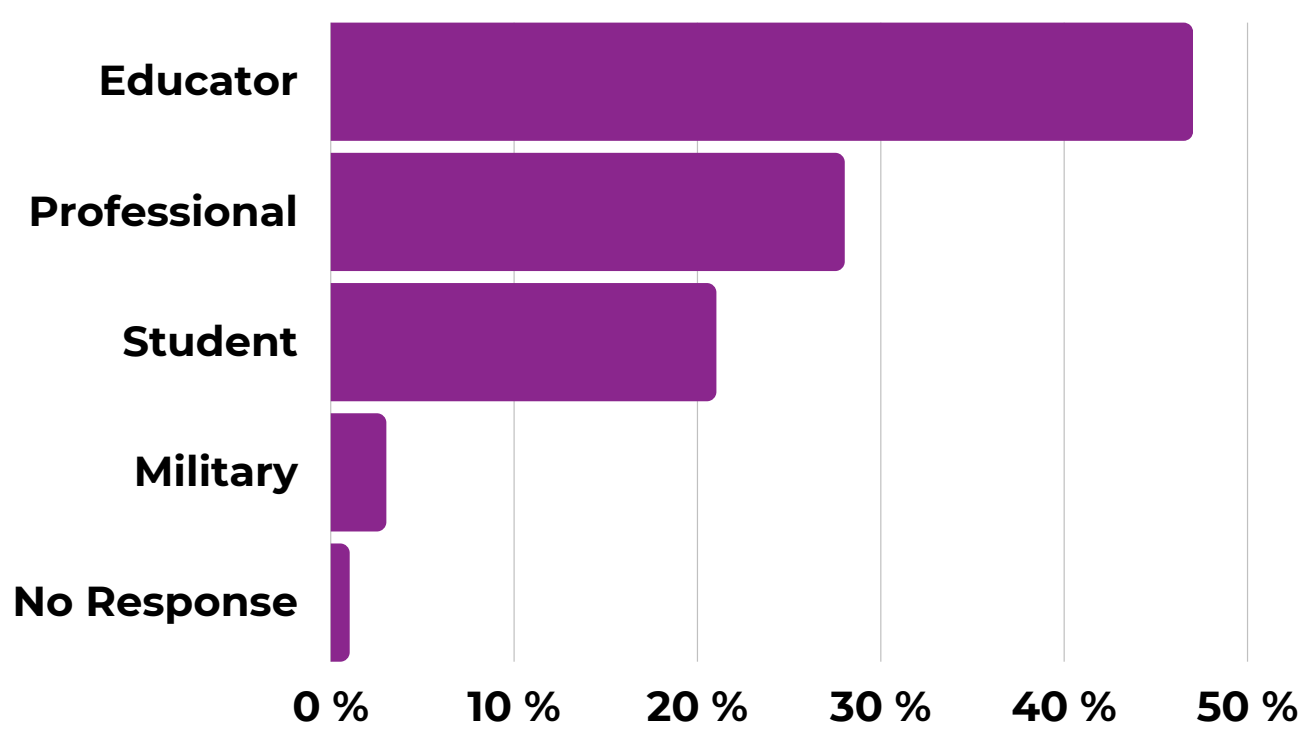
Reported Ethnicity



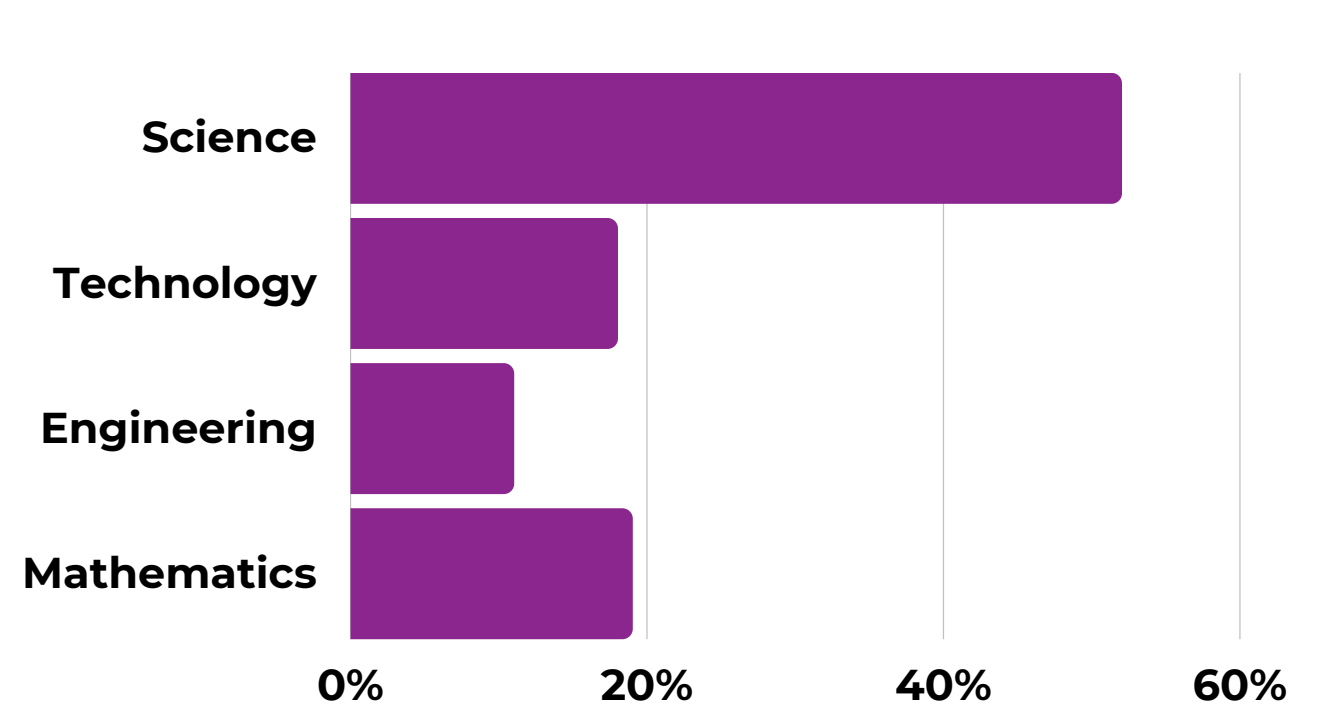
Highest Degree



Profession



Industry



What STEM-UP Women are saying..

"I participated in the leadership development program 2019-2020 and received support and guidance on working in the industry as well as applying to graduate school. This program was a great way to connect and share with other women in STEM and there were some fun workshops covering various topics. I was also a part of the Mentor/Mentee program 2021-2022. My mentor helped me refine and focus on my STEM goals and supported me throughout my graduate school applications. She pushed me to not give in to imposter syndrome and reassured me that I'm not alone in those struggles. My mentor was inspiring, insightful, and uplifting! I hope someday I can be that impactful for someone else."

"The best benefit for me personally was connecting with three other women who are STEM educators and who I have continued to meet with socially since the STEM-UP experience. We meet 2-3 times per year for brunch to catch up with each other and share our successes and challenges. It's been very rewarding."

"STEM-UP assisted my confidence in advocating for myself, especially as a younger professional in the workforce. Navigating workplace dynamics and getting taken advantage of can lead to burnout and loss of females in the workforce, the STEM-UP Network provides a space where I can query and share experiences to seek feedback as to the best way to manage situations and determine the most appropriate course of action without fear of retribution."

"STEM-UP network actually helped me to understand there are other women who share the common issues/problems/feelings etc. and this made me happy as I am not the only one."



"I participated as one of a group of colleagues from my university. The connections I made within this small group are the most valuable thing I gained from the experience."

"This program has not only connected me to other professionals in similar fields but has also provided perspectives from other professionals in areas where I could improve. I found it incredibly valuable in learning new methods to negotiate and manage my time. The environment is welcoming and allows you to comfortably and openly discuss your thoughts on various topics."

"I just recently finished the Leadership Program and also went to the Leadership Summit this year. Both events were motivating and provided me with skills such as navigating competing priorities and understanding different personality types."



"This is an exceptional STEM-UP Network!! It connects me to other STEM-related activities, networking events as well as statewide senior leaders in this field. As a direct result of my involvement with this platform, I have expanded my network and continue to build new relationships across industries. I also learned a lot of new skills, added new tools in my "STEM toolbox" that I use daily at work, and sharpened several of my existing tools. I acquired these new skillsets and tools from several of the presenters at various STEM-UP events offered. Bili and Nicole are amazingly innovative and dynamic leaders."

The Voices of Leadership Summit 2023

Speakers and Moderators



La-Kita Gilmore
AT&T



Ashley Lloyd
PSECU



**Mary Angela Baker,
M.A.**
Firm Fortitude



Dr. Christina Sax
Maryland University of
Integrative Health



Mjr. Christine Pierce
Maryland University of
Integrative Health



Stacy Pagán
UPMC



Anita McAllister
Members 1st Federal
Credit Union



Amy Castleberry, CFA
Ziegler



Beth Christian
Commonwealth of
Pennsylvania



**Dr. Oralia
Dominic**
Highmark



Krista Beljan
Dame Leadership



**Moriah
Hathaway**
Commonwealth
of Pennsylvania



Lesli Kunkle
Wolfgang Confectioners



Anupa Upadhyay
Accenture



**Dr. Akeisha
Belgrave**
Harrisburg University of
Science & Technology



**Jennifer Knox, PE,
M.B.A.**
Stambaugh Ness

Leadership Summit 2023

Continued ...



**Dr. Francia Doñe
Henry**
MION Consulting



Sheri Collins
McNees Wallace &
Nurrick LLC



Aaysha Noor
The GIANT Company

81%

**Have a tool in
their toolbox from
attending
workshops.**

98%

**Will likely attend
a future STEM-UP
Network event.**

89%

**The panelist
inspired and gave
good advice.**

**Wonderful panel
discussions and break-
out session topics. Kept
me engaged and where
to go with my future.**

-Summit Attendee

**The summit was a very
informative and
motivational event. I
appreciated the diversity
among the speakers.**

-Summit Attendee

STEM UP NETWORK

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**Connect, Share, and
Contact Us!**

stemupnetwork@harrisburgu.edu

717-901-5100 Extension 1781

www.stemupnetwork.org