

## MPWR-ing Women in RUME: Continuing Support

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*For the past four years, we have run the MPWR Seminar, a daylong mentoring and networking event for women in RUME. Each year, we have hosted 60 – 90 women at various career stages (graduate students, postdoctoral fellows, faculty and professionals outside of academic positions). The seminar takes place the day before the annual RUME conference, allowing most of the participants to continue engaging with each other throughout the subsequent three days during RUME. In this poster, we address the motivation for the seminar, the structure and topics from the 2017 seminar, modifications in the structure for sustainability purposes, and research related to the efficacy and transferability of MPWR. Our aim in sharing this poster is to disseminate our experiences and gather input from the community on what more could be done.*

**Key Words:** Mentoring, Women, Support

Women in STEM fields are disproportionately underrepresented at all stages of a career in academia (Hill, Corbett, & St. Rose, 2010). Mentoring can serve as a mechanism to draw in and keep women in these positions, but this too is lacking (Beede et al., 2011). Preston (2004) highlighted that mentoring is underutilized, and other researchers suggest that not all types of mentoring are as effective among women (Allen, Day, & Lentz, 2005; Caldwell, Casto & Salazar, 2005). In particular, they point to informal mentoring as most helpful for women, but it may be difficult for women and marginalized groups to seek out and form these informal relationships (Ragins & Cotton, 1999).

Female mathematicians with a research concentration in undergraduate mathematics (RUME) are doubly (and sometimes more) marginalized, firstly for being females in mathematics and secondly for being math education researchers in math departments. The degree of mentoring women historically received varied drastically, primarily due to varied personal or academic networks, creating inequitable access to much needed support for success in this field. The inequity especially stood out for women coming from universities with no other RUME researchers, or for women coming into RUME from mathematics or non-undergraduate mathematics education. As such, we recognized a need for support and mentorship for this subpopulation of the RUME community. We thus began the Mentoring and Partnerships for Women in RUME (MPWR) Seminar in 2014 to establish the first formal mentoring structure for women in RUME, and for RUME participants in general (though there have been recent efforts to change this for the broader RUME community). It is thus the intent of MPWR to establish mechanisms that provide support for all women at all career stages in their academic development.

In this poster, we address the motivation for the seminar, the structure and topics from the 2017 seminar, modifications in the structure for sustainability purposes, and research related to the efficacy and transferability of MPWR. Our aim in sharing this poster is to disseminate our experiences and gather input from the community on what more could be done.

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