



Gender Enrollment Gap in Aerospace Engineering

Problem-Solution Analysis for ERAU



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Background

- The STEM workforce has stereotypically been a male dominated field.
- Embry- Riddle reflects this in their demographics as only 29.3% of Daytona Beach students were women as of Fall of 2023. (Figure 1)

Demographic	Daytona Beach
Average Age	27
Female Students	29.3%
International Students	38.2%

Figure 1. Institutional Research (2022). *Student Demographics*. Embry-Riddle News [Student Demographics | Embry - Riddle Aeronautical University - Newsroom \(erau.edu\)](#)

Problem Statement

- The gender gap at ERAU will not repair itself without school sanctioned intervention. A career in STEM will continue to pose a barrier for women if no change is made.
- Societal gender roles suggests the idea that they are confined to a certain career path.

Objective

- To analyze current data and observe how to increase female engagement in engineering.
- Increase female applications to ERAU
- A solution will be proposed to Embry-Riddle's Undergraduate Admissions to mitigate the problem.

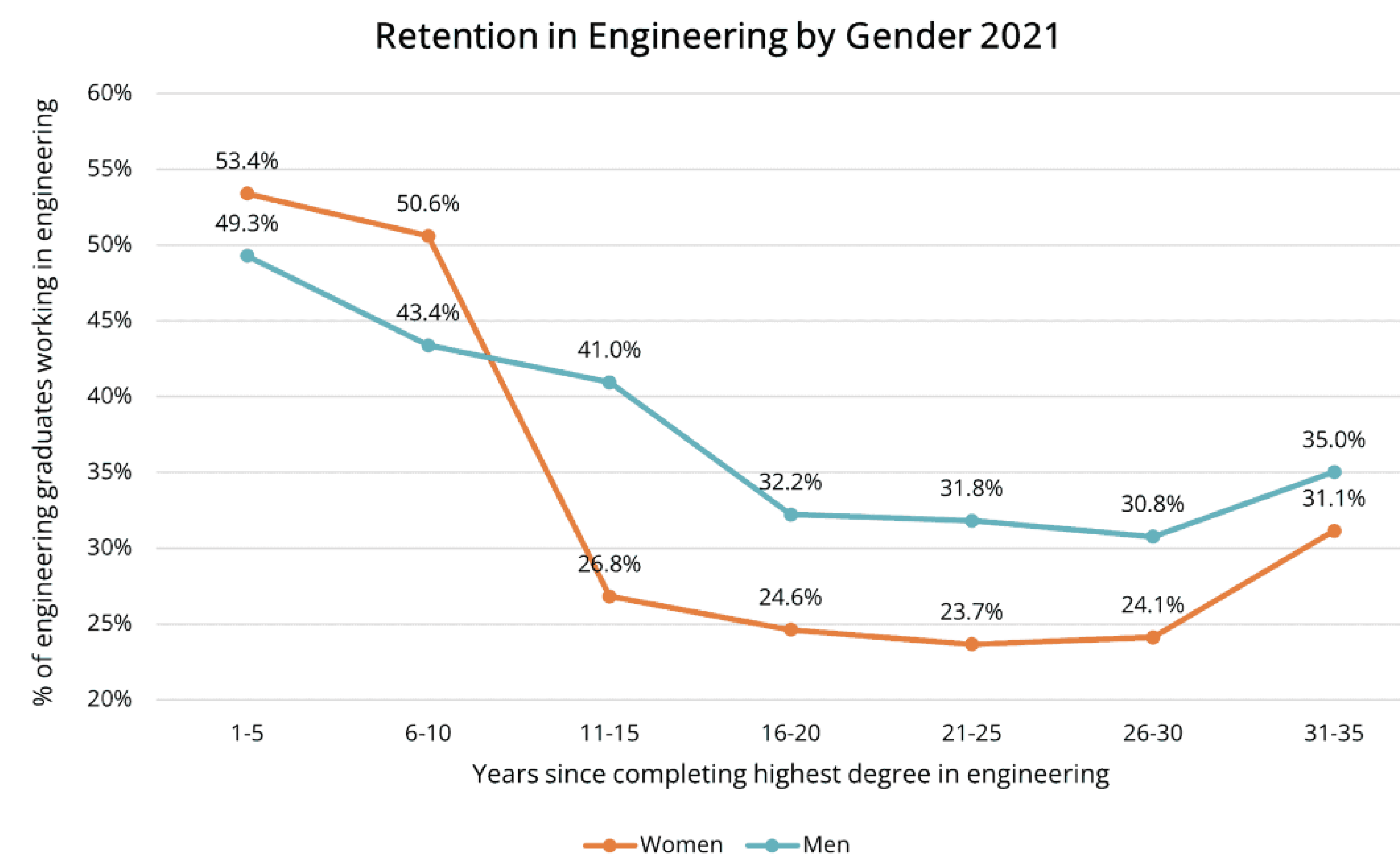


Figure 2. Corbet, C., & Hill, C. (2016). *Retention in Engineering by Gender*. Society of Women Engineers.

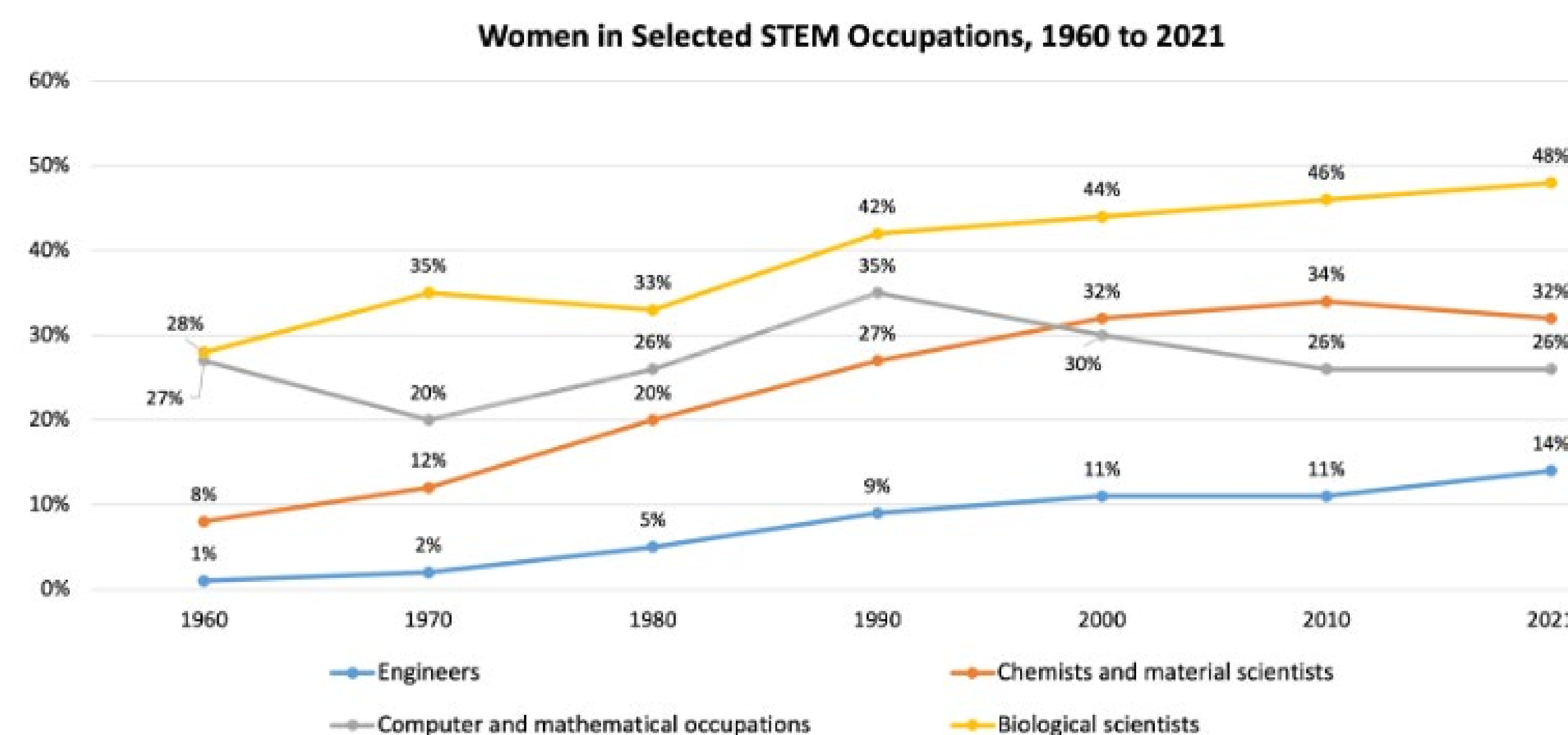


Figure 3. Corbet, C., & Hill, C. (2016). *Retention in Engineering by Gender*. Society of Women Engineers.

Results

Systemic Gender Stereotypes

- Women raised with gendered cultural ideologies are less likely to pursue a degree in STEM.
- Number of women in engineering has only increased by 13% in 60 years. (Figure 2)

Lack of Female Mentors

- Unable to view themselves in the field
- Women's issues go unnoticed, causing low retention. (Figure 3)

Recommendations

Outreach Groups

- Taught by strong female leaders breaking ideas of gender stereotypes.
- Young girls grow with the ERAU community and be more likely to enroll in the university.

Increase Hired Women

- A higher number of women in leadership positions makes women more likely to apply for the school and remain there.

Increase Awareness of Women's Issues

- Highlighting women's issues creates support between them, increasing female retention and applications.
- Be forthcoming in plans to increase female enrollment and how women can support each other.