



2021 Virtual HBCU-UP/CREST PI-PD Meeting



North Carolina
Agricultural and Technical
State University

Nascent Professional Identity
Development (PID) Processes in
Undergraduate Architecture,
Engineering, and Construction
(AEC) Women

ANDREA N. OFORI-BOADU, Ph.D.

Department of Built Environment
College of Science and Technology
North Carolina A & T State University

This project is supported by the National Science Foundation grant **NSF CAREER 1845979**
All findings and opinions are those of the authors, not necessarily of the funding agency or AAAS.

Project Overview

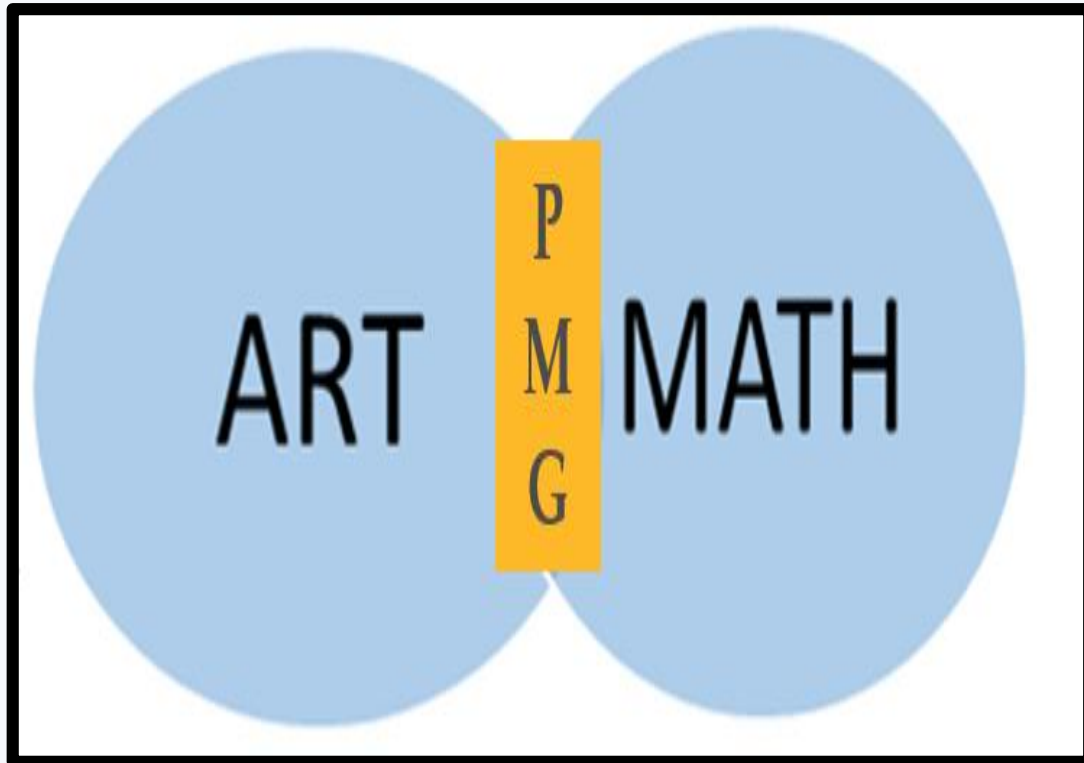


Fig. 1. Perfect Middle Ground (PMG)

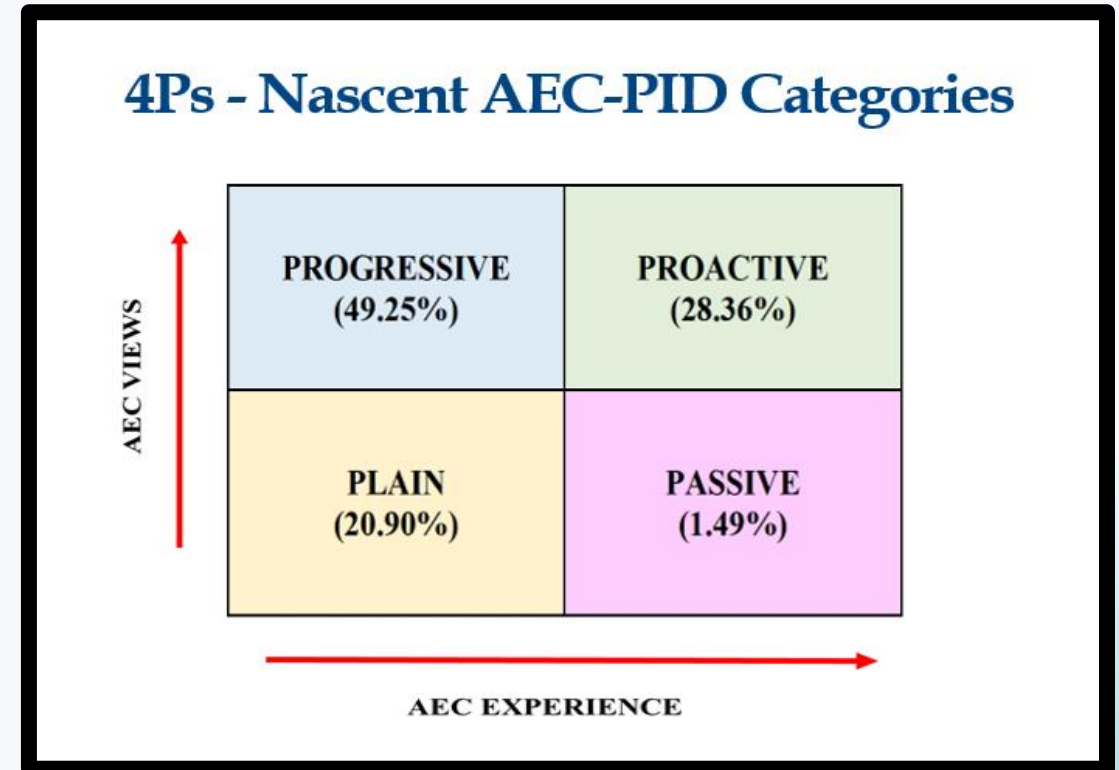


Fig. 2. Nascent AEC PID Categories (4Ps)

Implications

- Targeting
- Attraction
- Recruitment
- Preparation
- Retention
- Graduation
- Persistence



- Women Participation in AEC professions
- AEC workforce shortages
- Gender-friendly AEC products and services

Best Practices/Successes

- Project milestones were met or exceeded as a result of:
 - Effective quality management and communication strategies;
 - Recruitment and enrollment strategies using Qualtrics software;
 - Data analysis using the NVivo qualitative analysis software;
 - Aggressive dissemination efforts that resulted in one ASEE conference proceeding; three national presentations; and six local presentations;
 - Active mentoring of undergraduate students that resulted in 6 posters.
 - Findings have informed the implementation of the year-round AEC professional development program.

Identified Gap(s) for Future Collaboration or Enhancement

Enhancement

Develop more creative incentives for attracting research participants who are less likely to self-select.

Future Collaboration

Explore opportunities to collaborate with other disciplines in order to extend substantive theories to formal theories, where potential exists.