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The Most Common Misconceptions of Employers About Asian Females, Searching for a Position in Engineering Fields in the United States

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Abstract

Every year there are many international students that are enrolling into Science, Technology, Engineering, and Math (STEM) programs in the United States. Most of the international students are from countries like China, India, Japan, Brazil, Korea, Taiwan, Nigeria, and Kenya. Out of this mixture, there are a considerable number of Asian women enrolling into STEM programs. Only a few of them are sustaining in the program and proceeding further to work in the same field. After all this struggle, few of them can climb up the management ladder. This is because of various reasons like language, sustainability, discrimination (women and minorities), and professional contacts of the Asian women in the United States. The author presents a systematic approach to overcome this imbalance in the Science, Technology, Engineering, and Math (STEM) fields. This approach is easily adaptable and convenient to follow and involves innovative measures that are supposed to be taken by Asian women choosing the STEM field, and the upper management of the STEM related organizations to overcome this cliché..

Major Points

- **Different perspectives of employers about Asian women.**
- **Challenges faced by Asian women to sustain in the STEM field.**
- **Different expectations of Asian women and employers.**
- **Professional connections of Asian women in the United States.**

Figure 1: Percentage of doctoral scientist and engineers in universities who are tenured by race & gender (2008)

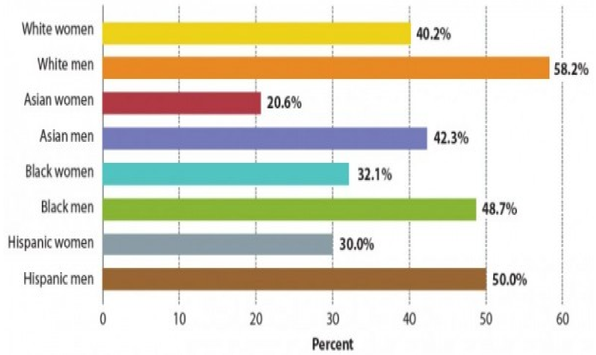


Figure 2: Percentage of doctoral scientists and engineers employed in universities and 4-year colleges who are full professors, by race and sex

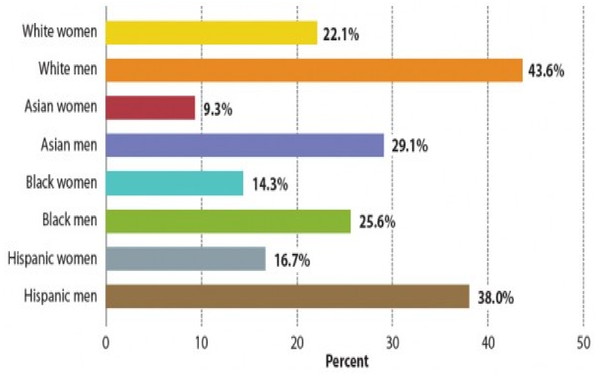


Figure 3: Percentage of scientists and engineers employed in government who are managers, by race/ethnicity and sex (2006)

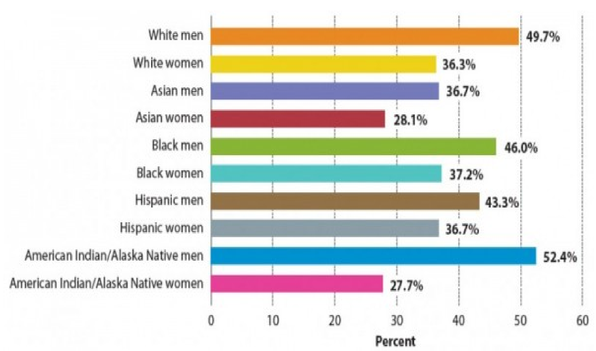


Figure 4: Percentage of scientists and engineers holding doctorate degrees employed in government who are managers, by race and sex

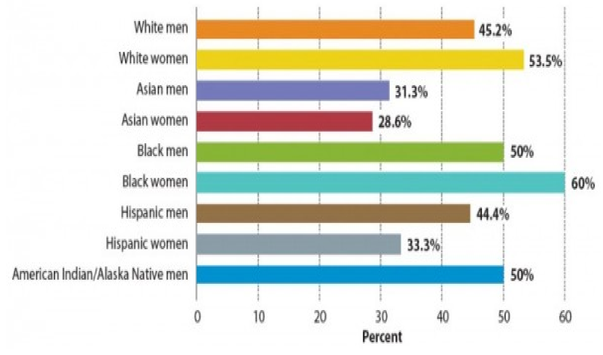


Figure 5: Percentage of scientists and engineers employed in business or industry who are S&E managers, by race/ethnicity and gender (2006)

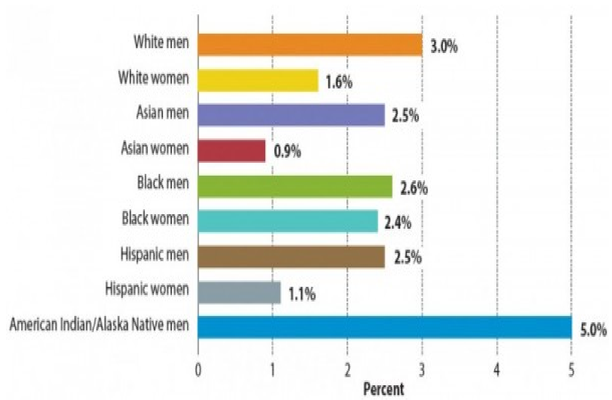
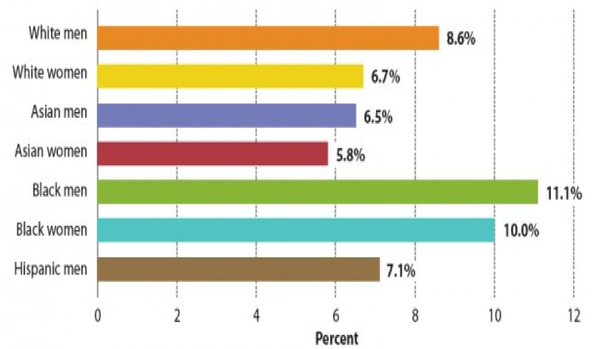


Figure 6: Percentage of scientists and engineers doctorate degree holders employed in business or industry who are S&E managers, by race and sex



Discussion

Asian women pursuing a degree in Science, Technology, Engineering, and Math (STEM) fields are frequently biased and misunderstood regarding their competence and expertise on the North American job market, specifically in the United States. Most employer misconceptions about Asian Engineering female professionals are focused on their English language skills and their ability to sustain the STEM field.

The present paper outlines the common issues during job search in the U.S. that are applicable to two categories of Asian Females: (a) already employed women, and (b) prospective graduates from American Universities actively searching for employment. This paper has potential for Human Resources personal in organizations to develop adaptable professional development programs that will help Asian females to sustain successfully in the industrial field

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