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*The Affects of Secure and Cultural*  
*Attachment on the Career Advancement of*  
*Women in STEM*  
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**RESEARCH QUESTIONS / PROBLEMS:**

- What is the correlation between secure attachment patterns and career advancement for women in STEM?
- Is there a difference career advancement of women in STEM with secure attachment based on selected demographic items.
- Is there a difference between career advancement and level of sociocultural adaptation based on selected demographic items.

**METHODS:**

The quantitative survey used cross-sectional data and demographic characteristics from online surveys to conduct a correlational analysis of the independent/dependent variables using linear regression.

**RESULTS / FINDINGS:**

- The only statistically significant relationship was between the preoccupied attachment pattern and salary at the non-management position level.
- There was a statistically significant relationship between gender and fearful attachment.
- There was a statistically significant relationship between sociocultural adaptation and ethnicity/race for first line level managers.

**SIGNIFICANCE / IMPLICATIONS:**

- The US will not have the capacity to strengthen and sustain America's global leadership if don't advance in STEM.
- The culture and policies of STEM organizations cannot change without women in leadership positions.

**Independent Variable (IV1)**  
Secure Attachment

**Independent Variable (IV2)**  
Cultural Attachment

**Moderating Variable**  
Selected Demographics

**Dependent Variable (DVI)**  
Career Advancement