

From Scarcity to Visibility

Gender Differences in the Careers of Doctoral Scientists and Engineers

Panel for the Study of Gender Differences in the Career
Outcomes of Science and Engineering Ph.D.s. (PCOMs)

“...to gain a better understanding of the ways in which
the careers of men and women in science and
engineering differ, the ways in which they are similar,
and the changes that have occurred since 1973.”

From Scarcity To Visibility Gender Differences In The Careers Of Doctoral Scientists And Engineers

Diana Bilimoria,Xiangfen Liang



From Scarcity To Visibility Gender Differences In The Careers Of Doctoral Scientists And Engineers:

From Scarcity to Visibility Panel for the Study of Gender Differences in Career Outcomes of Science and Engineering Ph.D.s, Committee on Women in Science and Engineering, Policy Division, Committee on Women in Science, Engineering, and Medicine, Policy and Global Affairs, National Research Council, 2001-10-30 Although women have made important inroads in science and engineering since the early 1970s their progress in these fields has stalled over the past several years This study looks at women in science and engineering careers in the 1970s and 1980s documenting differences in career outcomes between men and women and between women of different races and ethnic backgrounds The panel presents what is known about the following questions and explores their policy implications In what sectors are female Ph D s employed What salary disparities exist between men and women in these fields How is marital status associated with career attainment Does it help a career to have a postdoctoral appointment How well are female scientists and engineers represented in management Within the broader context of education and the labor market the book provides detailed comparisons between men and women Ph D s in a number of measures financial support for education academic rank achieved salary and others The study covers engineering the mathematical physical life and social and behavioral sciences medical school faculty and recipients of National Institutes of Health grants Findings and recommendations in this volume will be of interest to practitioners faculty and students in science and engineering as well as education administrators employers and researchers in these fields

From Scarcity to Visibility National Research Council Panel for the Study of Gender Differences in Career Outcomes of Science and Engineering Ph. D. s, **Gender Differences in the Careers of Academic Scientists and Engineers** Jerome Thomas Bentley, 2003 *Gender Differences at Critical Transitions in the Careers of Science, Engineering, and Mathematics Faculty* National Research Council, Division of Behavioral and Social Sciences and Education, Committee on National Statistics, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on Gender Differences in Careers of Science, Engineering, and Mathematics Faculty, 2010-06-18 *Gender Differences at Critical Transitions in the Careers of Science Engineering and Mathematics Faculty* presents new and surprising findings about career differences between female and male full time tenure track and tenured faculty in science engineering and mathematics at the nation s top research universities Much of this congressionally mandated book is based on two unique surveys of faculty and departments at major U S research universities in six fields biology chemistry civil engineering electrical engineering mathematics and physics A departmental survey collected information on departmental policies recent tenure and promotion cases and recent hires in almost 500 departments A faculty survey gathered information from a stratified random sample of about 1 800 faculty on demographic characteristics employment experiences the allocation of institutional resources such as laboratory space professional activities and scholarly productivity This book paints a timely picture of the status of female faculty at top universities clarifies whether male and female faculty have similar opportunities

to advance and succeed in academia challenges some commonly held views and poses several questions still in need of answers This book will be of special interest to university administrators and faculty graduate students policy makers professional and academic societies federal funding agencies and others concerned with the vitality of the U S research base and economy

From Scarcity to Visibility National Research Council,Policy and Global Affairs,Committee on Women in Science and Engineering,Panel for the Study of Gender Differences in the Career Outcomes of Science and Engineering Ph.D.s,2001-11-16 Although women have made important inroads in science and engineering since the early 1970s their progress in these fields has stalled over the past several years This study looks at women in science and engineering careers in the 1970s and 1980s documenting differences in career outcomes between men and women and between women of different races and ethnic backgrounds The panel presents what is known about the following questions and explores their policy implications In what sectors are female Ph D s employed What salary disparities exist between men and women in these fields How is marital status associated with career attainment Does it help a career to have a postdoctoral appointment How well are female scientists and engineers represented in management Within the broader context of education and the labor market the book provides detailed comparisons between men and women Ph D s in a number of measures financial support for education academic rank achieved salary and others The study covers engineering the mathematical physical life and social and behavioral sciences medical school faculty and recipients of National Institutes of Health grants Findings and recommendations in this volume will be of interest to practitioners faculty and students in science and engineering as well as education administrators employers and researchers in these fields

Doctoral Education and the Faculty of the Future Ronald G. Ehrenberg,Charlotte V. Kuh,2009 Scientists social scientists academic administrators and policymakers describe their efforts to increase and improve the supply of future faculty

Identifying the gender of PCT inventors World Intellectual Property Organization,Gema Lax Martinez,Julio Raffo,Kaori Saito,2016 This paper analyzes the gender of inventors in international patent applications We compile a worldwide gender name dictionary which includes 6.2 million names for 182 different countries to disambiguate the gender of PCT inventors Our results suggest that there is a gender imbalance in PCT applications but the proportion of women inventors is improving over time We also find that the rates of women participation differ substantially across countries technological fields and sectors

Gender Equity in Science and Engineering Diana Bilimoria,Xiangfen Liang,2012-02-06 Women faculty s participation in academic science and engineering is critical for future US global competitiveness yet their underrepresentation particularly in senior positions remains a widespread problem To overcome persistent institutional resistance and barriers to change the NSF ADVANCE institutional transformation initiative instituted in 2001 seeks to increase the workforce participation of women faculty in academic science and engineering through systematic institutional transformation This book assesses the equity diversity and inclusion outcomes of the changes underway at 19 universities It provides a comprehensive stand alone description of

successful approaches to increase the recruitment advancement and retention of women faculty throughout the academic career pipeline. The findings show that targeted institutional transformation at these 19 U S universities has resulted in significant increases in women faculty's workforce participation as well as improved gender equity and inclusion. Analyses by discipline show that the greatest changes have occurred within engineering and natural science disciplines at these universities. Yet the results also point to the overall continued underrepresentation of women faculty in academic science and engineering at the nation's research universities. A framework of organizational change is derived to serve as a template to academic and other organizations seeking transformation to enhance gender equity diversity and inclusion.

Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine National Academies of Sciences, Engineering, and Medicine, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on Increasing the Number of Women in Science, Technology, Engineering, Mathematics, and Medicine (STEMM), 2020-03-19. Careers in science engineering and medicine offer opportunities to advance knowledge contribute to the well being of communities and support the security prosperity and health of the United States. But many women do not pursue or persist in these careers or advance to leadership positions not because they lack the talent or aspirations but because they face barriers including implicit and explicit bias sexual harassment unequal access to funding and resources pay inequity higher teaching and advising loads and fewer speaking invitations among others. There are consequences from this underrepresentation of women for the nation as well a labor shortage in many science engineering and medical professions that cannot be filled unless institutions and organizations recruit from a broad and diverse talent pool lost opportunities for innovation and economic gain and lost talent as a result of discrimination unconscious bias and sexual harassment. Promising Practices for Addressing the Underrepresentation of Women in Science Engineering and Medicine reviews and synthesizes existing research on policies practices programs and other interventions for improving the recruitment retention and sustained advancement into leadership roles of women in these disciplines. This report makes actionable recommendations to leverage change and drive swift coordinated improvements to the systems of education research and employment in order to improve both the representation and leadership of women.

Elizabeth Blackburn and the Story of Telomeres Catherine Brady, 2009-02-13. The story of molecular biologist Elizabeth Blackburn and her groundbreaking research on telomeres and what it reveals about the resourceful opportunism that characterizes the best scientific thinking. Molecular biologist Elizabeth Blackburn one of Time magazine's 100 Most Influential People in the World in 2007 made headlines in 2004 when she was dismissed from the President's Council on Bioethics after objecting to the council's call for a moratorium on stem cell research and protesting the suppression of relevant scientific evidence in its final report. But it is Blackburn's groundbreaking work on telomeric DNA which launched the field of telomere research that will have the more profound and long lasting effect on science and society. In this compelling biography Catherine Brady tells the

story of Elizabeth Blackburn's life and work and the emergence of a new field of scientific research on the specialized ends of chromosomes and the enzyme telomerase that extends them. In the early stages of telomere research, telomerase heralded as a potential cure for cancer and diseases related to aging attracted the voracious interest of biotech companies. The surrounding hype succeeded in confusing the role of telomerase in extending the life of a cell with a mechanism that might extend the lifespan of an entire organism. In Brady's hands, Blackburn's story reveals much about the tension between pure and applied science, the politicking that makes research science such a competitive field, and the resourceful opportunism that characterizes the best scientific thinking. Brady describes the science accessibly and compellingly. She explores Blackburn's struggle to break down barriers in an elite male-dominated profession, her role as a mentor to other women scientists, many of whom have made their mark in telomere research, and the collaborative nature of scientific work. This book gives us a vivid portrait of an exceptional woman and a new understanding of the combination of curiosity, imaginative speculation, and aesthetic delight that powers scientific discovery.

Student Affairs Lesley Andres, Finola Finlay, 2005-05
Who has access to higher education today? At what financial and personal cost? Based on what conditions and criteria? How do students describe and interpret their experiences? And how can institutions facilitate and constrain successful participation and completion? These research studies extend current understandings of what it is to be a student in higher education by embracing the dynamic relationship between students as agents and institutions as living structures which impact on their lives. Focusing on the diverse experiences of today's non-traditional and traditional students, researchers explore how and why institutional rhetoric of inclusion, engagement, gender, and access may or may not be reflected in the reality of students' experiences. *Student Affairs* moves from theory to application by suggesting realistic strategies for addressing the challenges surrounding the interrelation of students and institutions. Each essay analyzes issues of access and participation in programs ranging from community college development studies to graduate studies. As a whole, this collection is a testament to how much institutional change has occurred in the social organization of postsecondary education and how much more change is required to meet the challenge of equitable access and inclusion.

Gender Equality Programmes in Higher Education Sabine Grenz, Beate Kortendiek, Marianne Kriszio, Andrea Löther, 2009-11-10
Gender equality has been on the agenda of national policies of higher education within and outside the European Union (EU) for the last twenty years. In some European countries, this process was initiated early on and has brought about remarkable results, while in others, progress has been slower. Different countries and institutions have focussed on different strategies for raising awareness about the discrimination of women and for increasing the number of women in academia, particularly in leadership positions. Previous research on gender equality in higher education has produced many case studies about programmes at institutions of higher education in Europe and elsewhere. Different actors like the European Commission and national organisations have also furnished reports about national policies. Building on this material, it is now time to analyse under what conditions equality p

grammes are successful For a deeper understanding of the mechanisms of and barriers to gender equality in higher education we also need studies that focus on the development of gender equality policies in different countries as well as on conditions of implementation change of strategy and the evaluation of sults Comparative studies would be another useful tool for understanding the development and success of gender equality programmes **Handbook for Achieving Gender**

Equity Through Education Susan S. Klein, Barbara Richardson, Dolores A. Grayson, Lynn H. Fox, Cheris Kramarae, Diane S. Pollard, Carol Anne Dwyer, 2014-05-22 First published in 1985 the Handbook for Achieving Gender Equity Through Education quickly established itself as the essential reference work concerning gender equity in education This new expanded edition provides a 20 year retrospective of the field one that has the great advantage of documenting U S national data on the gains and losses in the efforts to advance gender equality through policies such as Title IX the landmark federal law prohibiting sex discrimination in education equity programs and research Key features include Expertise Like its predecessor over 200 expert authors and reviewers provide accurate consensus research based information on the nature of gender equity challenges and what is needed to meet them at all levels of education Content Area Focus The analysis of gender equity within specific curriculum areas has been expanded from 6 to 10 chapters including mathematics science and engineering Global Diversity Focus Global gender equity is addressed in a separate chapter as well as in numerous other chapters The expanded section on gender equity strategies for diverse populations contains seven chapters on African Americans Latina os Asian and Pacific Island Americans American Indians gifted students students with disabilities and lesbian gay bisexual and transgender students Action Oriented All chapters contain practical recommendations for making education activities and outcomes more gender equitable A final chapter consolidates individual chapter recommendations for educators policymakers and researchers to achieve gender equity in and through education New Material Expanded from 25 to 31 chapters this new edition includes more emphasis on male gender equity and on sexuality issues special within population gender equity challenges race ability and disability etc coeducation and single sex education increased use of rigorous research strategies such as meta analysis showing more sex similarities and fewer sex differences and of evaluations of implementation programs technology and gender equity is now treated in three chapters women s and gender studies communication skills relating to English bilingual and foreign language learning and history and implementation of Title IX and other federal and state policies Since there is so much misleading information about gender equity and education this Handbook will be essential for anyone who wants accurate research based information on controversial gender equity issues journalists policy makers teachers Title IX coordinators equity trainers women s and gender study faculty students and parents Women Scientists in America Margaret W. Rossiter, 2012-04-02 This survey of female scientists in recent American history offers compelling data alongside the multiple stories of individual women Science The third volume of Margaret W Rossiter s landmark survey of the history of American women scientists focuses on their pioneering efforts and

contributions from 1972 to the present Central to this story are the struggles and successes of women scientists in the era of affirmative action Scores of previously isolated women scientists were suddenly energized to do things they had rarely if ever done before form organizations and recruit new members start rosters and projects put out newsletters confront authorities and even fight and win lawsuits Rossiter follows the major activities of these groups in several fields from engineering to the physical biological and social sciences and their campaigns to raise consciousness see legislation enforced lobby for passage of the Equal Rights Amendment and serve as watchdogs of the media This comprehensive volume also covers the changing employment circumstances in the federal government academia industry and the nonprofit sector and discusses contemporary battles to increase the number of women members of the National Academy of Science and women presidents of scientific societies In writing this book Rossiter mined nearly one hundred previously unexamined archival collections and more than fifty oral histories With the thoroughness and resourcefulness that characterize the earlier volumes she recounts the rich history of the courageous and resolute women determined to realize their scientific ambitions

Nanotechnology and the Challenges of Equity, Equality and Development Susan E. Cozzens, Jameson Wetmore, 2010-10-10 Nanotechnology is enabling applications in materials microelectronics health and agriculture which are projected to create the next big shift in production comparable to the industrial revolution Such major shifts always co evolve with social relationships This book focuses on how nanotechnologies might affect equity equality in global society Nanotechnologies are likely to open gaps by gender ethnicity race and ability status as well as between developed and developing countries unless steps are taken now to create a different outcome Organizations need to change their practices and cultural ideas must be broadened if currently disadvantaged groups are to have a more equal position in nano society rather than a more disadvantaged one Economic structures are likely to shift in the nano revolution requiring policymakers and participatory processes to invent new institutions for social welfare better suited to the new economic order than those of the past

The Strength in Numbers Barry Bozeman, Jan Youtie, 2020-07-14 Why collaborations in STEM fields succeed or fail and how to ensure success Once upon a time it was the lone scientist who achieved brilliant breakthroughs No longer Today science is done in teams of as many as hundreds of researchers who may be scattered across continents These collaborations can be powerful but they also demand new ways of thinking The Strength in Numbers illuminates the nascent science of team science by synthesizing the results of the most far reaching study to date on collaboration among university scientists Drawing on a national survey with responses from researchers at more than one hundred universities archival data and extensive interviews with scientists and engineers in over a dozen STEM disciplines Barry Bozeman and Jan Youtie establish a framework for characterizing different collaborations and their outcomes and lay out what they have found to be the gold standard approach consultative collaboration management The Strength in Numbers is an indispensable guide for scientists interested in maximizing collaborative success

Complexities Bettye Anne Case, Anne M. Leggett, 2016-05-31 Sophie Germain taught herself

mathematics by candlelight huddled in her bedclothes Ada Byron Lovelace anticipated aspects of general purpose digital computing by more than a century Cora Ratto de Sadosky advanced messages of tolerance and equality while sharing her mathematical talents with generations of students This captivating book gives voice to women mathematicians from the late eighteenth century through to the present day It documents the complex nature of the conditions women around the world have faced and continue to face while pursuing their careers in mathematics The stories of the three women above and those of many more appear here each one enlightening and inspiring The earlier parts of the book provide historical context and perspective beginning with excursions into the lives of fifteen women born before 1920 Included are histories of collective efforts to improve women's opportunities in research mathematics In addition a photo essay puts a human face on the subject as it illustrates women's contributions in professional associations More than eighty women from academe government and the private sector provide a rich range of insights and strategies for creating workable career paths while maintaining rewarding personal lives The book discusses related social and cultural issues and includes a summary of recent comparative data relating to women and men in mathematics and women from other sciences First person accounts provide explicit how to many narratives demonstrate great determination and perseverance Talented women vividly portray their pleasure in discovering new mathematics The senior among them speak out candidly interweaving their mathematics with autobiographical detail At the beginning of a new century women at all stages of their careers share their outlooks and experiences Clear engaging and meticulously researched Complexities will inspire young women who are contemplating careers in mathematics and will speak to women in many fields of endeavor and walks of life

The Psychology of Women at Work Michele A. Paludi, 2008-06-30 According to the U S Department of Labor women made up 46.4 percent of the civilian labor force in 2005 and that percentage is expected to reach 47 percent by 2014 Professional and health related occupations are the fastest growing roles for women with computer related environmental and educational fields also drawing increasingly on the female workforce The bottom line at a macro level is that more and more women are driving the country's economic development But with that phenomenon come questions challenges and concerns on many diverse levels Debates rage on psychological topics such as the effect the increasing number of women at work has on marriage and divorce family and children women's identities and stress levels and overall their physical and mental health Psychologist Michele A Paludi and her team of experts from across fields examine all aspects of women at work the pros and cons how it is changing American society its women their relationships partners and children The factors that fuel women achievers are also discussed by female scholars and experts in the field who illustrate points with vignettes and their own career development stories Issues in the workplace affecting women's wellbeing are also discussed including sexual harassment and related laws pregnancy related work policy and regulations challenges for women bosses and career moms the glass ceiling racism women's relationships with male coworkers and issues that arise when a woman is the breadwinner This unique and timely set

will appeal to those who are interested in psychology women s studies education law business and public policy *Do Babies Matter?* Mary Ann Mason,Nicholas H. Wolfinger,Marc Goulden,2013-06-13 The new generation of scholars differs in many ways from its predecessor of just a few decades ago Academia once consisted largely of men in traditional single earner families Today men and women fill the doctoral student ranks in nearly equal numbers and most will experience both the benefits and challenges of living in dual income households This generation also has new expectations and values notably the desire for flexibility and balance between careers and other life goals However changes to the structure and culture of academia have not kept pace with young scholars desires for work family balance *Do Babies Matter* is the first comprehensive examination of the relationship between family formation and the academic careers of men and women The book begins with graduate students and postdoctoral fellows moves on to early and mid career years and ends with retirement Individual chapters examine graduate school how recent PhD recipients get into the academic game the tenure process and life after tenure The authors explore the family sacrifices women often have to make to get ahead in academia and consider how gender and family interact to affect promotion to full professor salaries and retirement Concrete strategies are suggested for transforming the university into a family friendly environment at every career stage The book draws on over a decade of research using unprecedented data resources including the Survey of Doctorate Recipients a nationally representative panel survey of PhDs in America and multiple surveys of faculty and graduate students at the ten campus University of California system **Women, Science, and Technology** Mary Wyer,Mary Barbercheck,Donna Cookmeyer,Hatice Ozturk,Marta Wayne,2013-09-11 *Women Science and Technology* is an ideal reader for courses in feminist science studies This third edition fully updates its predecessor with a new introduction and twenty eight new readings that explore social constructions mediated by technologies expand the scope of feminist technoscience studies and move beyond the nature culture paradigm

Unveiling the Energy of Verbal Artistry: An Mental Sojourn through **From Scarcity To Visibility Gender Differences In The Careers Of Doctoral Scientists And Engineers**

In a global inundated with screens and the cacophony of instant conversation, the profound energy and psychological resonance of verbal beauty often fade into obscurity, eclipsed by the continuous assault of sound and distractions. Yet, set within the lyrical pages of **From Scarcity To Visibility Gender Differences In The Careers Of Doctoral Scientists And Engineers**, a captivating perform of fictional beauty that impulses with natural thoughts, lies an unforgettable journey waiting to be embarked upon. Published by a virtuoso wordsmith, that magical opus books visitors on a mental odyssey, delicately exposing the latent possible and profound impact embedded within the intricate internet of language. Within the heart-wrenching expanse of the evocative examination, we can embark upon an introspective exploration of the book is central themes, dissect their charming writing fashion, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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