

Women's Work

**GENDER
EQUALITY
VS.
HIERARCHY
IN THE
LIFE
SCIENCES**

LAUREL SMITH-DOERR

Womens Work Gender Equality Vs Hierarchy In The Life Sciences

**Barbara J. Risman, Carissa M.
Froyum, William J. Scarborough**



Womens Work Gender Equality Vs Hierarchy In The Life Sciences:

Women's Work Laurel Smith-Doerr, 2004 Women scientists working in small for profit companies are eight times more likely than their university counterparts to head a research lab Why Laurel Smith Doerr reveals that contrary to widely held assumptions strong career opportunities for women and minorities do not depend on the formal policies and long job ladders that large hierarchical bureaucracies provide In fact highly internally linked bio technology firms are far better workplaces for female scientists when compared to university settings or established pharmaceutical companies offering women richer opportunities for career advancement Based on quantitative analyses of more than two thousand life scientists careers and qualitative studies of scientists in eight biotech and university settings Smith Doerr s work shows clearly that the network form of organization rather than fostering old boy networks provides the organizational flexibility that not only stimulates innovation but also aids women s success

Misconceiving Merit Mary Blair-Loy, Erin A. Cech, 2022-06-16 An incisive study showing how cultural ideas of merit in academic science produce unfair and unequal outcomes In *Misconceiving Merit* sociologists Mary Blair Loy and Erin A Cech uncover the cultural foundations of a paradox On one hand academic science engineering and math revere meritocracy a system that recognizes and rewards those with the greatest talent and dedication At the same time women and some racial and sexual minorities remain underrepresented and often feel unwelcome and devalued in STEM How can academic science which so highly values meritocracy and objectivity produce these unequal outcomes Blair Loy and Cech studied more than five hundred STEM professors at a top research university to reveal how unequal and unfair outcomes can emerge alongside commitments to objectivity and excellence The authors find that academic STEM harbors dominant cultural beliefs that not only perpetuate the mistreatment of scientists from underrepresented groups but hinder innovation Underrepresented groups are often seen as less fully embodying merit compared to equally productive white and Asian heterosexual men and the negative consequences of this misjudgment persist regardless of professors actual academic productivity *Misconceiving Merit* is filled with insights for higher education administrators working toward greater equity as well as for scientists and engineers striving to change entrenched patterns of inequality in STEM

Women in the Geosciences Mary Anne Holmes, Suzanne OConnell, Kuheli Dutt, 2015-04-16 Read an interview with the author *Working Toward Gender Parity in the Geosciences* The geoscience workforce has a lower proportion of women compared to the general population of the United States and compared to many other STEM fields This volume explores issues pertaining to gender parity in the geosciences and sheds light on some of the best practices that increase participation by women and promote parity Volume highlights include Lessons learned from NSF ADVANCE Data on gender composition of faculty at top earth science institutions in the US Implicit bias and gender as a social structure Strategies for institutional change Dual career couples Family friendly policies Role of mentoring Career advancement for women Recruiting diverse faculty Models of institutional transformation *Women in the Geosciences* is a valuable contribution

to the existing literature on gender issues in STEM disciplines It focuses specifically on the geosciences with a goal to spreading awareness on the best practices for gender parity in academic geoscience departments Geoscientists policymakers educators and administrators could all greatly benefit from the contents of this volume *Gender and Political Psychology* Zoe Oxley, 2017-10-02 This book showcases new work done by gender politics scholars and political psychologists covering a variety of political psychology topics These include stereotyping and prejudice intergroup conflict social identity attitude formation group affinity group decision making anxiety contextual effects on individual behaviour and the evolutionary roots of political behaviour Political psychological insights are applied to address topics of longstanding concern within the field of gender and politics Among the citizenry gender differences in political ideology responses to partisan conflict Hispanic identity formation and symbolic racism are explored Other chapters pose the following questions relating to female candidates What have been the effects of state parties gender inclusive policies Who is most likely to gender stereotype candidates Are general attitudes toward women in political office related to vote choice in specific contests What are the implications of politicized motherhood Finally a set of essays engage a variety of themes related to gender decision making rules and authority in small deliberative bodies This book was originally published as a special issue of *Politics Groups and Identities*

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

Syndicate Women Chris M. Smith, 2019-07-02 In *Syndicate Women* sociologist Chris M Smith uncovers a unique historical puzzle women composed a substantial part of Chicago organized crime in the early 1900s but during Prohibition 1920 1933 when criminal opportunities increased and crime was most profitable women were largely excluded During the Prohibition era the markets for organized crime became less territorial and less specialized and criminal organizations were restructured to require relationships with crime bosses These processes began with and reproduced gender inequality The book places organized crime within a gender based theoretical framework while assessing patterns of relationships that have implications for non criminal and more general societal issues around gender As a work of criminology that draws on both historical methods and contemporary social network analysis *Syndicate Women* centers the

women who have been erased from analyses of gender and crime and breathes new life into our understanding of the gender gap

The Routledge Companion to Global Female Entrepreneurship Colette Henry, Teresa Nelson, Kate Lewis, 2017-09-19 The literature in female entrepreneurship has witnessed significant development in the last 30 years with the research emphasis shifting from purely descriptive explorations towards a clear effort to embed research within highly informed conceptual frameworks With contributions from leading and emerging researchers The Routledge Companion to Global Female Entrepreneurship brings together the latest international research concepts and thinking in the area With a strong international dimension this book will facilitate comparative discussion and analysis on all aspects of female entrepreneurship including start ups socio economic influences entrepreneurial capital and minority entrepreneurship Reflecting the subject's growing importance for researchers academics and policy makers as well as those involved in supporting women's entrepreneurship through training programmes networks consultancy or the provision of venture capital The Routledge Companion to Global Female Entrepreneurship will be an invaluable reference resource

Handbook of the Sociology of Gender Barbara J. Risman, Carissa M. Froyum, William J. Scarborough, 2018-06-05 This handbook provides a comprehensive view of the field of the sociology of gender It presents the most important theories about gender and methods used to study gender as well as extensive coverage of the latest research on gender in the most important areas of social life including gendered bodies sexuality carework paid labor social movements incarceration migration gendered violence and others Building from previous publications this handbook includes a vast array of chapters from leading researchers in the sociological study of gender It synthesizes the diverse field of gender scholarship into a cohesive theoretical framework gender structure theory in order to position the specific contributions of each author chapter as part of a complex and multidimensional gender structure Through this organization of the handbook readers do not only gain tremendous insight from each chapter but they also attain a broader understanding of the way multiple gendered processes are interrelated and mutually constitutive While the specific focus of the handbook is on gender the chapters included in the volume also give significant attention to the interrelation of race class and other systems of stratification as they intersect and implicate gendered processes

Women's Entrepreneurship in the 21st Century Kate V. Lewis, Colette Henry, Elizabeth J. Gatewood, John Watson, 2014-11-28 Women's Entrepreneurship in the 21st Century An International Multi level Research Analysis is the fourth in the series of books produced in partnership with the Diana International Research Network The volume takes a multi dimensional approach to th

Pathways, Potholes, and the Persistence of Women in Science Enobong Hannah Branch, 2016-05-16 Training for and pursuing a career in science can be treacherous for women many more begin than ultimately complete at every stage Characterizing this as a pipeline problem however leads to a focus on individual women instead of structural conditions The goal of the book is to offer an alternative model that better articulates the ideas of agency constraint and variability along the path to scientific careers for women The chapters in this volume

apply the metaphor of the road to a variety of fields and moments that are characterized as exits pathways and potholes The scholars featured in this volume engaged purposefully in translation of sociological scholarship on gender work and organizations They focus on the themes that emerge from their scholarship that add to or build on our existing knowledge of scientific work while identifying tools as well as challenges to diversifying science This book contains a multitude of insights about navigating the road while training for and building a career in science Collectively the chapters exemplify the utility of this approach provide useful tools and suggest areas of exploration for those aiming to broaden the participation of women and minorities Although this book focuses on gendered constraints we are attentive to fact that gender intersects with other identities such as race ethnicity and nativity both of which influence participation in science Several chapters in the volume speak clearly to the experience of underrepresented minorities in science and others consider the circumstances and integration of non U S born scientists referred to in this volume as international scientists Disaggregating gender deepens our understanding and illustrates how identity shapes the contours of the scientific road

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