

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 Social Stratification David B. Grusky,2018-05-04 The book covers the research on economic inequality including the social construction of racial categories the uneven and stalled gender revolution and the role of new educational forms and institutions in generating both equality and inequality The Science and Technology Labor Force Leonid Gokhberg,Natalia Shmatko,Laudeline Auriol,2016-06-15 This book provides an in depth analysis of the demand for PhDs on the labor markets of twelve countries The authors analyze the role of PhDs in the creation of innovation in a knowledge based economy and examine economic issues such as the return on investment for the education and training of doctoral graduates To provide a more comprehensive picture of the employment patterns career paths and mobility of PhDs in selected countries the book analyzes various data sources such as labor force surveys and censuses The authors also develop survey approaches and output tables to collect data on the transition from school to work among PhDs The book will be of interest to policymakers companies and researchers responsible for research and innovation systems as well as to doctoral students looking for a professional career outside the academic world Framed by Gender Cecilia L. Ridgeway,2011-02-09 In an advanced society like the U S where an array of processes work against gender inequality how does this inequality persist Integrating research from sociology social cognition and psychology and organizational behavior Framed by Gender identifies the general processes through which gender as a principle of inequality rewrites itself into new forms of social and economic organization Cecilia Ridgeway argues that people confront uncertain circumstances with gender beliefs that are more traditional than those circumstances They implicitly draw on the too convenient cultural frame of gender to help organize new ways of doing things thereby re inscribing trailing gender stereotypes into the new activities procedures and forms of organization This dynamic does not make equality unattainable but suggests a constant struggle with uneven results Demonstrating how personal interactions translate into larger structures of inequality Framed by Gender is a powerful and original take on the troubling endurance of

gender inequality **Shaping Science** Janet Vertesi, 2020-11-06 A fascinating inside look at NASA missions that provides important insight on the organizational aspects of scientific collaboration American Journal of Sociology In *Shaping Science* Janet Vertesi draws on a decade of immersive ethnography with NASA's robotic spacecraft teams to create a comparative account of two great space missions of the early 2000s Although these missions featured robotic explorers on the frontiers of the solar system bravely investigating new worlds their commands were issued from millions of miles away by a very human team By examining the two teams formal structures decision making techniques and informal work practices in the day to day process of mission planning Vertesi shows just how deeply entangled a team's local organizational context is with the knowledge they produce about other worlds Using extensive embedded experiences on two NASA spacecraft teams this is the first book to apply organizational studies of work to the laboratory environment in order to analyze the production of scientific knowledge itself Engaging and deeply researched *Shaping Science* demonstrates the significant influence that the social organization of a scientific team can have on the practices of that team and the results they yield No matter how the lakes on Titan shimmer or what the mineralogy of a particular Martian rock turns out to be it was the people behind the spacecraft keyboards and endless tele conferences that drove what these interplanetary robots discovered I'm glad to have come to know them even better through this book Nature A fun illuminating read scholars of science technology work and organizations will find much to appreciate American Journal of Sociology Will be of great interest to all historians of science Technology and Culture *The Politics of Working Life* Judy Wajcman, 2005-09-08 How does the politics of working life shape modern organizations Is our desire for meaningful secure work increasingly at odds with corporate behaviour in a globalized economy Does the rise of performance management culture represent an intensification of work or create opportunities for the freewheeling individual career This timely and engaging book by leading authorities in the field adopts the standpoint of the questioning observer It is for those who need an informed account of work that is accessible without being superficial The book is unique in its multi dimensional approach weaving together analysis of individual work experience political processes in organizations and the wider context of the social structuring of markets The book identifies central questions about working experience and answers them in a direct and lively manner It has a strong analytical foundation based on a political economy framework giving particular weight to the contradictory character of organizations These contradictions turn on the competing demands placed on organizations and the different political projects of groups within them This perspective integrates the chapters and permits numerous scholarly debates to be addressed including those on identity projects gender and work power and participation escalation in decision making and the meaning of corporate social responsibility This book is suitable for undergraduate and graduate classes in Organizational Behaviour Business Strategy and the Sociology of Work and Employment It will also appeal to the general reader interested in grappling with the complexity of the changing environment of work *Gender Stratification in the IT Industry* Kenneth W.

Koput, Barbara A. Gutek, 2010-01-01 This illuminating monograph introduces a status equilibrating social capital explanation for the persistent gender stratification in the field of information technology The authors analyze why the workforce has become increasingly male dominated over time by looking at how pre employment conditions provide different experiences and opportunities for women and men Employing a large scale longitudinal data set this book forays further into the field than other contemporary studies where all too often the debate focuses on broad and potentially too far reaching differences between men and women that are difficult to prove making for spirited conversation but little else The authors collect analyze and present data on social interactions sex role attitudes and behavior leadership demographics program retention job placement and career attitudes for five cohorts of undergraduate students spanning their last two years in a management information science program and through the job search process By testing novel theory against their data the authors demonstrate how structural factors interact with individual characteristics to determine not only who enters the field but also how they enter it and whether they are likely to stay These and other analyses ultimately lead to concrete suggestions for addressing gender stratification in the IT industry

Women, Science, and Myth Sue V. Rosser, 2008-06-23 This encyclopedia surveys the scientific research on gender throughout the ages the people experiments and impact of both legitimate and illegitimate findings on the scientific community women scientists and society at large Women Science and Myth Gender Beliefs from Antiquity to the Present examines the ways scientists have researched gender throughout history the ways those results have affected society and the impact they have had on the scientific community and on women women scientists and women s rights movements In chronologically organized entries Women Science and Myth explores the people and experiments that exemplify the problematic relationship between science and gender throughout the centuries with particular emphasis on the 20th century The encyclopedia offers a section on focused cross period themes such as myths of gender in different scientific disciplines and the influence of cultural norms on specific eras of gender research It is a timely and revealing resource that celebrates science s legitimate accomplishments in understanding gender while unmasking the sources of a number of debilitating biases concerning women s intelligence and physical attributes

The Truth About Girls and Boys Caryl Rivers, Rosalind Barnett, 2013-04-09 Presents an analysis of the differences between girls and boys and argues that children should be encouraged to venture outside their comfort zones to gain multifaceted characters

Discrimination Laundering Tristin K. Green, 2017 This book uncovers legal shifts founded on misunderstandings about discrimination and describes how law and organizations can do better

The New Political Sociology of Science Scott Frickel, Kelly Moore, 2006-03-01 In the twenty first century the production and use of scientific knowledge is more regulated commercialized and participatory than at any other time The stakes in understanding those changes are high for scientist and nonscientist alike they challenge traditional ideas of intellectual work and property and have the potential to remake legal and professional boundaries and transform the practice of research A critical examination of the structures of power

and inequality these changes hinge upon this book explores the implications for human health democratic society and the environment

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