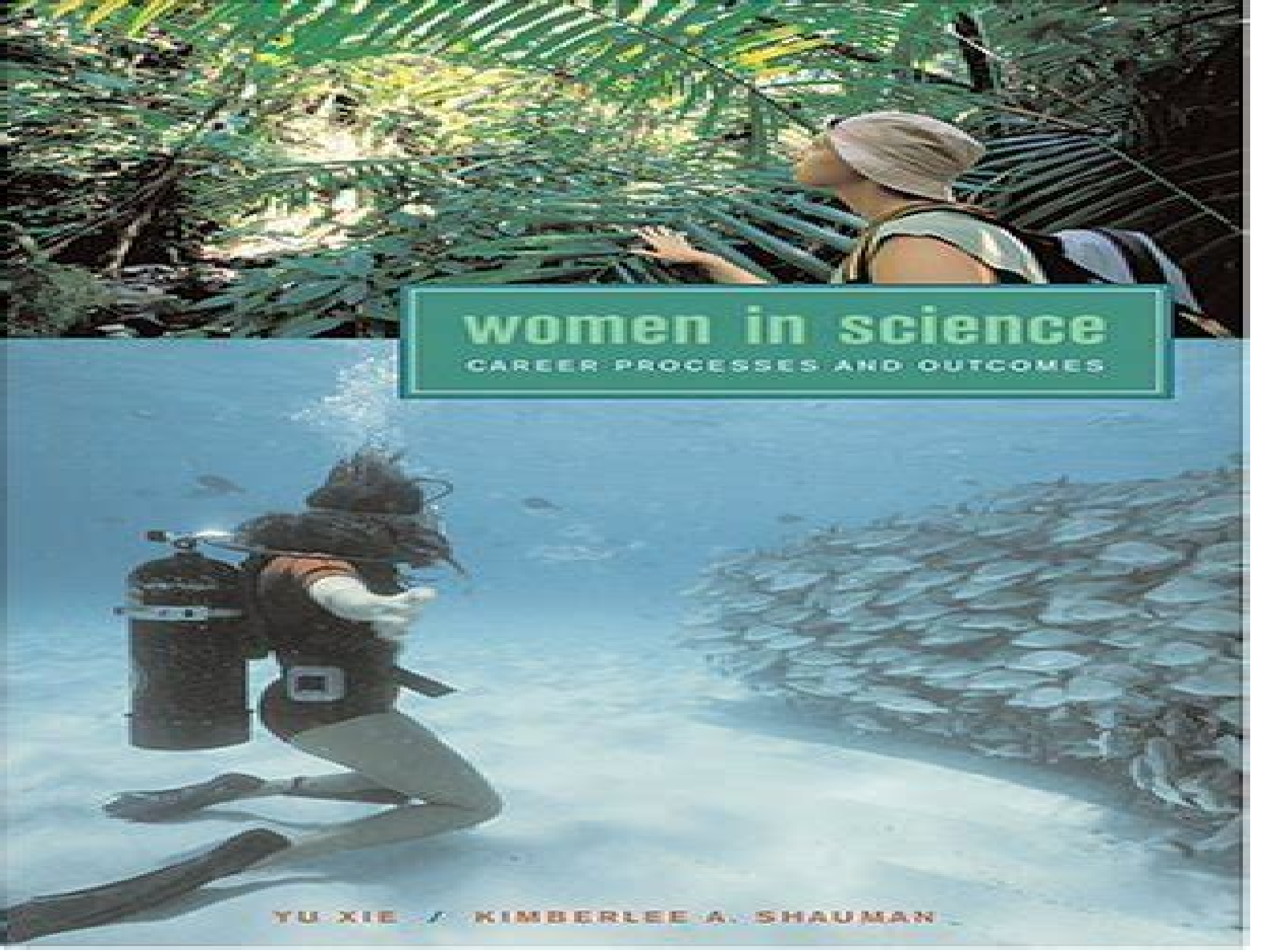




women in science

CAREER PROCESSES AND OUTCOMES

YU XIE / KIMBERLEE A. SHAUMAN

Women In Science Career Processes And Outcomes

**Mary Ann Mason, Nicholas H.
Wolfinger, Marc Goulden**



Women In Science Career Processes And Outcomes:

Women in Science Yu Xie, Kimberlee A. Shauman, 2003 Why do so few women choose a career in science even as they move into medicine and law in ever greater numbers In one of the most comprehensive studies of gender differences in science careers ever conducted *Women in Science* provides a systematic account of how U S youth are selected into and out of science education in early life and how social forces affect career outcomes later in the science labor market Studying the science career trajectory in its entirety the authors attend to the causal influences of prior experiences on career outcomes as well as the interactions of multiple life domains such as career and family While attesting to the progress of women in science the book also reveals continuing gender differences in mathematics and science education and in the progress and outcomes of scientists careers The authors explore the extent and causes of gender differences in undergraduate and graduate science education in scientists geographic mobility in research productivity in promotion rates and earnings and in the experience of immigrant scientists They conclude that the gender gap in parenting responsibilities is a critical barrier to the further advancement of women in science *Motherhood, the Elephant in the Laboratory* Emily Monosson, 2011-08-15 About half of the undergraduate and roughly 40 percent of graduate degree recipients in science and engineering are women As increasing numbers of these women pursue research careers in science many who choose to have children discover the unique difficulties of balancing a professional life in these highly competitive and often male dominated fields with the demands of motherhood Although this issue directly affects the career advancement of women scientists it is rarely discussed as a professional concern leaving individuals to face the dilemma on their own To address this obvious but unacknowledged crisis the elephant in the laboratory according to one scientist Emily Monosson an independent toxicologist has brought together 34 women scientists from overlapping generations and several fields of research including physics chemistry geography paleontology and ecology among others to share their experiences From women who began their careers in the 1970s and brought their newborns to work breastfeeding them under ponchos to graduate students today the authors of the candid essays written for this groundbreaking volume reveal a range of career choices the authors work part time and full time they opt out and then opt back in they become entrepreneurs and job share they teach high school and have achieved tenure The personal stories that comprise *Motherhood the Elephant in the Laboratory* not only show the many ways in which women can successfully combine motherhood and a career in science but also address and redefine what it means to be a successful scientist These valuable narratives encourage institutions of higher education and scientific research to accommodate the needs of scientists who decide to have children *Career Patterns and Policies of Female Leaders in China* Xin Tong, 2021-07-13 China's late Chairman Mao Zedong once said Women hold up half the world but in several respects the full emancipation of women still remains a global challenge This book based on extensive empirical studies on Chinese female leaders in different fields develops a female professional status attainment theory It summarizes the

conditions for Chinese women to become leaders in various professions as the following increased human economic and social capital gender equality awareness gender friendly environment and improved work life balance The book also proposes supporting policies for the development of high level female talents female leaders in three different sectors women in politics in professional fields and in enterprise management With the comprehensive perspectives of female leaders development that addresses women s unique needs in organizations this book is a good choice for researchers and readers who are interested in China s top level talent development gender equality and women s professional attainment

The Underrepresentation of Women in Science: International and Cross-Disciplinary Evidence and Debate Stephen J.

Ceci, Wendy M. Williams, Shulamit Kahn, 2018-04-20 There is no shortage of articles and books exploring women s underrepresentation in science Everyone is interested academics politicians parents high school girls and boys women in search of college majors administrators working to accommodate women s educational interests the list goes on But one thing often missing is an evidence based examination of the problem uninfluenced by personal opinions accounts of lived experiences anecdotes and the always encroaching inputs of popular culture This is why this special issue of Frontiers in Psychology can make a difference In it a diverse group of authors and researchers with even more diverse viewpoints find themselves united by their empirical objective approaches to understanding women s underrepresentation in science today The questions considered within this special issue span academic disciplines methods levels of analysis and nature of analysis what these article share is their scholarly evidence based approach to understanding a key issue of our time

The Oxford Handbook of Women and the Economy Susan L. Averett, Laura M. Argys, Saul D. Hoffman, 2018-05-15 The transformation of women s lives over the past century is among the most significant and far reaching of social and economic phenomena affecting not only women but also their partners children and indeed nearly every person on the planet This Handbook provides an invaluable and wide ranging summary of the economics literature on women and the many changes that have occurred in their economic lives It focuses on women in both developed and developing economies and includes chapters on marriage and fertility the labor market and current policy issues

Women Scientists in America Margaret W. Rossiter, 2012-04-02 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

Gender and STEM: Understanding Segregation in Science, Technology, Engineering and Mathematics Maria Charles, Sarah Thébaud, 2018-12-06 This book is a printed edition of the Special Issue Gender and STEM Understanding Segregation in Science Technology Engineering and Mathematics that was published in Social Sciences

Women and Physics Laura McCullough, 2016-04-01 This book begins with an examination of the numbers of women in physics in English speaking countries moving on to examine factors that affect girls and their decision to continue in science right through to education and on into the problems that women in physics careers face Looking at all of these topics with one eye on the progress that

the field has made in the past few years and another on those things that we have yet to address the book surveys the most current research as it tries to identify strategies and topics that have significant impact on issues that women have in the field

Engineering Corri Zoli,Shobha Bhatia,Valerie Davidson,Kelly Rusch,2022-06-01 In this book we explore a sea change occurring in leadership for academic women in the sciences and engineering Our approach is a two pronged one On the one hand we outline the nature of the changes and their sources both in various literatures and from program research results On the other hand we specify and provide detail about the persistent problems and obstacles that remain as barriers to women s full participation in academic science and engineering their career advancement and success and most important their role as leaders in making change At the heart of this book is our goal to give some shape to the research practice and programs developed by women academic leaders making institutional change in the sciences and engineering Table of Contents Women in a New Era of Academic Leadership Background Academic Leadership for Women in Science and Engineering Gender and Leadership Theories and Applications Women in Engineering Leadership Institute Critical Issues for Women Academic Engineers as Leaders From Success Stories to Success Strategies Leadership for Promoting Diversity in Academic Science and Engineering Conclusion

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

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