

**Evol2013: 2<sup>nd</sup> Women in Science Gathering, Saturday June 22, 2013 from noon-1:30PM**  
**Organized by Jenny Boughman and Michele Dudash**  
**Update to Attendees**

Approximately 200 individuals attended the lunch time event. The format included a welcome by Jenny and Michele and then Marlene Zuk also made a few remarks concerning the status of women in science. Towards the end of our gathering many of the discussion tables had representatives share their best practices and ideas for success to the group at large. We again thank our discussion table moderators!

Jenny presented a summary of our event to the SSE council at their exit meeting, and requested continued support from the society which was well received. SSE has agreed to have a Women in Science event as a regular part of the annual meeting, and has committed a small amount of financial support to allow us some flexibility in planning the event from year to year. Other societies have also agreed to modest financial support following presentations by Michele at the Joint Council meetings at Evol2012 and Evol2013.

The tri-society commitment affirms the value of promoting the success of women in science. We expect to continue to have the event on Saturdays to allow for ample networking during the remaining days of the meeting. We will continue to advertise this event to folks registered for the meeting as we did in 2013 to make sure that all attendees are aware of it.

Finally we would like to thank American Society of Naturalists, Society of Systematic Biologists, and Society for the Study of Evolution for their financial support of WIS Evol2013 event and Johanne Storgan for logistical support!

Best to all,  
 Jenny Boughman & Michele Dudash  
 Society for the Study of Evolution

**Marlene Zuk's Suggested Resources**

Websites and blogs:

<http://www.hunter.cuny.edu/genderequity/> -- This is the Gender Equity Project from Hunter College, run by Virginia Valian, one of my heroes (her book will be cited below)

<http://tenureshewrote.wordpress.com/> -- A nice blog by a collective of women at various stages in academia

<http://science-professor.blogspot.com/> -- One of the longstanding women in science blogs, really well done

Books and articles:

Why So Slow? by Virginia Valian -- It is a little old now, but does such a phenomenal job of laying out the issues for bias about women that I think it's a classic

C. A. Moss-Racusina, J. F. Dovidio, V. L. Brescoll, M. J. Graham, and J. Handelsman. 2012. Science faculty's subtle gender biases favor male students. PNAS 109(41): 16474-16477. This paper discusses bias with a switched-cv design.

K. Kelly and L. Grant 2012. Penalties and premiums: The impact of gender, marriage, and parenthood on faculty salaries in science, engineering and mathematics (SEM) and non- SEM fields, Social Studies of Science 42(6) 869–896. This paper is another study of the effect of families, showing the situation is complex.

The Ecological Society of America has published many articles about gender and science, too.

## Women In Science (WIS) Evol2013 Take Home Messages

- *You are not alone.*
- *There are many paths to success!*
- *The climate in academics for women has improved over the last 20 years, but there is still more to do.*

General Resources for Women in Science Survival:

<http://www.nature.com/news/specials/women/index.html>

[http://www.slate.com/articles/double\\_x/doublex/2013/06/female\\_academics\\_pay\\_a\\_heavy\\_baby\\_penalty.single.html](http://www.slate.com/articles/double_x/doublex/2013/06/female_academics_pay_a_heavy_baby_penalty.single.html)

<https://medium.com/ladybits-on-medium/53aaf639fc0c>

<http://www.underthemicroscope.com/>

### Discussion Topics

#### Early Career

##### Choosing a graduate program

- *Talk to current and previous students about prospective advisors (lab managing skills, contact time, how they have handled certain situations, expectations)*
- *Talk to potential advisors about expectations upon joining their lab and general policies.*
- *What DON'T former students say about their advisors?*
- *Some schools have specific benefit packages for graduate students when they have kids*
- *Stay flexible since plans change, but always do your best*
- *Ask for candid feedback on your academic progress*
- *Seek female role models and also get women on your committee*
- *Ask to be nominated for awards – be aware of criteria and award opportunities*

##### Life After PhD

- *Determine your work/personal ratio (~ work/life balance) early on and strive to achieve and maintain that goal. You will always be working towards a far off goal, therefore figure out your ratio and try to stick to it.*
- *Personally contact people that you would be interested in working with*
- *Look on listservs (evoldir, ecology, higheredjocs.com) for postdocs*
- *Know when the “hiring seasons” are for postdoctoral positions & application deadlines for fellowships*

##### Getting a Job

- *Interest in academic and non-academic jobs?*
- *Questions about the types of skills needed for non-academic, federal job market, and often particular coursework background, requires planning*
- *Internship can be used as an ‘in’ to a paid position*
- *Long conversation of career exploration: how to find positions and NGO, opportunities in policy arena, where to look for resources, something societies can contribute for both academic and non-academic jobs*
- *Interest in learning techniques for networking*
- *Encouragement to apply for jobs and ‘going for it’*

- Asking letter writers to put particular things in their letters
- Discussion of gaining teaching experience, and balancing research progress with teaching opportunities
- Job Resource web sites:
  - <http://www.usajobgov.org/>
  - <http://www.higheredjobs.com/>
  - Evoldir: [http://evol.mcmaster.ca/brian/evoldir\\_instr.html](http://evol.mcmaster.ca/brian/evoldir_instr.html)
  - Ecolog: <http://www.lsoft.com/scripts/wl.exe?SL1=ECOLOG-L&H=LISTSERV.UMD.EDU>
  - And many others, Google them!

#### You have a job offer, now what?

- How to ask for salary?
- How does one know what to ask for? e.g., salary, set up funds, teaching expectations, etc.? We need to share information to allow us to move forward as a group by enabling us to negotiate the best working conditions that facilitates academic success
- Be prepared to share with chairs and deans what you want in a timely way but this requires you doing your homework and knowing what you want/need to succeed
- Stay focused on the point of your message or request
- Big Ten Conference and CIC conference to aid women in their pursuit of tenure: <http://www.purdue.edu/butler/pretenure/index.shtml>

#### Getting your first grant

- Low funding rates overall, less senior women are less likely to reapply for a grant – ALL Must Reapply!
- Call your program officer to gain firsthand knowledge and insights about your program and your reviews. Go visit your program officers in person. Be sure to meet with the permanent program officers as well as the rotators.

#### **Mid-Late Career**

##### You got tenure, so now what?

- 1<sup>st</sup> you are already a successful scientist!
- Overcome and subconscious bias: men are the serious scientists
- Nominate fellow women scientists so that they receive the recognition that they deserve
- Be present! At faculty meetings, department seminars
- Be a leader in conceptually driven science
- How to attain recognition outside of institution – become a journal associate editor. Start with where you are publishing. Talk to editors at meetings and look into society journal opportunities
- Insist on the use of standards in evaluation and not vague or general “feelings”
- Grants become more difficult to obtain, especially in the current funding climate
- Try to find a mentor outside of your department, preferable someone who is a “door opener” such as an editor or society officer
- Seek international and national colleagues to network with and to review your manuscripts and grants and as potential collaborators
- Transparency – need to know what your peers actually do to be able to make it easier for you to say NO
- What are the criteria for promotion to full? Do not be afraid to ask, if one does not know, then consistency is hard to gauge
- Validate what you say YES to in terms of your long term goals as you work towards promotion
- Promote yourself and colleagues by speaking up – nominate talented women for society positions, awards, seminars and symposia invitations, and for consideration of promotion

- “Secret Door” – getting a job offer puts many more options on the table for improving your situation including spousal accommodation, more money, etc. Is this different for men and women? Talk to others about negotiating tactics for spousal hires

## All Career Stages

### Implicit Bias

- Need to raise awareness about implicit biases by talking about the issue
- How to deal with implicit bias on a day-to-day basis? While taking care of yourself
- How to be more self aware about overt implicit bias
- Male biased hiring – time since PhD metrics bias with respect to # citations (not just # publications) and intellectual quality. The research quantity versus the quality dilemma may arise as well.
- Need to promote a wider variety of personalities in academia

### Work Life Balance OVERALL

- Increase your efficiency in order to more effectively manage your time
- Make lists -- mental lists, set daily goals, time limits for tasks
- Work hard and play hard!
- Save your MORE productive hours for yourself
- Find the places where you work the best
- Turn off your texts, emails and Facebook
- Exercise!

### Work Life Balance - Family issues

- Best time to have a baby? When you can
- We have to come up with creative solutions to have a family, which is a barrier, but there are many creative solutions, so feel free to ask others for ideas
- Hire a tech to assist with research when have babies and small children
- Women should feel free to take advantage of policies that provide greater work-life balance, such as stopping the tenure clock for child birth, adoption etc.
- We need child care on-site, and we need to get it when our babies are born, and not have to be on a waitlist until they turn 2!
- For the younger grad students this uncertainty in what happens when you have a child is unattractive
- Many of our institutions don't have maternity/paternity leave or any tenure clock adjustments
- Although a number of academic institutions have implemented formal leave policies for both faculty and graduate students – please check out your institution's policies.
- Re-entry grants after having children would be helpful, could there be grants that only new parents could apply for to help them restart things after their child is born or to help them hire techs or students to keep productivity up when they are spending a lot of time managing their family and new parenthood. NSF just instituted a policy addressing this concern with respect to postdocs. Please see here: [http://www.nsf.gov/pubs/2013/nsf13109/nsf13109.jsp?WT.mc\\_id=USNSF\\_25&WT.mc\\_ev=click](http://www.nsf.gov/pubs/2013/nsf13109/nsf13109.jsp?WT.mc_id=USNSF_25&WT.mc_ev=click)

A review of our Women in Science event with some of the Take Home Messages shared:

[http://thescienceofmotherhood.com/Home/Home/Entries/2013/6/26\\_Women\\_in\\_Science\\_Luncheon.html](http://thescienceofmotherhood.com/Home/Home/Entries/2013/6/26_Women_in_Science_Luncheon.html)

### Work Life Balance - Personal Issues

- Can non academic jobs provide a better work-life balance?
- Very hard in general to fit everything in! Must become more efficient and this does generally happen to survive. Trade-offs and compromise are part of life – both positive and negative aspects
- How do you stop working...? One approach is to make elaborate “to do” lists and include personal things (ex., EAT DINNER!); second, set an early work schedule ~departing and returning early; third, set regular break times; and fourth, do not check email over the weekend.

### Dual career couples & Trailing Spouses

- One needs to be flexible
- Identify long term goals
- “Secret door” = a job offer at a competing institution can provide you with negotiating power. Does this opportunity differ between men and women?
- Do not settle ~ gratitude, you have a LOT to offer an institution, need to seek guidance from peers to improve negotiating skills, do not be afraid to ask for help from your peers!

### Managing research and service

- In graduate programs a high fraction of service is done by women
- In graduate school and in postdocs we are not trained for the multitasking and time management that is necessary for many jobs, nor for business management, teaching development etc.
- HUGE interest in Women in Science, not just by women, but also men, and other underrepresented groups
- Although a costly investment, it is worth starting a support group for WIS, even if informally
- Work/Life balance tends to apply to just women – but does it really?
- Seek out senior women as mentors – acquire successful skills for being the only women on a committee or as part of a minority on larger committees
- Women disproportionately tapped for departmental committees and elsewhere on campus because there are fewer women overall in faculty positions. Sometimes women are thought of as not a “team player” when they say NO, or feel guilty...
- Getting through the “pipeline” is hard for women, men on average are more confident, more willing to say NO, or plow forward towards the next self imposed goal. Time is finite, therefore one needs to think about how to allocate time. Think of one issue that you are passionate about, do it well, and then you will receive the appropriate recognition to help you advance up the academic ladder.
- As a culture, women feel more subconsciously hesitant to ask for raises, promotions etc. This is even true for tenure clock delays associated with child bearing. Positive changes can be facilitated by having institutional policies that are automatic for both sexes
- Sometimes one feels judged with respect to how they dress. The standard advice in the past was to dress comfortable and modest. However there is a double standard such that a senior male colleague can wear a t-shirt vs. a well dressed female. One can’t be too formal or too casual because “approachability” is important as well
- Women should be confident and “own” their research and success!
- Having children limits ones working hours, need to be confident with your decision and not be afraid to “lean-in”
- Learn to become aware of what it takes to get to the next step – observe lots of successful people to see what they are doing
- If you are a person who favors quality instead of quantity, how do you succeed?

### How to network and ADVANCE and STEM initiatives

- *How to be inclusive of other underrepresented groups? Diversity including race and LGBT community. Targeting all levels from informal campus groups to becoming more inclusive for Women in Science events for Evol2014 and onward.*
- *One person interacts with a cohort of scientists that were all postdocs at the same time, but are now assistant professors - this kind of network seems really helpful*
- *How to network with other women to seek collaborators for grant proposals and overlapping interests? Perhaps have lightning talks prior to a luncheon event in the future*
- *Speed research sharing ~ Speed dating – between junior and senior scientists- best approach needs to be investigated*
- *Don't be afraid to call or send an email to a colleague to inquire about a potential collaboration*
- *Use POTTER to invite other female (and other) colleagues to your poster or presentation or Lightning rounds of all women scientists*
- *ADVANCE PROGRAM: <http://www.nsf.gov/crssprgm/advance/>*
- *STEM PROGRAM: [http://www.nsf.gov/funding/pgm\\_summ.jsp?pims\\_id=504793](http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=504793)*

### Choosing tasks wisely

- *How much does saying no to departmental service help you or hurt you?*
- *If you can't correlate that service to how it will fit in your tenure portfolio, just say no*
- *One of us doesn't say yes to anything when it's asked, she says "that's a great idea. I'll have to get back to you tomorrow"*
- *One of us gets advice that if you do accept doing something you're asked, it will be one less paper you get out. Weigh it: is it worth it? Are you passionate enough to sacrifice a paper?*
- *One approach is to utilize an outside person (spouse or other) who reminds you that you should wait to say yes or JUST SAY NO!*
- *One of us selects her service to be things that she can use as her broader impacts in grants (i.e. curriculum development). Double dipping seems like a good idea*
- *Worry expressed about pre-tenure time when we might be passionate about the committee work, but need to focus on research instead*
- *When did you start having to say no? i.e., after your first child, after teaching your first class?*
- *Molecular Ecology is reporting their reviewers so you can get credit as a statistic on your tenure packet. This is a practice that should be a standard for all journals, and is for a number of them.*
- *How many papers should you review each year?*
- *NSF will send a letter to your chair, dean or your mom that notes and thanks you for your panel service.*

### Academia or not

- *Find supportive faculty advisors/mentors*
- *Much interest in alternate career paths and resources such as USA.gov. (C. Murren will provide more detailed notes from her table.)*
- *Need more options for non-academic jobs including professional societies, industry, ancillary academic posts (NEON, long term postdocs or researchers). Can non academic jobs provide a better work-life balance?*
- *With training in science, we are all very well prepared for a broad array of jobs from academia to teaching to commercial/private sector*
- *Academia has its challenges, but it can also be a great place for women because you can often make your own schedule and be flexible*
- *There is no good time to have kids. Have them when you /can/want to/ and it will work out*