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# ADVANCE-Nebraska E-News

Advancing Women, Advancing STEM

**Coming May 7, 2013:**  
**Kerry Ann Rockquemore's workshops join the ADVANCE-Ne Spring series of events. Reserve your spot now. Email [advance2@unl.edu](mailto:advance2@unl.edu)**

- The Costs of Perfectionism: A Five Part Series in *Inside Higher Education* with Kerry Ann Rockquemore.

- More Gender Diversity Will Mean Better Science

- Is Biology Just another Pink-Collar Profession?

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## The Costs of Perfectionism

By Kerry Ann Rockquemore  
November 7, 2012  
*Inside Higher Education*

One of the most pervasive problems I see among academic writers is perfectionism. It's so ubiquitous and manifests in so many ugly ways that I've decided to dedicate a five-part series to overcoming academic perfectionism. And yes, there's a unique flavor to academic perfectionism and it is

exacerbated by the culture of colleges and universities (particularly for tenure-track faculty members). As a recovering perfectionist, my heart goes out to people who are in a state of self-inflicted misery. Because I've been able to help many people to the other side on an individual basis, I thought I would share the process with you. If you're game, we'll walk through the following steps over the

next five weeks: 1) Recognize what academic perfectionism looks like and understand what it's costing you; 2) Start breaking the cycle of perfectionism on a daily basis; 3) Experiment with strategies for overcoming perfectionism in your writing; 4) Experiment with strategies for overcoming perfectionism in your teaching and service; and 5) learn the high art of intentionally varying your standards across your work and life.

[Read the Full Article](#)

## More Gender Diversity Will Mean Better Science

By Sue V. Rosser  
October 29, 2012  
*Chronicle of Higher Education*

As more women choose careers in the sciences, the stakes are higher than ever before. Having women in key decision-making positions in the scientific and technological work force is critical to the future of our society. Successful senior female scientists serve as a prime source of

leadership for top academic administrative positions. A more diverse work force in the science, engineering, technology, and mathematics (STEM) fields not only allows women and other members of underrepresented groups to reap the benefits of the relatively high salaries of scientists and engineers. It may also lead to innovations in science and engineering, since people from different

backgrounds bring diverse approaches to problem-solving—in the classroom, laboratories, and on the job—that can improve our daily lives.

[Read the full article.](#)

## Is Biology Just another Pink-Collar Profession?

By Marlene Zuk and Sheila O'Rourke  
October 29, 2012  
*Chronicle of Higher Education*

More women than men are earning degrees in biology, contradicting those people who used to claim that girls simply weren't interested in science, or that the mathematics required for a biology degree was, in the immortal words of Barbie, too "tough."

In 2009, women received a majority of the degrees awarded in biological and biomedical sciences, from associate to Ph.D., and earned 53 percent of the doctorates, according to *The Chronicle's Almanac of Higher Education*. Those numbers do not include the health professions and related clinical sciences, where the disparity is even more female-biased: 59 percent of all Ph.D.'s in those areas went to women.

Taken as a whole, that's a lot of female scientists, many of whom intend to use their degrees in academe. But does this achievement mean that the pipeline to the professoriate is no longer leaky, and that the problem of underrepresentation of women in science—at least the life sciences—as well as technology, engineering, and math is over? [Read more.](#)

## The Global Gender Gap Report

From the the *WIA Report*:

The World Economic Forum recently released its Global Gender Gap Report which ranks the world's nations on gender equality. The United States ranked 22nd, behind ... Nicaragua, Lesotho, Latvia, and Cuba. In last year's report, the United States was in 17th position.

Iceland, Finland, and Norway were rated as having the highest level of gender equality. Yemen, Pakistan, and Chad held the three lowest ranks.

The United States was tied with 20 nations for the highest ranking in educational attainment because women earn more higher education degrees than men. But the U.S. ranked low in health equality and was in 55th place in terms of political equality.

[Read the full report.](#)

## Women as Academic Authors, 1665-2010

*Chronicle of Higher Education*

Women's presence in higher education has increased, but as authors of scholarly papers—keys to career success—their publishing patterns differ from those of men. Explore nearly 1,800 fields and subfields, across four centuries, to see which areas have the most female authors and which have the fewest, in this exclusive Chronicle report. See how overall percentages differ from the important first-author position and—in two major bioscience fields—from the prestigious last-author position.

[Read the full special report.](#)

Have an article or news item of interest about women in STEM Fields you'd like to share? We'd like to hear about it! Send your article to [advance2@unl.edu](mailto:advance2@unl.edu).

**THANK YOU** to Nancy J. Busch and Evelyn Jacobson for suggesting articles for this week's edition!

## Pregnant women take 2 months sick leave on average, Norwegian study suggests.

"The study suggested that the amount of sick leave taken by pregnant women could be reduced by employers offering flexible work adjustments. On average, women offered flexible work options took seven days less sick leave than those who were not offered the same options."

[Read more here.](#)