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- Biology Professor Named Project Kaleidoscope Director
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- University Study Finds That Women Talk Less Than Men in a Group Decision-Making Process
- Why Women Should Stop Trying to Be Perfect

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Let's Call It 'Affirmative Effort'

New York Times, Nancy Hopkins, Emeritus Professor of Biology, MIT September 30, 2012
Affirmative action has come to describe two very different types of efforts. One involves lowering standards to achieve diversity. The other does not lower standards, but rather involves taking action to overcome discrimination, including unconscious bias. This

type – I'll call it "affirmative effort," is essential in providing a level playing field for women who aspire to STEM (science, technology, engineering, mathematics) field careers. I can't think of another way to confront the unconscious bias recently described in the Yale study (SEE last week's E-News). Unconscious bias, which results in the

undervaluation of women and their work, was discovered by psychologists more than 20 years ago. Numerous studies have documented its negative impact on women's advancement in STEM fields. About 15 years ago universities began to address the problem, particularly at the faculty level, by using more rigorous data-driven approaches to assess merit

[Read the full article.](#)

Biology Professor Named Project Kaleidoscope Director

Diverse: Issues In Higher Education Jamaal Abdul-Alim
Despite increased emphasis on the need to increase diversity in STEM fields, there's still a dearth of understanding when it comes to bringing about the kind of institutional change that will actually make a difference. That's the viewpoint of Dr. Kelly

Mack, who had been a biology professor at the University of Maryland Eastern Shore (UMES) until recently appointed to serve as executive director of Project Kaleidoscope, or PKAL—an initiative of the Association of American Colleges & Universities (ACC&U) that focuses on building and sustaining strong undergraduate

programs in the STEM fields. Since 2008, Mack had been on loan from UMES, **servicing as a program director for the National Science Foundation (NSF) ADVANCE Program**, which focuses on the advancement of women in the academic science and engineering disciplines. She left both positions to lead Project Kaleidoscope full-time. [Read the full article.](#)

Why Some Academics Publish More

Inside Higher ED, September 27, 2012 Matthew Reisz for Times Higher Education
Motivation and the ability to network have a far greater impact on research productivity than age, gender, job satisfaction, managerial support or teaching load. That is the central conclusion of work by researchers from University College Dublin

led by Jonathan Drennan, lecturer in the School of Nursing, Midwifery and Health Systems. Drennan's team looked at the responses of almost 11,000 full-time academics from 12 European countries assembled for the Changing Academic Profession survey and the more recent data obtained by the Academic Profession in Europe: Responses to Societal Challenges (EUROAC) project.

After defining "research productivity" as "the number of publications in peer-reviewed journals and book chapters completed" over a three-year period, the team set out to analyze the demographic, academic and institutional variables that best predict the high and low performers.

[Read the full article.](#)

University Study Finds That Women Talk Less Than Men in a Group Decision-Making Process



From the *WIA Report*: A study by researchers at Princeton University and Brigham Young University finds that women in group decision-making situations speak less than men. The results showed that in group situations, the amount of time that women were speaking was less than 75 percent of the time that their proportion of the group would indicate. In the experiment, subjects were placed in groups of at least five people and given the task of assigning the allocation of money from a joint venture. [Read the full article](#)

Why Women Should Stop Trying to Be Perfect

From *The Daily Beast*: Over the past 30 years—first at Harvard Business School, where I was on the faculty for nearly two decades, and now, at Barnard College, where I serve as president—I have watched thousands of bright and talented young women start to plot the course of their lives. I have watched my friends' and colleagues' lives evolve in complicated and unpredictable ways. And I have juggled like mad, with three wonderful kids, a husband I adore, and jobs that leave me perched perpetually on the edge of insanity. Like most working mothers, I have snuck out of meetings to attend piano recitals and missed track meets when a deadline was looming. I have sprinted through airports in the futile hope of catching an earlier flight home and tried to comfort a sobbing child when, inevitably, the plane was late. I delivered my first lecture in a suit that reeked of infant throw-up from earlier that morning and crashed the minivan into a tree as I raced to retrieve the correct ballet costume. Through all this chaos I have become increasingly convinced of two interconnected points. First, that there is undeniably still a “women’s problem” in the United States, a problem that relates deeply and intimately to the bleak roster of numbers that tell this story. And second, that part of this intractable problem is tied to the fact that women in this country are struggling far more than is necessary not only to have that ephemeral “all,” but to do it all alone.

[Read the full article](#)



Save the Date for
these important
upcoming
ADVANCE Events!

We're on the Web!

See us at:

Advance.unl.edu

Thursday, October 11th

ADVANCE-Nebraska and Academic Affairs

8:00 am – 10:30 am, City Campus Union, Georgian Suite (Breakfast will be served at 8:00am.)

An open conversation with Associate Vice Chancellors Ron Yoder and Sunil Narumalani, the ADVANCE Faculty Committee, chaired by Concetta DiRusso, and the ADVANCE Leadership Team to discuss recruitment strategies and experiences for faculty searches.

Friday, October 19th

11:30 am - 1:00 pm

Dr. Marinda Li Wu, 2012 American Chemical Society President-Elect
Room 548 Hamilton Hall

Friday, November 2, 2012

Dr. Christina Falci

11:30 am – 1:30 pm, City Campus Union, Georgian Suite
Highlights from the 2011 Faculty Network and Workload Study (FNWS)

Have an article or news item of interest about women in STEM Fields you'd like to share? Send your article to advance2@unl.edu with a brief note about why you'd like to share it.