

## ADVANCE E-NEWS VOL. 2, NO. 5, FEBRUARY 2010

*ADVANCE-Nebraska: Advancing women, advancing STEM*

Please feel free to forward, opt out, or provide feedback via email to: [advance2@unl.edu](mailto:advance2@unl.edu).

Visit ADVANCE-Nebraska online: <http://advance.unl.edu>

Please send us your items of interest (announcements, new or classic papers, funding and job opportunities) to [advance2@unl.edu](mailto:advance2@unl.edu).

Thanks to all who contributed articles: Paul Black, Ron Roeber, Bonnie Coffey.

### A. Announcements

1. Spring Semester, 2010 ADVANCE Activities
  - a. Christina Falci and Julia McQuillan to speak on "Perceptions of Climate and Connectivity among UNL STEM Faculty" **22 February**, City Union
  - b. Dana Britton, Kansas State, to speak on "Gender and Promotion: Barriers to Promotion to Full Professor Among STEM Faculty", **March 4**, 4pm, City Union
  - c. COACH Workshop: Powerful Presentations – Women in Academic Leadership Roles, **March 29**
  - d. Allison MacKay, Civil Engineering, UConn – Paths to Success Luncheon speaker, **April 22**
  - e. Second ADVANCE-Nebraska **Writing Retreat: May 10-15** includes writing coach and grant-writing specialist
2. Office of Research Grant-Writing Seminar, **March 12**
3. FORWARD to Professorship conference, June 1-3, 2010

### B. It's Candidate Interview Season: etiquette for academics

### C. New Papers on Work-Life Balance, Gender Equity, The Pipeline

1. The gender of American academic leaders matters, by [Ronald G. Ehrenberg](#)
2. Colleges Look for Ways to Support Women STEM Faculty: ADVANCE in the *Chronicle*
3. Gender Gap in Computer Science Widened by Star Trek?
4. Housework is an academic issue for female scientists (and engineers, no doubt!)
5. The Cinderella Syndrome, revisited

### D. Miscellaneous

1. Voice your opinion to the Office of Science and Technology Policy
2. Early Career Workshop for Women in BioSci
3. A Survey for Graduate Students and Post-Docs
4. UNL Work-Life Integration Policies on OSVCAA website

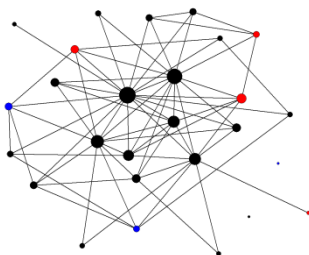


think warm!

### A. ANNOUNCEMENTS

#### 1. SPRING SEMESTER, 2010 ADVANCE ACTIVITIES

##### A. PERCEPTIONS OF CLIMATE AND CONNECTIVITY AMONG UNL STEM FACULTY – **FEBRUARY 22**



In 2007 UNL's Office of Research helped the ADVANCE grant-writing team to field two surveys of UNL STEM faculty: the COACHE survey and the Networking Survey. The latter is a research project by Dr. Christina Falci, Sociology, and tests the hypothesis that women in STEM are less integrated into research and social networks than their male colleagues.

This assertion is common in the literature, but was never tested in academia until now! Come and hear the results of the two surveys, from Drs. Falci and Julia McQuillan. Come and understand why this research is so important, and what it has told us about working at UNL and being a success at UNL.

Location City Union; Time: 11:30 – 1:00. Register for free lunch at [advance2@unl.edu](mailto:advance2@unl.edu) or brown bag.

\*\*\*\*\*

#### B. GENDER AND PROMOTION: BARRIERS TO PROMOTION TO FULL PROFESSOR AMONG STEM FACULTY

**MARCH 4**, 4PM, CITY UNION



Dana M. Britton is Professor of Sociology at Kansas State University, executive director of the KSU Advance IT project at KSU, and editor of the journal *Gender & Society*. She is currently collaborating with researchers at several universities to complete a study on the impact of gender on promotion process for STEM faculty. Dr. Britton's research interests are in gender, work, sexuality, and social control.

She has studied officers' work in men's and women's prisons, faculty careers in science, engineering, and math, written about theoretical issues related to gender and organizations, and even studied prison dog training programs. Dr. Britton teaches courses on gender, work, research methodology, and social control. She is the author or editor of three books on these topics, and she currently edits the leading specialty journal in the sociology of gender - *Gender & Society*.

\*\*\*\*\*

#### C. COACH WORKSHOP: POWERFUL PRESENTATIONS IN THE CITY CAMPUS UNION, **MAR. 29**. 9AM –

4:30PM.



Do Not Miss This Opportunity! Nancy Houfek and Lee Warren are returning with another exceptional workshop that will give you skills that you can begin using immediately to become more effective at everything that you do. It is well-worth your finding a substitute for classes that day – show a film, give a quiz – your classes will be better in the long run for it!

This workshop, designed to complement Strategic Persuasion and Strategies for Leading Change, will give women the opportunity to hone their speaking skills. In an interactive format, participants will learn techniques from the theater for increasing confidence and charisma, expanding vocal power, using effective body language, and dramatic strategies.



You will learn how to bring structural clarity to the content of your speech, whether speaking spontaneously or with prepared remarks.

You will discover how powerpoint can become a tool rather than a distraction.

You will explore the relationship between time, structure, and silence, in order to most effectively land their points.

Participants will be asked to bring in examples of their most challenging speaking events, whether in meetings, negotiations, informal presentations, or formal lectures. There will be plenty of practice and individual coaching on how to improve performance.

Participants will leave with the confidence and ability to present themselves and their ideas with power. **Register now** at [advance2@unl.edu](mailto:advance2@unl.edu).

\*\*\*\*\*

#### D. PATHS TO SUCCESS LUNCHEON SERIES: DR. ALLISON MACKAY, CIVIL ENGINEERING, U-CONN, 22

APRIL

Mark your calendars to hear how a mid-career engineer balances work and family.

\*\*\*\*\*

#### E. ADVANCE-NEBRASKA WRITING RETREAT, MAY 10-15, LOVE LIBRARY

Second annual ADVANCE-Nebraska writing retreat will feature optional 1/2 – day grant-writing workshop with the Office of Research’s Sara Trickey. Writing coaches Shari Stenberg and Jessica Rivera (English Dept and Faculty Leadership for Writing Initiative) will also return for discussions of writing strategies, overcoming writing block, and writing clearly. Voluntary participation in peer review of writing.

Breakfasts and lunches served all week while you devote all of your time to finishing those papers, that grant proposal, etc etc!

One faculty member has submitted THREE papers finished up at the writing retreat! Comments from the first writing retreat participants:

“Great writing environment. I’m more productive here.”

“...being able to sit in front of my computer for hours in a row...was FANTASTIC”

“Please organize again”

“This was a wonderful event, excellent opportunity to finish some projects that I was procrastinating on...Providing [meals] was very nice as it allowed us to stay focused on the projects”

Register at [advance2@unl.edu](mailto:advance2@unl.edu). NO COST to you!

\*\*\*\*\*

#### 2. OFFICE OF RESEARCH AND ECONOMIC DEVELOPMENT GRANT-WRITING SEMINAR, MARCH 12

Beef up your proposals and meet the folks responsible for getting your proposal out the door:

8:30 a.m. to 5:00 p.m. in the Nebraska Union auditorium

For more information, contact Peg Filliez in the Office of Research at [pfilliez1@unl.edu](mailto:pfilliez1@unl.edu) or (402)472-2851. More information and link to online registration: <http://research.unl.edu/events/grantseminar/>

\*\*\*\*\*

#### 3. FORWARD TO PROFESSORSHIP CONFERENCE

June 1-3, 2010.

FORWARD in SEM stands for: Focus on Reaching Women for Academics, Research and Development in Science, Engineering and Mathematics is a joint program of the George Washington and Gallaudet Universities funded by a National Science Foundation ADVANCE leadership award. This workshop is provided for women and minorities who may be considering, or are currently in, a tenure track position in science, engineering or mathematics. The workshop is called FORWARD to Professorship. The 2 1/2 day workshop will focus on skills, strategies and "insider information" necessary to obtain a tenure-track position, to succeed in one and advance to other positions of leadership. This is also an opportunity to network and meet peers. Scholarships for workshop registration fees will be provided for all accepted applicants.

Visit the website: <http://student.seas.gwu.edu/~forward/advance/>. Here you will find information and the forms needed to apply for participation. The deadline is coming up. We are hoping to have all applications by the end of February this year! Please contact me if you have any questions.

Dr. Yell Inverso, Au.D., Ph.D.  
FORWARD Coordinator  
[forward.office@gallaudet.edu](mailto:forward.office@gallaudet.edu)  
Coordinator, Pay it FORWARD

Assistant Professor  
Salus University, Osborne College of Audiology

\*\*\*\*\*

## B. IT'S CANDIDATE INTERVIEW SEASON: RULES OF ETIQUETTE

*From the Chronicle of Higher Ed*, some reminders of how land our top candidates:

**For faculty interviewers:** Don't ask illegal and unethical questions. If you don't know what is permissible, find out in advance. (At UNL, contact EADP:

Associate Director, Arturo Pérez, aperez2@unl.edu, (402) 472-3417

**For faculty interviewers:** Imagine that the person you are interviewing might one day be your colleague (for decades!). Be polite and professional; don't look at your watch every few minutes during the conversation nor make any comments favoring any candidate.

**For male faculty interviewers:** Don't say to a female candidate for a faculty position: "I don't know what we are supposed to talk about. I can tell you that my wife likes living here. She likes the schools, she has a nice garden, and the humidity makes her hair curly." Don't say anything that strongly suggests that you don't know how to have a professional conversation with a woman. (*This never happens at UNL!*)

**For department chairs:** Don't start your meeting with a candidate by listing the previous faculty members who have been denied tenure.

**For department or search-committee chairs:** When you have made a decision, let the unsuccessful candidates know the outcome. Don't assume they will *guess* the outcome if they don't hear any news from you.

Here are a few more:

Try to not over-schedule the candidate; give him/her some time to see the campus, and Lincoln. Instead of individual interviews, candidates can interview with pairs of faculty or interest groups of faculty.

**For faculty:** sell your department, UNL, and Lincoln to each candidate. Your favorite may have another offer. **Some great selling points for UNL:** the UNL Academic Affairs Office offers new faculty mentoring via workshops; the UNL Office of Research and Economic Development offers a lot of help with grant-writing, including seminars on grant-writing (this is not a widespread practice, so don't forget to mention it!).

New hires at UNL like the communication and interdisciplinary opportunities at UNL, the live-ability of Lincoln, and departments that had high turnout for the talk and friendly faculty who discussed how they could collaborate with the candidate.

Does the candidate want to know about football, Campus Rec, art museums, music, theatre in Lincoln? Schools? Churches? Have this information ready. UNL recently posted information on Lincoln at <http://visit.unl.edu/ucomm/lincoln/>.

And after the interview: **For anyone who attends faculty meetings:** Don't make faculty meetings last longer than necessary unless you have something really important to say.

See the Chronicle article in full: <http://chronicle.com/article/A-Scientists-Guide-to/49080/>

Visit the ADVANCE-Nebraska Interview Toolbox for more information:  
<http://advance.unl.edu/recruitpart2/>

\*\*\*\*\*

## C. NEW PAPERS ON WORK-LIFE BALANCE, GENDER EQUITY, THE PIPELINE

### 1. THE GENDER OF AMERICAN ACADEMIC LEADERS MATTERS, BY [RONALD G. EHRENBURG](#)

Ronald C. Ehrenberg and colleagues expanded a research question addressed by Kurtulus and Tomaskovic-Devey (2009; Tomaskovic-Devey is a member of ADVANCE-Nebraska's External Advisory

Board) to academia: Does board gender affect faculty gender? They gathered data for the period 1984-2007 on gender composition of trustees/regents, presidents, chancellors, provosts and vice chancellors and presidents as well as faculty composition.

The researchers did find that the number of women faculty increased at a greater rate at institutions with a female presidents and female provosts. The effect was greatest at smaller undergraduate institutions. Boards of trustees with 25% or more female members also had a positive effect on numbers of female faculty. (We have noticed that there are 0 women on UN's Board of Regents!).

Further research will address why this has an impact, and what is the effect of deans and department chair gender. The National Research Council has found evidence that the gender of the chair of faculty search committees in STEM at major research universities has a positive effect on the number of women PhDs who apply for the position.

Article on the study: <http://www.voxeu.org/index.php?q=node/4517>

Original paper: [http://www.ilr.cornell.edu/cheri/upload/cheri\\_wp127.pdf](http://www.ilr.cornell.edu/cheri/upload/cheri_wp127.pdf)

\*\*\*\*\*

## 2. COLLEGES LOOK FOR WAYS TO SUPPORT WOMEN STEM FACULTY

*from the Chronicle of Higher Education*: some highlights of successful ADVANCE programs at Virginia Tech, Case Western, Georgia Tech, University of Washington, and University of Michigan:

Georgia Tech offers an interactive web-based tool used by its promotion and tenure committees called ADEPT, found online at: <http://www.adept.gatech.edu/index.htm>

Case Western offers executive coaching sessions for new chairs and deans at: [http://www.case.edu/admin/aces/coaching.htm?nw\\_view=1266534260&](http://www.case.edu/admin/aces/coaching.htm?nw_view=1266534260&)

Complete article: [Colleges-Look-for-New-Ways-to Support Female Scientists/](#) (the person on the far right is UNL Math alumna Dr. Joyce Yen who serves on ADVANCE-Nebraska's External Advisory Board).

For all ADVANCE programs, visit the Virginia Tech ADVANCE portal: <http://www.portal.advance.vt.edu/index.html>

\*\*\*\*\*

## 3. GENDER GAP IN COMPUTER SCIENCE WIDENED BY STAR TREK?

That's how the popular press is characterizing a paper by Cheryan and colleagues that was published in the December, 2009 issue of the *Journal of Personality and Social Psychology* (link below). Cheryan and her colleagues found that people are cued by room décor into liking or disliking the activity going on there. If a room was decorated with stereotypically "geeky" objects, including Star Trek posters, videogames and comic books, women college students were less interested in computer science than if the room décor was more "neutral": coffee mugs, plants and art posters.

Their initial study of 39 college students was followed up by one of 215 students who were asked to imagine joining a "geeky" or "neutral" firm after graduation, and women overwhelmingly chose "neutral". Men were not influenced by room décor.

The authors concluded: "People can make decisions to join a group based solely on exposure to that group's physical environment." What do our labs and classrooms look like?

<http://www.ncbi.nlm.nih.gov/pubmed/19968418>

\*\*\*\*\*

## 4. HOUSEWORK IS AN ACADEMIC ISSUE FOR FEMALE SCIENTISTS (AND ENGINEERS, NO DOUBT!)

Female scientists do nearly twice as much housework as their male counterparts, Londa Schiebinger and Shannon K. Gilmartin report in the Jan-Feb issue of *Academe*. Women scientists with partners at R1 institutions such as Stanford do 54 percent of the cooking, cleaning, and laundry at home; partnered men scientists do 28 percent. This is more than ten hours a week of housework for women scientists — in addition to the fifty-eight hours a week they are already working as scientists—and is five hours of housework for men. In addition, their data showed little variation by generation.

<http://www.aaup.org/AAUP/pubsres/academe/2010/JF/feat/schie.htm>

\*\*\*\*\*

#### 5. THE CINDERELLA SYNDROME, REVISITED (FROM AWIS' WASHINGTON WIRE)

Scientists, and especially women scientists, are plagued by feelings of inadequacy. Cheryl Murray, **President of the American Physical Society and incoming Dean of Harvard's School of Engineering**, still describes "an overwhelming sense of being a fraud, a phony, of not being good enough for her job, despite much evidence to the contrary". This special report by *Nature* delves into the 'impostor phenomenon', a term coined 30 years ago to describe how women (though later research show that men are afflicted too) have difficulty internalizing their successes. From 'sitting-on' papers to not applying for promotions, this often leads to sabotaging one's own career. The article ends by listing some strategies for helping purge the inner critic such as establishing a relationship with a good mentor, and tackling areas of weakness head-on.

[Unmasking the impostor](#)

\*\*\*\*\*

### D. MISCELLANEOUS

#### 1. VOICE YOUR OPINION! SHARE YOUR IDEAS!

The Office of Science and Technology Policy has released a request for information (RFI) to the general public regarding the greatest STEM challenges of our century. A list of 'grand challenges' currently includes the need for better vaccines, less expensive diagnostics, improved cyber-security, affordable solar cells, and intelligent prosthetics. The current administration wants your input on which of the proposed grand challenges are most important and how government, industry, and society can work together to overcome these challenges. Responses are due by **April 15, 2010** to [challenge@ostp.gov](mailto:challenge@ostp.gov).

[Click here to voice your opinion!](#)

\*\*\*\*\*

#### 2. EARLY CAREER WORKSHOP FOR WOMEN IN BIOSCI

We are writing to introduce you to WEBS (Women Evolving Biological Sciences), an annual three-day symposium aimed at addressing the retention of female scientists and issues related to the transition of women from early career stages to tenure track positions and leadership roles in academic and research settings. Past WEBS symposia in 2007 and 2008 were huge successes. Early career participants as well as our senior scientist panelists reported feeling inspired and equipped with new connections and tools that they expect will help them in their career in the years to come. We would appreciate your assistance in passing along this information to any of your colleagues who you think will be interested in our program.

WEBS will target early career women in the Biological Sciences with an emphasis on ecology and evolutionary biology. In particular, it will focus on women who have earned their doctoral degrees within the past two to eight years and who do not have tenure in order to address the critical transition period from graduate studies and post-doctoral positions to permanent research and teaching positions. The symposium will provide a forum for professional development, including awareness and improvement of academic leadership skills; opportunities to establish mentoring relationships; and resources for developing professional networks. The 2010 symposium will be held at the Pack Forest Conference center near Seattle, WA from **October 24-27, 2010**.

Please visit our website (<http://www.webs.washington.edu>) for details and application materials. Feel free to contact us with any questions you might have ([webs@u.washington.edu](mailto:webs@u.washington.edu)). Applications open March 1, 2010 and will be due on April 15, 2010.

Samantha Forde, Ph.D., University of California Santa Cruz

Claire Horner-Devine, Ph.D., University of Washington

Joyce Yen, Ph.D., University of Washington

\*\*\*\*\*

### 3. A SURVEY FOR GRADUATE STUDENTS AND POST-DOCS

The Union of Concerned Scientists would like to hear from graduate students and postdocs about their needs and science policy interests, in order to integrate the views of young scientists into their science-based advocacy work. If you can help out, please go to

<http://www.ucsusa.org/action/YSSsurvey.html>

and take what they promise will be a short and confidential survey.

\*\*\*\*\*

### 4. UNL WORK-LIFE INTEGRATION POLICIES

(FORMERLY WORK-LIFE BALANCE, FORMERLY FAMILY-FRIENDLY)

The Office of the Senior Vice Chancellor for Academic Affairs updated its website and now all policies having to do with leaves, stop-the-tenure-clock, assignment shift, and family benefits are compiled in one place:

[http://www.unl.edu/svcaa/faculty/policies/work\\_life\\_balance.shtml](http://www.unl.edu/svcaa/faculty/policies/work_life_balance.shtml)

Did you know: if both parents are employees at UNL, each contributes to the dependant scholarship program, doubling the hours your dependant is eligible for at UNL!

<http://hr.unl.edu/general/dependentscholarship.shtml>