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## Overcoming Academic Perfectionism Do You Measure Up?

*Kerry Ann Rockquemore*  
From *Inside Higher Ed*  
December 5, 2012

It's been quite a journey over the past five weeks of our collective work to [overcome academic perfectionism](#). We calculated the [costs of perfectionism](#), we learned what the [cycle of perfectionism](#) looks like and how to disrupt it, and we explored concrete strategies for overcoming perfectionism [writing](#). I love that so many

in [teaching, service](#) and of you experimented with new strategies in your writing, teaching, and service and found immediate relief in doing so. By now you know that I believe the quickest and easiest way to launch your journey to overcome perfectionism is to experiment with new strategies and assess the outcomes. I'm not surprised to hear that many of you also discovered the inevitable: When you take the first steps in changing your behavior, all of your "stuff"

comes flying up to the surface. It may feel uncomfortable in the moment, but once your stuff is up at the surface (instead of invisibly and quietly driving you under the surface), you can take a good hard look at it, see if it's true or false, decide if it's serving you or tormenting you, and then choose whether you want to continue holding onto limiting beliefs, other people's definitions of success, flawed assumptions, and/or unrealistically high expectations.

[Read the full article.](#)

## The Ambition Myth: Debunking a Common Excuse for the Gender Wage Gap

*From The Atlantic*  
Bryce Covert  
December 3, 2012

The gender wage gap drew a spotlight in the presidential campaign, as both sides duked it out for women's votes. But while we accept the gap's persistence, we're still guessing at its origins. One explanation, from both the right and the left, is that women are less ambitious -- either they make explicit choices to put family before work or their shrink from the opportunity to demand a higher salary or better job.

This explanation seeks to explain the fact that many women are stalled in middle management and make up a [pitiful percentage](#) of America's C-suite. (See: [the debate](#) over why a mere 14 percent of Goldman Sachs's new partners and 23 percent of its new managing directors were women this year.) When researchers have studied the ambition gap, they've discovered something peculiar: It's not there. Women do ask for more. They just aren't rewarded for it. The research organization Catalyst, for example, [found that](#) among MBA grads on a traditional

career track, women are even more likely than men to seek out skill-building experiences and training opportunities and to make their achievements visible by asking for feedback and promotions. Women also reported similar rates of negotiating as men: 47 percent of women and 52 percent of men had asked for a higher salary during the hiring process, and 14 percent of women and 15 percent of men had asked for a higher position. No gap there. A [recent paper from the National Bureau of Economic Research](#) reported similar findings. When it was not made explicit that prospective employees could negotiate salary, men were more likely than women to haggle anyway. But once it was made explicit, women drove an even harder bargain than men.

[Read the full article.](#)

### Gender Segregation in Elite Academic Science

Click [here](#) to read this NSF-funded study published in *Gender & Society*



## Most Professors Say They've Considered Quitting over Work-Life Conflicts

By Audrey Williams June

December 6, 2012

From *The Chronicle of Higher Education*

Work-life conflicts have caused roughly three out of every four assistant professors to think about leaving their institution, according to the results of a new survey.

For some assistant professors, leaving their institution isn't enough to solve their work-life problems. Almost 45 percent of those surveyed said they could see themselves leaving academe altogether. Meanwhile, 65 percent of full professors surveyed said that they had considered leaving their university in the last year.

[Read the full article.](#)



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## Jefferson Science Fellowship

The National Academies is pleased to announce a call for nominations and applications for the 2013 Jefferson Science Fellows program. Initiated by the Secretary of State in 2003, this fellowship program engages the American academic science, technology, engineering and medical communities in the design and implementation of U.S. foreign policy.

Jefferson Science Fellows (JSF) spend one year at the U.S. Department of State or the U.S. Agency for International Development (USAID) for an on-site assignment in Washington, D.C. that may also involve extended stays at U.S. foreign embassies and/or missions.

The fellowship is open to tenured, or similarly ranked, academic scientists, engineers and physicians from U.S. institutions of higher learning. Nominees/applicants must hold U.S. citizenship and will be required to obtain a security clearance.

The deadline for 2013-2014 program year applications/nominations is **January 14, 2013**. To learn more about the Jefferson Science Fellowship and to apply, visit the JSF web at:

[www.nas.edu/jsf](http://www.nas.edu/jsf)



## Time Off for Dad

By [Susan Gaidos](#)

November 30, 2012

“Paternity leave is truly important because unless you actually have policies for fathers as well as mothers, mothers won’t take them.” —Mary Ann Mason

While seeking a postdoctoral position at what is now the Carnegie Institution for Science in 2005, Daniel Gorelick did what many job-seekers are afraid to do: He asked his potential future employer about the availability of parental leave. The institution wasn't deterred, however, and he got the position. He took time off when his daughter Hannah was born a year and a half later. He used the benefit again 3 years after that, taking 6 weeks off to care for Simon, his newborn son.

[Read the full article.](#)

## Science Careers From the journal *Science*

*“Paternity leave is truly important because unless you actually have policies for fathers as well as mothers, mothers won't take them.”*

*—Mary Ann Mason*