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# ADVANCE-Nebraska E-News

Advancing Women, Advancing STEM

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## Ann Austin Visits the UNL Campus for ADVANCE-NEBRASKA'S Summative Evaluation

This week Ann Austin, ADVANCE-NEBRASKA'S External Evaluator, visited the UNL Campus to evaluate the progress ADVANCE has made over the course of the five years of the grant. Ann, a professor of higher education at Michigan State University, is a nationally known scholar whose scholarship focuses on faculty careers, academic workplaces, and organizational change in higher education.

As part of her evaluation, Ann met with pre-tenure STEM women faculty, tenured STEM women

faculty, and dual career couples from Engineering, Arts & Sciences, and IANR. She also met with ADVANCE'S Internal Advisory Board, the Leadership Team, the Evaluation Team, the Research Team, the Senior Vice Chancellor for Academic Affairs and Associates, Deans and Department Heads of the three STEM Colleges, the Office of Research and Economic Development, ADVANCE PIs, CO-PIs, ADVANCE's Director and Faculty Committee.



Picture from <http://www.cirtl.net/forum/2011/speakers>

ADVANCE would like to thank the many people who have given generously of their time to make Ann's visit a success!

## New Study Exposes Gender Bias in Tech Job Listings

From WIRED  
By Klint Finley

Only 11 percent of all engineers in the U.S. are women, according to [Department of Labor](#). The situation is a bit better among computer programmers, but not much. Women account for only 26 percent of all American coders.

There are any number of reason for this, but we may have overlooked one. [According to a paper recently published in \*Journal of Personality and Social Psychology\*](#),.

there could be a subtle gender bias in the way companies word job listings in such fields as engineering and programming. Although the Civil Rights Act effectively bans companies from explicitly requesting workers of a particular gender, the language in these listings may discourage many women from applying.

The paper — which details a series of five studies conducted by researchers at the University of Waterloo and Duke University — found

that job listings for positions in engineering and other male-dominated professions used more masculine words, such as "leader," "competitive" and "dominant." Listings for jobs in female-dominated professions — such as office administration and human resources — did not include such words.

[Read the full article.](#)

## Note the differences in interview questions based on gender:

**IOP blog** | Physics news and updates from the Institute of Physics

### The Finkbeiner test

Mar 8, 2013

By Margaret Harris

Here's a little game for you to play the next time you read a profile of a woman in science. As you read the article, count the number of times it mentions:

- The fact that she is a woman
- Her husband's job
- Her childcare arrangements
- How she acts as a "nurturing figure" towards junior scientists
- How she was taken aback by the competitiveness of her field
- That she's a "role model" for other women
- How she's the "first woman to..."

[Read the full article.](#)

### How is the CDC Celebrating Women's History Month?



Click [here](#) to Meet Two CDC Disease Detectives and find out! Be sure and explore CDC internships, fellowships, and student programs links while you are there!



National Science Foundation  
WHERE DISCOVERIES BEGIN

### Dear Colleague Letter - Employment Opportunity for Broadening Participation in Engineering Program Director, Engineering Education and Centers Division (EEC)

March 14, 2013

The Engineering Education and Centers Division (EEC) in the Directorate for Engineering (ENG), announces a nationwide search for an individual to serve as Program Director for the Broadening Participation in Engineering Program (BPE). The rotational assignment will be made for one year, and it may be extended for additional years by mutual agreement. Formal consideration of interested applicants will begin April 1, 2013 and will continue until a selection is made. The selected applicant is expected to start between July 1, 2013 and September 30, 2013

Through its funding portfolio, the BPE Program focuses on effective means of creating diverse pathways to engineering careers for all members of society, particularly those currently under-represented in the engineering workforce. The objective of the program is to improve the quality and diversity of the engineering workforce through targeted, systemic investments that achieve demonstrable short term and long term impact. The selected individual is expected to:

- Develop the ENG broadening participation strategy to maximize the impact of ENG investments.

- Solicit, review, and effectively manage a portfolio of awards in broadening participation.

- Work with other experts internal and external to NSF to evaluate the long term impact of ENG's broadening participation portfolio.

- Serve as a resource for ENG through their expertise on current scholarship and research for effective broadening participation strategies.

- Work closely with other program officers and administrative staff across the Engineering Directorate on methods to improve existing review, outreach, and other efforts to meet NSF goals of broadening participation.

[Learn more.](#)

# LEAN IN

**Gain Insights and Skills  
to help you lean in.**



**Featured Topic**

## Creating a Level Playing Field

By Shelley Correll, Professor of Sociology at Stanford University, Director of the Michelle R. Clayman Institute for Gender Research

Stereotypes act as a shortcut in information processing. Correll suggests solutions that scrutinize the ways individuals and organizations make decisions in order to reduce errors and create environments where everyone has opportunities to do their best work and get recognized for it.

[Watch the Video NOW!](#)

[Learn from other Leadership Experts.](#)



## Women and Minorities in Science, Technology, Engineering and Mathematics Fields Program (WAMS)

This program supports research and extension projects that have robust collaborations to increase the participation of women and underrepresented minorities from rural areas in science, technology, engineering, and mathematics fields that are relevant to USDA priorities identified by the Secretary: (i) Promotion of a safe, sufficient, and nutritious food supply for all Americans and for people around the world; (ii) Sustainable agricultural policies that foster economic viability for small and mid-sized farms and rural businesses, protect natural resources, and promote value-added agriculture; (iii) national leadership in climate change mitigation and adaptation; (iv) Building a modern workplace with a modern workforce; and (v) Support for 21st century rural communities. See <http://www.usda.gov/documents/VilsackLetter.pdf>. Legal authority for this program is contained in Section 7204 of the Food, Conservation, and Energy Act of 2008 (FCEA) (Pub. L. 110-246), which amends Section 1672 of the Food, Agriculture, Conservation, and Trade Act of 1990 (7 U.S.C. 5925)

**Grant Opportunity**  
[Learn More.](#)

## THE NATIONAL ACADEMIES

*Advisers to the Nation on Science, Engineering, and Medicine*

Dear Department Head:

We are asking your assistance in forwarding this message to inform students and faculty in your department of these outstanding fellowship opportunities. More detailed information and an online application can be found at [www.nationalacademies.org/rap](http://www.nationalacademies.org/rap).

The National Research Council of the National Academies sponsors a number of awards for graduate, postdoctoral and senior researchers at [participating federal laboratories and affiliated institutions](#). These awards include generous stipends ranging from \$42,000 - \$80,000 per year for recent Ph.D. recipients, and higher for additional experience. [Graduate](#) entry level stipends begin at \$30,000. These awards provide the opportunity for recipients to do independent research in some of the best-equipped and staffed laboratories in the U.S. Research opportunities are open to U.S. citizens, permanent residents, and for some of the laboratories, foreign nationals.

Detailed program information, including online applications, instructions on [how to apply](#) and a [list of participating laboratories](#), is available on the NRC Research Associateship Programs [Website](#) (see link above).

Questions should be directed to the NRC at 202-334-2760 (phone) or [rap@nas.edu](mailto:rap@nas.edu).

There are four annual review cycles.

Review Cycle: **May**; Opens March 1; Closes May 1

Review Cycle: **August**; Opens June 1; Closes August 1

Review Cycle: **November**; Opens September 1; Closes November 1

Review Cycle: **February**; Opens December 1; Closes February 1

Applicants should contact prospective Adviser(s) at the lab(s) prior to the application deadline to discuss their research interests and funding opportunities.

Thank you for your assistance.

Sincerely yours,

H. Ray Gamble

Director of the Fellowship Programs

National Research Council

The National Academies

500 5th Street NW, Keck 568

Washington, DC 20001

## MENTORING Funding Opportunity Announcement (FOA) from the Department of Health and Human Services!

Letter of Intent Due Date(s): **April 10, 2013**

Application Due Date(s) **May 10, 2013**

The purpose of this [Funding Opportunity Announcement \(FOA\)](#) is to encourage organizations with experience in the mentorship of individuals underrepresented in the biomedical research workforce to submit planning grant applications for the NIH National Research Mentoring Network (NRMN). The NRMN will establish a nationwide consortium to provide networking and mentorship experiences for individuals from backgrounds underrepresented in biomedical research from the undergraduate to junior faculty level. Planning grant applications must propose a plan to develop the partnerships and infrastructure needed to be competitive for the NRMN initiative. [Review all HHS](#)



### Improving Evaluation and Research Done With Diverse Populations

Evaluators, grad students interested in evaluation, project directors and principal investigators who work with evaluators are invited to join Eric Jolly, president of the Science Museum of Minnesota, Pat Campbell, president of Campbell-Kibler Associates, Inc. and Christy Horn, Co-Director of the Center for Instructional Innovation, UNL for a 90 minute workshop on improving evaluations and research done with diverse populations.

There will be food and Pat's homemade chocolate chip cookies and each participant will receive a \$25 gift card. In the workshops, participants will discuss a variety of research-based tips on how to collect the right data, more accurate data and do more appropriate analysis while "swimming in a sea of context". They will review, and test materials, developed under a National Science Foundation grant, and explore ways that the materials can impact the research and evaluations they do or the evaluations that are done for them.

Two separate workshops will be conducted. One on April 4 at 3:00-4:30pm at Mabel Lee 230. The second on April 5 at 9:30 - 11:00am at Mabel Lee 234. For more information or to register (space is limited) send the attached form to Christy Horn at [chorn@nebraska.edu](mailto:chorn@nebraska.edu).