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The Economics of Retaining Women

From WorkLife Law's Gender Bias Learning Project UC Hastings College of Law

...Institutions of higher learning that address work-life concerns increase their ability to attract and retain the best faculty – men as well as women.

...Colleges and universities are in the midst of the perfect financial storm. Their financial resources are declining. Their endowments have been hit hard by the current economic crisis, which

has decreased endowments by 23% or more....Public institutions face further budget cuts as a result of declining tax revenue. Charitable contributions to public and private institutions alike are down. As a result, many colleges and universities are forced to freeze salaries and cut back on spending.

Simultaneously, families' college savings plans have been gutted by the declining stock market. Parents of current and soon to be college students have lost their jobs. The number of requests for financial aid

is rising.

At a time when resources are declining and the demand for financial aid is increasing, colleges and universities must identify opportunities for reducing costs without negatively affecting their competitive edge and reputation for academic excellence. Retention of high performing faculty, including women, is more important than ever. It is the key to staying competitive, attracting donors, grantors and students, and keeping costs down by minimizing attrition.

[Read the full article.](#)

Keeping Quiet on Family

From *INSIDE HIGHER ED*
April 9, 2013
By Carl Straumsheim

One in four women in political science have delayed starting families to pursue academic careers, and those who combine the two often hide that they are pregnant or nursing to avoid hurting their job prospects, a new study shows.

"It's an unfair expectation for women to do that, because there are so many options available for women to be able to

"In many cases, departments [became] aware of potentially child-unfriendly policies - such as lacking sick leave and paid time off - only after a faculty member [raised] the issue herself"

balance an academic life and motherhood," said Angela K. Lewis, author of the study, which appears in the April edition of *PS: Political Science & Politics*.

[Read the full article.](#)

UNL's
Work-Life
Policies

Have you played Gender Bias Bingo?

“The Gender Bias Learning Project is housed within the Center for WorkLife Law at UC Hastings College of the Law. The Center for WorkLife Law's website on gender bias in academia website includes information about:

- the business case for [addressing gender bias on an institutional level](#),
- examples of [promising practices to retain women in academia](#),
- a [risk management legal brief for colleges and universities](#),
- and an opportunity to [share your thoughts and experiences with us](#).”

[Click here to watch videos of different types of bias unfolding.](#)



Marcia McNutt Named New Editor-in-Chief of Science

Marcia McNutt, former director of the U.S. Geological Survey, has been named by the Board of Directors of the American Association for the Advancement of Science (AAAS) to serve as editor-in-chief of the *Science* family of journals beginning 1 June 2013.

[Read the full story.](#)

From WorkLife Law's Gender Bias Learning Project:



Gender Bias: The Games People Play

“Gender bias typically stems not from malevolence, but from the perceived mismatch between the “typical woman” and the requirements of jobs that historically were held by men such as professor, scientist, and investment banker. In fact, many of the historically male dominated jobs are still held predominantly by men. For example, tenure-track jobs at research institutions still are 70-80% male.

Gender bias takes many forms, some obvious and others subtle. Here are some common examples of more subtle forms of bias:

- Objective rules applied rigidly to women but leniently to men
- The persistent assumption that a mother is home with her children when she is at a committee meeting, presenting at a conference, or home writing her book
- An atmosphere where women are accepted only if they cater to the comfort levels of men who expect them to play traditionally feminine roles.”

Visit [WorkLife Law's Gender Bias Learning Project](#) to [Learn More!](#)

UNL STEM Faculty Gear Up for a Month of Writing Opportunities with ADVANCE- NEBRASKA

May is the MONTH to WRITE! And, whether you've been contemplating finishing an article that's been languishing on your desk or starting to put together your tenure-review packet, complete it with ADVANCE!

During the month of May, we'll be offering a series of writing events designed to kick start your project. On May 7, nationally known faculty development coach Kerry Ann Rockquemore will visit the UNL Campus to host two faculty workshops.

Her morning workshop, "Writing Your Next Chapter: Midcareer Faculty," is designed for tenured faculty who are ready to take the next step. This workshop might also be attended by faculty who are nearing tenure review. Her afternoon workshop, "Getting What You Need: Junior Faculty," is designed for assistant professors who have not yet neared the tenure process.

From Monday, May 13, 2013, until Friday, May 17, 2013, ADVANCE-NEBRASKA will host its annual writing retreat at UNL's Law Library. We'll have writing coaches available, writing rooms, wireless internet and plenty of support for your writing project.

**To RESERVE YOUR SPACE NOW in any or
ALL these events, email
advance2@unl.edu.**

Dr. Kerry Ann Rockquemore



May 7, 2013

9:00 am - 12:00 pm

**Writing Your Next Chapter: Midcareer
Faculty**
City Union Regency Suite

1:30 - 4:30 pm

Getting What You Need: Junior Faculty
East Campus Arbor Suite

Dr. Kerry Ann Rockquemore, President and CEO of the National Center for Faculty Development & Diversity, will give two workshops for UNL Faculty on May 7, 2013. Her scholarship has focused on interracial families, biracial identity, and the politics of racial categorization. She is author of two important books: *Beyond Black* and *Raising Biracial Children*, as well as over two dozen articles and book chapters on multiracial youth. After Dr. Rockquemore became a tenured professor, her focus shifted to improving conditions for pre-tenure faculty by creating supportive communities for writing productivity and work/life balance

RSVP to advance2@unl.edu



WEPAN is excited to announce **two excellent keynote speakers** at its upcoming [National Conference](#):



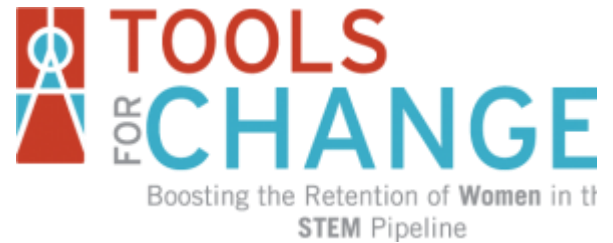
Maria Klawe,
President, Harvey Mudd College
[“Harvey Mudd’s Success Story: 40% Women in Computer Science”](#)

Arthur Jones
Associate Dean for Inclusive Excellence, Colorado Women’s College, University of Denver
[“The Engineering “Welcome Table”: an Interactive Invitation](#)

WEPAN’s conference is being held June 19 - 22 in Atlanta, GA, immediately before the annual conference of the American Society for Engineering Education, also in Atlanta. Come to Atlanta few days early to focus on creating environments in which any woman is welcomed, respected, supported and valued to fully participate in engineering. We will explore how gender research and related programs support the success of diverse communities of women from the ground floor to the “corner office” of engineering careers. [Early Registration discount continues through April 15, 2013.](#)



Transforming Culture in Engineering Education



Online Training

It is clearly recognized that marriage, childbearing and caregiving are major factors that push women out of the scientific pipeline. Studies also show that gender bias plays a role as well. Our team has engaged in extensive research to determine when and why women drop out of the pipeline, gathered examples of effective interventions and have produced the following training modules.

Level-the-Playing-Field Workshops



We offer a series of short visual presentations aimed at a variety of audiences. These online workshops review all we have learned about what works and what doesn’t in creating a workplace which doesn’t push out women out of the pipeline.

[Register for Instant Online Access](#)

[Visit their website.](#)