

More Women in Science

Jo Handelsman,^{1,2} Nancy Cantor,³ Molly Carnes,^{2,4} Denice Denton,⁵ Eve Fine,²
Barbara Grosz,⁶ Virginia Hinshaw,⁷ Cora Marrett,⁸ Sue Rosser,⁹ Donna Shalala,¹⁰
Jennifer Sheridan²

¹Howard Hughes Medical Institute Professor, Department of Plant Pathology, University of Wisconsin-Madison, Madison, WI 53706, USA.

²Women in Science and Engineering Leadership Institute (WISELI), University of Wisconsin-Madison, Madison, WI 53706, USA.

³Chancellor and President, Syracuse University, Syracuse NY, 13244, USA.

⁴Jean Manchester Biddick Professor of Women's Health Research, Department of Medicine, Director, UW Center for Women's Health Research, University of Wisconsin-Madison, Madison, WI 53706, USA.

⁵Chancellor, University of California, Santa Cruz, Santa Cruz, CA 95064, USA.

⁶Higgins Professor of Natural Sciences, Harvard University, Division of Engineering and Applied Sciences, and Dean of Science, Radcliffe Institute for Advanced Studies, Harvard University, Cambridge, MA 02138, USA.

⁷Provost and Executive Vice Chancellor, University of California, Davis, Davis, CA 95616, USA.

⁸Senior Vice President for Academic Affairs and Deputy President, University of Wisconsin System, Madison, WI 53706, USA.

⁹Dean of the Ivan Allen College of Liberal Arts, Georgia Institute of Technology, Atlanta, GA 30318, USA.

¹⁰President, University of Miami, Coral Gables, FL 33146, USA.

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- Fox, Mary Frank. 2003. Gender, Faculty, and Doctoral Education in Science and Engineering. In *Equal Rites, Unequal Outcomes: Women in American Research Universities*. Ed. Lilli S. Hornig. New York: Kluwer Academic.
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PIPELINE: Resources

Become involved with programs in your institution or local community that aim to increase the enrollment of women in undergraduate science & engineering programs.

University/Organization	Program	URL
Math/Science Network	Expanding Your Horizons	http://www.expandingyourhorizons.org/index.html
Iowa State University	Program for Women in Science & Engineering: K-12 Outreach Programs	http://www.pwse.iastate.edu/outreach/outreach.html
University of Illinois at Urbana-Champaign	Girls' Adventures in Mathematics, Engineering, and Sciences (GAMES)	http://www.engr.uiuc.edu/wie/games/
National Academy of Engineering	Celebration of Women in Engineering	http://www.nae.edu/nae/cwe/cwemain.nsf/weblinks/DWRR-4XFR8W?OpenDocument
Girl Scouts	Girls Go Tech	http://www.girlsgotech.org/
WEPAN	Making the Connection	http://wepan.org/events_connection.html

Identify and mentor promising women and minority undergraduates. Encourage them to consider graduate work, help them make professional connections, acquaint them with relevant sources of funding, and provide them with strong recommendations. Avoid making assumptions about lifestyle preferences and encourage them to enter the professoriate. Provide training for graduate students in applying for and negotiating a faculty position.

University/Organization	Program	URL
University of Puerto Rico at Humacao	Faculty in Training	http://cuhwww.upr.clu.edu/%7Eadvance/faculty_training.htm
University of Wisconsin-Madison	Women in Science & Engineering Residential Program	http://www.housing.wisc.edu/wise/
MentorNet	Academic Career e-Mentoring	http://www.mentornet.net/documents/about/programs/academic.aspx
University of Michigan	How to Mentor Graduate Students: A Guide for Faculty in Diverse University	http://www.rackham.umich.edu/StudentInfo/Publications/FacultyMentoring/contents.html
University of Washington	Faculty and Graduate Student Mentorship Program	http://www.engr.washington.edu/cwd/CWDMentoringFacGrad.html#FacGrad
University of Texas-Austin	Friday Forum for Future Female Faculty (F ⁶)	http://www.ce.utexas.edu/prof/kockelman/public_html/photos/F6.htm
University of Texas-Austin	Negotiating the Ideal Faculty Position Workshop	http://www.bme.utexas.edu/faculty/richards-kortum/womenineng/Workshop_agenda.htm

Stanford University	PAESMEM/Stanford School of Engineering Workshop on Mentoring in Engineering	http://paesmem.stanford.edu/
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Foster supportive lab environments for students and postdocs

University/Organization	Program	URL
Howard Hughes Medical Institute	Making the Right Moves	http://www.hhmi.org/grants/office/graduate/labmanagement.html

Foster inclusive classroom climates that welcome diversity

University/Organization	Program	URL
Science Magazine	Scientific Teaching	http://www.sciencemag.org/cgi/content/full/304/5670/521
New England Consortium for Undergraduate Science Education	Achieving Gender Equity in Science Classrooms	http://www.brown.edu/Administration/Dean_of_the_College/homepginfo/equity/Equity_handbook.html
University of Wisconsin System	Women in Science Program	http://www.uwosh.edu/programs/wis/

Increase the visibility of successful women scientists and engineers, providing role models for women students

University/Organization	Program	URL
New Mexico State University	Visiting Professors Program	http://www.nmsu.edu/%7Eadvprog/visiting.html
University of Wisconsin-Madison	Celebrating Women in Science & Engineering Grant Program	http://wiseli.engr.wisc.edu/initiatives/celebrating/celebrate.html
University of California-Irvine	ADVANCE Endowed Chairs Program	http://advance.uci.edu/pages/AChairs.html
University of Washington	ADVANCE Visiting Scholars Program	http://www.engr.washington.edu/advance/visiting_scholars.html

PIPELINE: Recommended Reading

Burroughs Wellcome Fund and Howard Hughes Medical Institute. 2004. *Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty*. Chevy Chase, MD: HHMI.

Fox, Mary Frank. 2003. "Gender, Faculty, and Doctoral Education in Science and Engineering." *Equal Rites, Unequal Outcomes: Women in American Research Universities* (ed. Lilli S. Hornig.) New York: Kluwer Academic.

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RECRUITING and HIRING: Resources

Become acquainted with and foster professional relationships with promising young women and minority scholars at national and/or regional meetings. Encourage them to apply for available positions in your institution. Bring these scholars to the attention of your department.

University/Organization	Program	URL
National Academies	Guide to Recruiting and Advancing Women Scientists and Engineers in Academia	http://nrc58.nas.edu/pgasurvey/Quask/HTML/cwse_update.htm
American Astronomical Society	Women in Astronomy Database	http://www.aas.org/~csww/WIAD.html
American Chemical Society	Women Chemists Committee	http://membership.acs.org/W/WCC/
American Physical Society	Committee on the Status of Women in Physics	http://www.aps.org/educ/cswp/index.cfm
Anita Borg Institute for Women and Technology		http://www.anitaborg.org/

Be aware that traditional search practices of advertising available positions and screening the applicants who respond are no longer sufficient to attract the best pool of candidates for your position, especially if you aim to include qualified women and minority candidates in your pool

Actively recruit women and minority applicants for open positions. Contact colleagues to seek recommendations of talented women and minorities. Contact school or programs known for producing qualified women and minority scholars.

Be aware of common myths that impede the recruitment and hiring of women and minorities.

Determine whether your institution offers training programs for search committees. Take advantage of these opportunities if they exist and encourage their establishment if they do not.

University/Organization	Program	URL
Penn State	Affirmative Action Guidelines for Searches to Achieve Diversity	http://www.psu.edu/dept/aaoffice/GettingResults/index.htm
University of Washington	Faculty Recruitment Toolkit	http://www.washington.edu/admin/eoo/forms/ftk_01.html
University of Wisconsin-Madison	Searching for Excellence and Diversity: A Guide for Faculty Search Committee Chairs	http://wiseli.engr.wisc.edu/products.htm
University of Wisconsin-Madison	UW-Madison Search Handbook	http://www.ohr.wisc.edu/polproced/srchbk/sbkmain.html
University of California-Irvine	Best Practices for Achieving Diversity in Faculty Recruitment	http://advance.uci.edu/images/Best%20Practices%20Brochure%20for%20web.pdf

Learn about how unconscious biases and assumptions can influence a search and consider ways to minimize the impact of these prejudices on selection of candidates.

University/Organization	Program	URL
CUNY Hunter College	Tutorials for Change: Gender Schemas and Science Careers	http://www.hunter.cuny.edu/gendertutorial/tutorials.htm
University of Wisconsin-Madison	Reviewing Applicants: Research on Bias and Assumptions	http://wiseli.engr.wisc.edu/products.htm
University of Michigan	Science and Technology Recruiting to Improve Diversity and Excellence (STRIDE)	http://www.umich.edu/%7Eadvproj/stridepresents_files/frame.htm
Project Implicit	Implicit Association Test	https://implicit.harvard.edu/implicit/

Determine whether your institution implements strong programs to accommodate dual-career couples. Encourage the establishment of such programs if they are not in place.

University/Organization	Program	URL
University of Wisconsin-Madison	Dual Career Couple Program	http://www.provost.wisc.edu/hiring/spousal.html
New Mexico State University	NMSU and UTEP Dual Career Opportunities	http://www.nmsu.edu/%7Eadvprog/Brochures/Dual%20Career/Dual%20Career%20brochure.pdf
University of California-Irvine	UCI Career Partners Program	http://www.ap.uci.edu/programs/careerpart/CareerPartners-FTE.html
University of Washington	Recommendations to Chairs for Facilitating Dual Career Hires	http://www.engr.washington.edu/advance/resources/dual_career_hires.html

RECRUITING and HIRING: Recommended Reading

Smith, Daryl G. et al. 1996. *Achieving Faculty Diversity: Debunking the Myths*. Washington, DC: AAC&U.

Smith, Daryl G. et al. 2004. "Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty." *The Journal of Higher Education*. 75:133-142.

Steinpreis, Rhea; Katie A. Ander; and Dawn Ritzke. 1999. "The Impact of Gender on the Review of the Curricula Vitae of Job Applicants and Tenure Candidates: A National Empirical Study." *Sex Roles*. 41: 509-528.

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Turner, Caroline Sotello Viernes. 2002. *Diversifying the Faculty: A Guidebook for Search Committees*. Washington, DC: AAC&U.

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Wenneras, Christine and Agnes Wold. 1997. "Nepotism and Sexism in Peer-Review." *Nature*. 387:341 - 343.

RETENTION and ADVANCEMENT: Resources

Educate yourself about how unconscious biases and assumptions might be affecting the evaluation, mentoring, advising, coaching, and encouragement of your female students and colleagues.

University/Organization	Program	URL
University of Wisconsin-Madison	Benefits and Challenges of Diversity	http://wiseli.engr.wisc.edu/products.htm
Georgia Institute of Technology	Awareness of Decisions in Evaluating Promotion and Tenure (ADEPT)	http://www.adept.gatech.edu/
University of Michigan	CRLT Players/The UM ADVANCE Performances	http://sitemaker.umich.edu/advance/CRLT_Players
University of Washington	Faculty Retention Toolkit	http://www.engr.washington.edu/advance/resources/Retention/

Seek out training on discrimination, sexual harassment, and other illegal behaviors. If your university or workplace does not offer this kind of training, lobby for it.

University/Organization	Program	URL
University of Wisconsin-Madison	Sexual Harassment Information and Resources	http://www.wisc.edu/edrc/sexualharassment/index.html

Ensure that tenure and promotion requirements are transparent.

University/Organization	Program	URL
University of California-Irvine	Advancement and Promotion at Irvine 2003	http://www.ap.uci.edu/Guides/faculty/TenureHandbook,02.pdf

Create and participate on equity and diversity committees or a similar group in your organization.

University/Organization	Program	URL
University of Wisconsin-Madison	College of Agricultural & Life Sciences Equity & Diversity Committee	http://www.cals.wisc.edu/students/educationalDiversity/calsEADC.html
University of California-Irvine	Equity Advisors	http://advance.uci.edu/pages/EA-CONTENTS.html
University of Michigan	Science and Technology Recruiting to Improve Diversity and Excellence (STRIDE)	http://sitemaker.umich.edu/advance/STRIDE

Monitor access to resources that may differ by gender, e.g., space, teaching assignments, salary, startup packages, etc.

University/Organization	Program	URL
Massachusetts Institute of Technology	A Study on the Status of Women Faculty in Science at MIT	http://web.mit.edu/fnl/women/women.html
Princeton University	Report of the Task Force on the Status of Women Faculty in the Natural Sciences and Engineering at Princeton	http://www.princeton.edu/pr/reports/sciencetf/sciencetf-9-19-03.pdf
University of Michigan	Gender in Science & Engineering Committee	http://www.umich.edu/~provost/reports/index.html
University of Wisconsin-Madison	Gender Pay Equity Reviews	http://wiseli.engr.wisc.edu/initiatives/payequity/payequity.htm
Emory University	An Analysis of Faculty Gender Equity Issues at Emory University	http://www.pcsw.emory.edu/pdf/Gender%20Equity%20Report.pdf
SUNY-Stony Brook	Women Faculty Issues Committee	http://www.sunysb.edu/provost/Reports/WFIC2.doc
University of Pennsylvania	The Gender Equity Report	http://www.upenn.edu/almanac/v48/n14/GenderEquity.html
Stanford University	Report of the Provost's Advisory Committee on the Status of Women Faculty	http://www.stanford.edu/dept/provost/womenfacultyreport/PACSWF.pdf
New Mexico State University	ADVANCE: Space Allocation Study	http://www.nmsu.edu/%7Eadvprog/AnnRpt03/space03-final%20rpt.pdf

Monitor departmental climate, and ensure that you are personally contributing to a positive workplace climate for all.

University/Organization	Program	URL
American Women in Science	Academic Climate Surveys	http://www.chillyclimate.org/surveys.asp
University of Michigan	Assessing the Academic Work Environment for Women Scientists and Engineers	http://www.umich.edu/~advproj/climatereport.pdf
University of Wisconsin-Madison	Study of Faculty Worklife at the University of Wisconsin-Madison	http://wiseli.engr.wisc.edu/products.htm

Updated Supplementary Online Materials available at <http://wiseli.engr.wisc.edu/Products/MoreWomen.htm>

Georgia Institute of Technology	Georgia Tech ADVANCE Survey of Faculty Perceptions, Needs, and Experiences	http://www.advance.gatech.edu/ADVSURV_NSFREPORT.pdf
University of California-Irvine	Report on UCI Faculty Survey	http://advance.uci.edu/survey/Report%20on%20UCI%20Faculty%20Survey%200203.pdf

Actively work to create a departmental climate that is welcoming and supportive of all faculty.

University/Organization	Program	URL
University of Michigan	Departmental Transformation Grants	http://sitemaker.umich.edu/advance/faculty_and_departmental_grants
University of Wisconsin-Madison	Climate Workshops for Department Chairs	http://wiseli.engr.wisc.edu/initiatives/climate/workshops_deptchairs.html
University of Washington	Cross Department Cultural Change Program	http://www.engr.washington.edu/advance/cultural_change/CDCCP_Brochure.pdf
University of Washington	National UW ADVANCE Summer Leadership Workshop for Department Chairs	http://www.engr.washington.edu/advance/workshops/NationalWorkshop/chair-workshop.html

Appreciate and reward the unique contributions of women.

University/Organization	Program	URL
University of Wisconsin-Madison	Advancing Your Career Through Awards and Recognitions: A Guide for Women Faculty	http://wiseli.engr.wisc.edu/products.htm
CUNY-Hunter College	Faculty Recognition & Leadership Program	http://www.hunter.cuny.edu/genderequity/recognitionleadership.html

Ensure that formal mentoring programs are in place so that under-represented faculty are not left out of information networks. Seek out training to become a good mentor, especially to under-represented faculty members.

University/Organization	Program	URL
New Mexico State University	ADVANCE STEM Faculty Mentoring Program	http://www.nmsu.edu/%7Eadvprog/mentoring.html
University of Wisconsin-Madison	Women Faculty Mentoring Program	http://www.wisc.edu/provost/women/what.html
University of Michigan	Faculty Career Advising	http://sitemaker.umich.edu/advance/faculty_career_advising
University of Washington	Mentoring	http://www.engr.washington.edu/advance/mentoring/

Encourage the professional development of women and minority faculty, who may not have access to the same networks and opportunities as majority faculty.

University/Organization	Program	URL
CUNY-Hunter College	Sponsorship Program	http://www.hunter.cuny.edu/genderequity/sponsors.html
New Mexico State University	ADVANCE Faculty Development Mini-Grant Program	http://www.nmsu.edu/%7Eadvprog/mini-grant.htm
University of Michigan	Elizabeth Caroline Crosby Research Fund	http://sitemaker.umich.edu/advance/faculty_and_departmental_grants
Committee on the Advancement of Women Chemists (COACH)	Professional Skills Development Workshops	http://coach.uoregon.edu/coachfiles/workshops.html
Bryn Mawr	Summer Institute for Women in Higher Education Administration	http://www.brynmawr.edu/summerinstitute/
Women in Engineering Leadership Institute (WELI)	Leadership Development Conference	http://www.weli.eng.iastate.edu/
University of Washington	Leadership Workshops	http://www.engr.washington.edu/advance/workshops/

Create networks of women science and engineering faculty to reduce isolation.

University/Organization	Program	URL
University of Michigan	Women Talking Science & Engineering	http://sitemaker.umich.edu/advance/Women_Talking_Science_and_Engineering
University of Wisconsin-Madison	WISELI Seminar Series	http://wiseli.engr.wisc.edu/initiatives/seminar.html
University of Texas-Austin	UT Engineering Faculty Women's Organization	http://www.bme.utexas.edu/faculty/richards-kortum/womenineng/

RETENTION and ADVANCEMENT: Recommended Reading

Etzkowitz, Henry; Carol Kemelgor; and Brian Uzzi. 2000. *Athena Unbound: The Advancement of Women in Science and Technology*. Cambridge, MA: Cambridge University Press.

Heilman, Madeline E. et al. 2004. "Penalties for Success: Reactions to Women Who Succeed at Male Gender-Typed Tasks," *Journal of Applied Psychology*. 89:416-127

Hornig, Lilli S. (editor). 2003. *Equal Rites, Unequal Outcomes: Women in American Research Universities*. Kluwer Academic Press.

Rosser, Sue V. 2004. *The Science Glass Ceiling: Academic Women Scientists and the Struggle to Succeed*. New York: Routledge.

BALANCING FAMILY and WORK LIFE: Resources

Develop and advocate for policies and programs that help foster balance of family and work life, such as:
Tenure Clock Extensions

University/Organization	Program	URL
University of Washington	Tenure Extension	http://www.washington.edu/admin/acadpers/policies/leaves_med_fam_ten.html#Tenure%20Extension
University of Wisconsin-Madison	Extension of the Probationary Period for Childbirth or Adoption and Mandatory Guidance and Oversight for Assistant Professors	http://www.provost.wisc.edu/memos/birthadopt.html

Temporary/Emergency Research Funding for a Life Crisis

University/Organization	Program	URL
University of Washington	Transitional Support Program	http://www.engr.washington.edu/advance/tsp.html
University of Wisconsin-Madison	Life Cycle Research Grant Program	http://wiseli.engr.wisc.edu/initiatives/lifecycle/LifeCycleGrants.htm

Family Leave Policies

University/Organization	Program	URL
University of Michigan	Modified Duties for New Parents	http://spg.umich.edu/pdf/201.93.pdf
Georgia Institute of Technology	Active Service-Modified Duties	http://www.advance.gatech.edu/asmdp.html
University of Washington	Family Leave Best Practices	http://www.engr.washington.edu/advance/workshops/20031017-Family_Leave_and_Tenure_Clock_Extension.pdf

Campus Childcare

University/Organization	Program	URL
Georgia Institute of Technology	Georgia Tech and Home Park Childcare Center	http://www.advance.gatech.edu/family.html
University of Washington	Child Care Services	http://www.washington.edu/admin/acadpers/policies/leaves_med_fam_ten.html#Child%20Care%20Services
University of Wisconsin-Madison	Office of Campus Child Care	http://www.housing.wisc.edu/occfir/index.htm

Flexible Work Hours

University/Organization	Program	URL
Johns Hopkins University	Guidelines for Flexible Work Arrangements	http://hrnt.jhu.edu/worklife/benefits/flex/index.cfm
University of Wisconsin-Madison	Parental Leave Policy	http://www.secfac.wisc.edu/governance/legislation/Pages300-399.htm#308

Cornell University	Flexibility in the Workplace: Flextime	http://www.policy.cornell.edu/PDF_6613_Workplace_Flexibility.cfm
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Discourage meeting after typical working hours

University/Organization	Program	URL
Johns Hopkins University	Work and Family Task Force Report--February 28, 1997	http://hrnt.jhu.edu/worklife/taskforce/report.cfm#rec7

Part-Time Faculty Positions

University/Organization	Program	URL
University of Washington	Part-time Faculty	http://www.engr.washington.edu/advance/policies/index.html#parttime

Shared Positions for Dual Career Couples

University/Organization	Program	URL
Cornell University	Flexibility in the Workplace: Job Sharing	http://www.policy.cornell.edu/PDF_6613_Workplace_Flexibility.cfm
Grinnell College	Department Chair Info: Shared Position Policy	http://www.grinnell.edu/offices/dean/chairinfo/sharedpos/

BALANCING FAMILY and WORK LIFE: Recommended Reading

Academe Online. 2004. "Balancing Faculty Careers and Family Work." 90(6). (<http://www.aaup.org/publications/Academe/2004/04nd/04ndtoc.htm>).

American Council on Education. 2005. *An Agenda for Excellence: Creating Flexibility in Tenure-Track Faculty Careers*. Washington, DC: ACE. (<http://www.acenet.edu/bookstore/pubInfo.cfm?pubID=330>).

Ferber, Marianne A. and Jane W. Loeb (eds.) 1997. *Academic Couples: Problems and Promises*. Urbana, IL: University of Chicago Press.

Jacobs, Jerry A. and Kathleen Gerson. 2004. *The Time Divide: Work, Family, and Gender Inequality*. Cambridge, MA: Harvard University Press.

Mason, Mary Ann, Angelica Stacy, Marc Goulden, Carol Hoffman, and Karie Frasch. 2005. "University of California Faculty Family Friendly Edge: An Initiative for Tenure-Track Faculty at the University of California." (<http://ucfamilyedge.berkeley.edu/ucfamilyedge.pdf>).

Rosser, Sue V. and Elish O'Neil Lane. 2002. "Key Barriers for Academic Institutions Seeking to Retain Female Scientists and Engineers: Family-Unfriendly Policies, Low Numbers, Stereotypes, and Harassment." *Journal of Women and Minorities in Science and Engineering*. 8: 161-189.