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*Framing Issues and Strategies:
Where We Stand – Postdoctoral and
Early Career Researchers*

Catherine Didion
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THE NATIONAL ACADEMIES

Advisers to the Nation on Science, Engineering, and Medicine

National Academy of Sciences
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Gender Differences Report: Mean Number of Months Between Receipt of Ph.D. and Promotion to Associate Professor

Discipline	Current Associate Professors		Current Full Professors	
	Men	Women	Men	Women
Biology	158	135	102	122
Chemistry	112	127	95	88
Civil Engineering	113	80	54	68
Electrical Engineering	110	77	78	85
Mathematics	66	101	80	88
Physics	134	113	105	104

Gender Differences Report: Mean Number of Months Spent as an Assistant Professor

Discipline	Current Associate Professors		Current Full Professors	
	Men	Women	Men	Women
Biology	68	74	63	68
Chemistry	62	72	56	67
Civil Engineering	69	69	61	65
Electrical Engineering	64	67	55	58
Mathematics	40	60	46	47
Physics	55	60	55	61

Gender Differences Findings on Mentoring & Funding:

- **No significant gender differences in the probability that male or female faculty would have grant funding** (a PI or Co-PI on a grant proposal). Male faculty had significantly more research funding than female faculty in biology; in the other disciplines, differences were not significant.
- **Female assistant professors who had a mentor had a higher probability of receiving grants than those who did not have a mentor.** Chemistry female assistant professors with mentors had a 95% probability of having grant funding versus 77% for those without mentors. **For all six fields surveyed female assistant professors with no mentors had a 68% probability of having grant funding versus 93% of women with mentors.**
- **Contrasts with the pattern for male assistant professors;** those with no mentor had an 86% probability of having grant funding versus 83% for those with mentors.

Why the Conversation Today?

- **Initial idea of engaging FDP at 4/10 meeting** where representatives from higher education, professional societies, and federal agencies met on retaining women scientists.
- Issues raised include **part-time post-docs** (no full-time requirement); **NCEs for care giving**; and **debate about allowable indirect costs** were raised.

Recent Efforts of Committee on Women in Science, Engineering, and Medicine (CWSEM)

- One focus has been on **post-docs & early career researchers** including 11/10 roundtable with federal agencies and professional societies.
- Issues raised there include **re-entry issues** as well as how post-docs are counted impact **career trajectories** of scientists and engineers.
- Emphasis on **interdisciplinary research** –impact on tenure & promotion as well as affiliations when researchers are in more than one department.