The Leaky Pipeline

Cynthia Taylor
Oberlin College
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Leaks in the academic pipeline for women in STEM fields

<table>
<thead>
<tr>
<th>% women at different academic ranks</th>
<th>University graduates</th>
<th>Ph.D. students</th>
<th>Post-docs</th>
<th>Assistant Professors</th>
<th>Associate Professors</th>
<th>Full Professors</th>
<th>National Academy of Sciences members</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>50%</td>
<td>37%</td>
<td></td>
<td>24%</td>
<td>22%</td>
<td>12%</td>
<td>6% (in 2000)</td>
</tr>
</tbody>
</table>

Graphic for Top 50 Chemistry departments after http://ucfamilyedge.berkeley.edu/leaks.html

Pipeline Analogy
The Educational Pipeline

• 280 of any 2,000 9th grade boys and 210 of any 2,000 9th grade girls will have taken enough math to pursue a technical career

• 143 of the men and 45 of the women will major in science in college.

• 44 men and 20 of these women will complete their degrees in science.

• Five of these men and one of these women will go on to obtain PhDs in science.

Statistician Berry Vetter, 1985
The Pipeline in Academia

2007 figures - Ceci and Williams, 2012
The Workforce

- Just over one-third of women with a computer science B.S. were still employed in an SET job two years after graduation.

- Women hold 10 percent of corporate officer positions and make up 11 percent of board of directors in Fortune 500 technology companies.

- The odds of being in a high-level position are 2.7 times greater for men than for women.

NCWIT report, 2010
Female Perceptions of Fairness in the Workplace

![Bar chart showing perceptions of fairness and voice.](image_url)
Parenting Status

“The reshaping of America’s Academic Workforce”, DW Leslie, 2007

NSF (2008)
“We found that employed husbands in traditional marriages, compared to those in modern marriages, tend to (a) view the presence of women in the workplace unfavorably, (b) perceive that organizations with higher numbers of female employees are operating less smoothly, (c) find organizations with female leaders as relatively unattractive, and (d) deny, more frequently, qualified female employees opportunities for promotion.”

-Desai, Chugh, Breif 2012