

FEEDBACK WANTED

Input wanted on Purdue's new promotion and tenure taskforce report:

<http://www.purdue.edu/newsroom/purduetoday/releases/2013/Q1/feedback-sought-on-promotion-and-tenure-task-force-report.html>

UPCOMING EVENTS

2013 WEPAN Conference

June 19-22, Atlanta, GA

Details: <http://wepan.org/displaycommon.cfm?an=1&subarticlenbr=530>

RESEARCH ARTICLES AND REPORTS

1. Penalties and premiums: The impact of gender, marriage, and parenthood on faculty salaries in science, engineering and mathematics (SEM) and non-SEM fields. (2012). Kelly, K. & Grant, L. *Social Studies of Science* 42, 6: 869-896.

Abstract: "The prevalence of gender wage gaps in academic work is well documented, but patterns of advantage or disadvantage linked to marital, motherhood, and fatherhood statuses have been less explored among college and university faculty. Drawing from a nationally representative sample of faculty in the US, we explore how the combined effects of marriage, children, and gender affect faculty salaries in science, engineering and mathematics (SEM) and non-SEM fields. We examine whether faculty members' productivity moderates these relationships and whether these effects vary between SEM and non-SEM faculty. Among SEM faculty, we also consider whether placement in specific disciplinary groups affects relationships between gender, marital and parental status, and salary. Our results show stronger support for fatherhood premiums than for consistent motherhood penalties. Although earnings are reduced for women in all fields relative to married fathers, disadvantages for married mothers in SEM disappear when controls for productivity are introduced. In contrast to patterns of motherhood penalties in the labor market overall, single childless women suffer the greatest penalties in pay in both SEM and non-SEM fields. Our results point to complex effects of family statuses on the maintenance of gender wage disparities in SEM and non-SEM disciplines, but married mothers do not emerge as the most disadvantaged group."

<http://sss.sagepub.com/content/42/6/869.abstract>

2. Women, Research and Universities: Excellence without Gender Bias. (2012). Maes, K. et al. League of European Research Universities.

http://www.leru.org/files/publications/LERU_Paper_Women_universities_and_research.pdf

3. *Women's Status in Higher Education: Equity Matters*: AEHE Higher Education Report Volume 37, Number 1. Allan, E.J. Wiley, 2011.

<http://www.wiley.com/WileyCDA/WileyTitle/productCd-1118073347.html>

4. *The Chronicle of Higher Education Special Gender Edition*

<http://chronicle.com/section/Diversity-in-Academe/163/>

RECENT BOOKS

1. *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*. Muhs et al. (Eds). Utah State University Press, 2012.

"Presumed Incompetent is a pathbreaking account of the intersecting roles of race, gender, and class in the working lives of women faculty of color. Through personal narratives and qualitative empirical studies, more than 40 authors expose the daunting challenges faced by academic women of color as they navigate the often hostile terrain of higher education, including hiring, promotion, tenure, and relations with students, colleagues, and administrators. The narratives are filled with wit, wisdom, and concrete recommendations, and provide a window into the struggles of professional women in a racially stratified but increasingly multicultural America."

Summary from: <http://www.usu.edu/usupress/books/index.cfm?isbn=8695>

2. *Mentoring Faculty of Color: Essays on Professional Development and Advancement in Colleges and Universities*. Dwayne Mack et al. (Eds). McFarland Publishers, 2013.

"The 14 new essays in this collection, from under-represented faculty who teach at predominantly white colleges and universities, discuss both the tenure and promotion experiences of faculty of color and are not racial, ethnic, gender, cultural or discipline specific. The book is thus not only for aspiring graduate students of color and faculty of color desirous of outside mentoring but also for administrators interested in the professional development and dilemmas of faculty of color. Faculty of color describes how they navigated the complex terrain of higher education to achieve tenure or promotion. Most of the contributors are at the associate professor stage of their careers and some hold the rank of full professor."

Summary from: <http://www.mcfarlandbooks.com/book-2.php?id=978-0-7864-7048-8>

RESEARCH IN THE NEWS

1. *Women Engineers Make Strides at Colorado Colleges*. Cotton, A. *The Denver Post*. September 13, 2012.

http://www.denverpost.com/breakingnews/ci_21537881/women-engineers-making-strides-at-colorado-colleges

2. *Family Well-being Tied to Men's Work Lives*. Williams, J.C. & Slaughter, A-M. *The San Francisco Chronicle*. September 1, 2012.

<http://www.sfgate.com/opinion/article/Family-well-being-tied-to-men-s-work-lives-3833671.php?cmpid=emailarticle&cmpid=emailarticle>