Women in Science
a view from MIT

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Whitehead Institute and MIT

HRiA webinar
October 6, 2015
• Good news
• Challenges
• Good news
• Challenges
M.I.T. Numbers

Women as a Percentage of Total Undergraduates, Graduate Students, and Faculty: Academic Years 1901-2014

Source: Office of the Provost/Institutional Research
Power of Women Faculty in MIT Science

Numbers of women
- ~55 Science faculty

Recent leadership
- MIT President
- Department Heads
- Vice President for Research
- Associate Dean
- Center heads

Eminence
- 5 Natl. Medal of Science winners
- 13 Members Natl. Acad. Sciences
- 6 HHMI investigators
- Kavli Medal, MacArthur awardees
Women at MIT demonstrate success in STEM!
<table>
<thead>
<tr>
<th>Department</th>
<th>2005 % women</th>
<th>2014 % women</th>
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<tbody>
<tr>
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<td>Physics</td>
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<td>7</td>
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Change in women faculty by department: MIT Science, 2005 versus 2014 increases
1999
Landmark MIT study in gender equity
Many changes

2011
Women faculty re-examine their status at MIT

A Report on the Status of Women Faculty in the Schools of Science and Engineering at MIT, 2011
Faculty Findings

Positive view
“My experience has been that this is a fabulous place to work”

Mentoring experience
“It is profound to have senior women in leadership roles.”
• Good news
• Challenges
Perceived preferential treatment of women
“I am very worried about making much effort to recruit women, and the perception that women are not as good.”

“I felt I was invited to interview because I was dazzling, but now I wonder...”

“Expected behavior” and the stereotype of the female role model
“There is an expectation of niceness, sweetness.”

“I am not patient and understanding. I am busy and ambitious.”
Change in women faculty by department: MIT Science, 2005 versus 2014
lack of increase

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## Changes in % Women Undergraduates, Graduate Students and Faculty 2002 - 2014

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<th>% women Grad. students 2004</th>
<th>% women Faculty 2014</th>
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<td>Biology</td>
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Drop offs at entry to Ph.D. or Postdoc, or after Postdoc depending on field.
Things we need to work on, and on, to promote gender equity...

1. Promote fair faculty hiring procedures
2. Monitor salary and space
3. Find dual career solutions
4. Keep the tenure clock extended, provide childcare
5. Promote gender equity in seminars, conferences
6. Promote women in board rooms, as consultants
More gender equity things to work on, and keep working on, and on...

7. Educate on ‘undervaluation’
   (Moss-Racusin, 2012)

8. Promote student and postdoc confidence
   ‘mentor for success’

9. Address sexual assault
   (Community Attitudes on Sexual Assault, MIT 2014)

10. Listen to the new feminists
    Undergraduate Women in Physics
    Graduate Women at MIT (GWAMIT)
    Postdocs POWER@MIT
• Good news
• Challenges
Acknowledgements

Lydia Snover, Sonia Liou (Institutional Research)
The Committee on the Status of Women Report
MIT faculty, postdocs and students