

This bibliography is a sample of the many references on gender bias and women's recruitment, retention, reentry, and advancement in research careers. Inclusion on this list does not imply endorsement by the National Institutes of Health.

June 8, 2007

Ash, A.S., Carr, P.L., Goldstein, R., & Friedman, R.H. (2004). Compensation and Advancement of Women in Academic Medicine: Is There Equity? *Ann Intern Med*, 141(3), 205-212. Retrieved May 15, 2007, from <http://www.annals.org/cgi/content/abstract/141/3/205>.

This research article examines the equity in professional achievement of men and women, while discussing the lack of advancement and appropriate compensation for women in academic medicine.

Assessment of NIH Minority Research Training Programs: Phase 3. (2005). Natl Academy Pr. Retrieved from http://www.nap.edu/catalog.php?record_id=11329.

This report provides an assessment of NIH's programs for increasing the participation in biomedical science of individuals from underrepresented minority groups. The report examines, using available data and the results of a survey of NIH trainees, the characteristics and outcomes of programs at the undergraduate, graduate, postdoctoral, and junior faculty levels. The report provides recommendations for improving these programs and their administration. It also recommends how NIH can improve the data it collects on trainees in all NIH research training programs so as to enhance training program evaluation.

Atwood, H. (2007). Catalyst: Going Overseas to Solve Our Two-Body Problem. Retrieved May 14, 2007, from <http://chronicle.com/jobs/news/2007/04/2007040601c/careers.html>.

One of the X-gals discusses the challenges of being part of a Dual Career Couple.

Barr, S. (2007). Help Unknown to Many Parents. *The Washington Post*, D04. Retrieved May 14, 2007, from <http://www.washingtonpost.com/wp-dyn/content/article/2007/04/11/AR2007041102137.html>.

This news article discusses a GAO memo sent to the House and Senate appropriations committee about the lack of knowledge of child care policies in place at federal agencies.

Barres, B.A. (2006). Does gender matter? *Nature*, 442(7099), 133-136. Retrieved May 10, 2007, from <http://dx.doi.org/10.1038/442133a>.

This article discusses reasons why sex imbalances in science should not be attributed to innate differences in ability.

Belkin, L. (2007). After Baby, Boss Comes Calling. *The New York Times*. Retrieved May 18, 2007, from <http://www.nytimes.com/2007/05/17/fashion/17work.html>.

This news article discusses the "opt in" programs that increasingly being offered at many companies to retain women in the workforce. The article discusses several references of interest: The book "Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success" by Sylvia Ann Hewlett, HROptIn (HROptin.com), Mom Corps (momcorps.com), and Flextime Lawyers (flextimelawyers.com)

Bennet, G. (2006). Catalyst: Balance It Out. *Chronicle of Higher Education Careers*. Retrieved May 14, 2007, from <http://chronicle.com/jobs/news/2006/11/2006110301c/careers.html>.

One of the "X-gals" talks about work/life balance.

Bhattacharjee, Y. (2007). GENDER EQUITY: U.S. Agencies Quiz Universities on the Status of Women in Science. *Science*, 315(5820), 1776. Retrieved May 11, 2007, from <http://www.sciencemag.org>.

This news article discusses action by DOE, NSF, and NASA in visiting schools to monitor their compliance with anti-discrimination laws in science and engineering.

Bhattacharjee, Y. (2007). GENDER EQUITY: Women Are Scarce in New NAS Class. *Science*, 316(5826), 817a. Retrieved May 15, 2007, from <http://www.sciencemag.org>.

This news article discusses the low number of women (12%) elected this year to the U.S. National Academy of Science.

Bickel, J., Wara, D., Atkinson, B.F., Cohen, L.S., Dunn, M., Hostler, S., et al. (2002). Increasing women's leadership in academic medicine: report of the AAMC Project Implementation Committee. *Academic medicine : journal of the Association of American Medical Colleges*, 77(10), 1043-61.

This research article describes the analysis of four years of data on the advancement of women in academic medicine by the AAMC Increasing Women's Leadership Project Implementation Committee, which found that the "progress achieved is inadequate".

Bogg, J. (2007). Dr Jekyll and Ms Hide. *Nature Jobs*. Retrieved May 15, 2007, from <http://www.nature.com/news/2007/070430/full/nj7140-114a.html>.

This article in Nature Jobs presents some findings of the Breaking Barriers project, which is studying the under-representation of women in science, engineering, and technology.

Boushey, H. (2005). *Are Women Opting Out? Debunking the Myth*. Washington, D.C.: Center for Economic and Policy Research. Retrieved May 11, 2007, from http://www.cepr.net/documents/publications/opt_out_2005_11_2.pdf.

This briefing report from the Center for Economic and Policy Research suggests that women are often not employed in the type of jobs that offer flexibility.

Brainard, J. (2007). 9 Women are Elected to the National Academy of Sciences, a 6-Year Low. *The Chronicle of Higher Education*. Retrieved May 15, 2007, from <http://chronicle.com/daily/2007/05/2007050201n.htm?rss>.

This news article discusses the low percentage of women inducted into the National Academy of Sciences this year.

Brown, K. (2002). Accomplished Women. *HHMI bulletin, June 2002*, 20-25. Retrieved May 15, 2007, from <http://www.hhmi.org/bulletin/june2002/women/>.

This article from the Howard Hughes Medical Institutes profiles several successful women in academic science and suggests approaches that universities could develop to promote women's success.

Carnes, M. (2006). Gender: macho language and other deterrents. *Nature*, 442(7105), 868.

This letter discusses the changes made in the NIH Pioneer Award process that should lead to more female recipients.

Carnes, M., & Bland, C. (2007). Viewpoint: A challenge to academic health centers and the National Institutes of Health to prevent unintended gender bias in the selection of clinical and translational science award leaders. *Academic medicine : journal of the Association of American Medical Colleges*, 82(2), 202-6.

This article discusses how unintended gender bias may play a role in the selection of CTSA leaders.

Carnes, M., Geller, S., Fine, E., Sheridan, J., & Handelsman, J. (2005). NIH Director's Pioneer Awards: could the selection process be biased against women? *Journal of women's health (2002)*, 14(8), 684-91.

This article discusses the possibility that the selection process in the Pioneer Awards disadvantages women scientists.

Carr, P.L., Szalacha, L., Barnett, R., Caswell, C., & Inui, T. (2003). A "ton of feathers": gender discrimination in academic medical careers and how to manage it. *Journal of women's health (2002)*, 12(10), 1009-18.

This research article evaluates gender discrimination in academic medicine: how it hinders careers, and what institutions and leaders can do to improve the climate.

Castillo-Page, L. (2006). *Diversity in the Physician Workforce: Facts & Figures 2006*. Association of American Medical Colleges. Retrieved May 21, 2007, from

https://services.aamc.org/Publications/showfile.cfm?file=version71.pdf&prd_id=161&prv_id=191&pdf_id=71.

This report from the Association of American Medical Colleges (AAMC) provides detailed statistical information on the demographics and practice patterns of the physician workforce.

Ceci, S., & Williams, W. (2006). *Why Aren't More Women in Science? Top Researchers Debate the Evidence*. Retrieved May 11, 2007, from <http://books.apa.org/books.cfm?id=4316085>.

This publication brings together fifteen essays by researchers on sex differences and innate ability.

Cleveland, A. (2007). Rensselaer Announces Initiative To Support Advancement of Female Academics. Retrieved May 15, 2007, from <http://news.rpi.edu/update.do?artcenterkey=2042>.

This press release announces the RAMP-UP (Reforming Advancement Processes through University Professions) initiative at Rensselaer, which includes faculty coaches, pipeline searches, career campaigns, and faculty workshops.

Cohany, S., & Sok, E. (2007). Trends in labor force participation of married mothers of infants. *Monthly Labor Review*, February 2007, 9-16. Retrieved May 14, 2007, from <http://www.bls.gov/opub/mlr/2007/02/art2exc.htm>.

This Bureau of Labor Statistics article explores the "characteristics of married mothers of infants", including the recent halt of advancement of their labor force participation rate.

Creswell, J. (2006). How Suite It Isn't: A Dearth of Female Bosses. *The New York Times*. Retrieved May 11, 2007, from <http://www.nytimes.com/2006/12/17/business/yourmoney/17csuite.html?ex=1324011600&en=b8d1c80cacf108ee&ei=5088&partner=rssnyt&emc=rss>.

This new article discusses the scarcity of females in leadership roles in business and on boards.

Curran, P. (2007). Self-confidence key issue facing women in science. *Montreal Gazette*. Retrieved May 14, 2007, from <http://www.canada.com/components/print.aspx?id=925155ae-55f8-4f18-97eb-74c2acb4617f>.

This news article discusses gender bias, possible lack of self-confidence, and sex discrimination in hiring practices.

Dar-Nimrod, I., & Heine, S.J. (2006). Exposure to Scientific Theories Affects Women's Math Performance. *Science*, 314(5798), 435. Retrieved May 11, 2007, from <http://www.sciencemag.org/cgi/content/abstract/314/5798/435>.

The data in this research brief supports the hypothesis that exposing women to gender stereotypes affects their performance in math.

Dean, C. (2007). Computer Science Takes Steps to Bring Women to the Fold. *The New York Times*. Retrieved May 15, 2007, from <http://www.nytimes.com/2007/04/17/science/17comp.html?ex=1334635200&en=4bb17511692d903&ei=5124&partner=permalink&expd=permalink>.

This news article discusses the viewpoint that women are the "canaries in a coal mine" and how their declining participation in computer science could be an indicator of an impending decrease in men's participation.

Dobson, K. (2004). MIT Sets New Policy For Maternity Leave. *The Tech*, 1, 19. Retrieved May 23, 2007, from <http://www-tech.mit.edu/V124/N10/9maternity.10n.html>.

This news article from the MIT's "The Tech" describes the new maternity leave policy established by MIT in 2004.

Drago, R., & Williams, J. (2000). A Half-Time Tenure Track Proposal. *Change*, 32(6), 46-51. Retrieved May 11, 2007, from http://www.uchastings.edu/site_files/WLL/halftime.pdf.

This articles proposes a model for half-time tenure track, to address the issue of the tenure period coinciding with the child-bearing period.

Dreifus, C. (2007). A Conversation with Susan L. Lindquist: On the Trail of Parkinson's, Through Yeast Cells. *The New York Times*. Retrieved May 15, 2007, from <http://www.nytimes.com/2007/04/24/science/24conv.html?n=Top/Reference/Times/Topics/People/D/Dreifus,Claudia>.

In this interview with Susan L. Lindquist, former director of the Whitehead Institute for Biomedical Research at MIT, she discusses how being a woman has affected her scientific career and her choice of a life partner.

Ethics committees fall short of gender equality, study suggests. (2007). *European Commission: European Research Headlines*. Retrieved May 23, 2007, from http://ec.europa.eu/research/headlines/news/article_07_03_06_en.html.

This news article discusses the study published in the Journal of Medical Ethics on the representation of women on research ethics committees in the European Union.

EuroWISTDOM. *EuroWISTDOM: European Women in Science TV Drama on Message*. Retrieved May 14, 2007, from <http://www.eurowistdom.eu/>.

EuroWISTDOM: European Women in Science TV Drama on Message
This website announces a support scheme for writers and producers, to promote science and technology based stories in TV drama productions, with special emphasis

on female roles. Supported by the European Commission, this project seeks to build on the many years of experience gained from a British initiative set up by BBC producers.

Fassinger, R., Arseneau, J., Paquin, J., Walton, H., & Giordan, J. *It's Elemental*. Retrieved May 14, 2007, from http://www.education.umd.edu/EDCP/enhance_site/.

Project ENHANCE is a three-year National Science Foundation grant-funded study seeking to understand the experiences of women scientists and engineers. Using the chemical industry as the model sector, the goals of this are to document and analyze the career paths of women formally trained in science and engineering and to identify effective corporate practices in the recruitment, retention, and promotion of women. Project ENHANCE data revealed five arenas that were found to be critical to women's optimal career development: 1) Success and Advancement; 2) Workplace Support and Climate; 3) Mentoring; 4) Home-Work Intersection; and 5) Company Initiatives.

Fogg, P. (2006). New Maternity Policy for Stanford Ph.D.'s. Retrieved May 23, 2007, from <http://chronicle.com/weekly/v52/i23/23a01102.htm>.

This news article discusses the new leave policy at Stanford for graduate students who give birth.

Fox, M.F., & Colatrella, C. (2006). Participation, Performance, and Advancement of Women in Academic Science and Engineering: What is at Issue and Why. *The Journal of Technology Transfer*, 31(3), 377-386. Retrieved May 15, 2007, from <http://dx.doi.org/10.1007/s10961-006-7209-x>.

This research article analyzes data from interviews performed at a major research university and the implications for women's participation, performance, and advancement.

Friedman, P.K., Arena, C., Atchison, K., Beemsterboer, P.L., Farsai, P., Giusti, J.B., et al. (2004). Report of the ADEA President's Commission on Mentoring. *Journal of dental education*, 68(3), 390-6.

This report discusses the impact of race, gender, and culture on mentoring, in addition to discussing the meaning and benefits of mentoring and potential pitfalls.

Gearon, C. (2007). You're in Good Hands. *U.S. News & World Report*. Retrieved May 14, 2007, from http://www.usnews.com/usnews/edu/grad/articles/brief/gbadviser_brief.php.

This news article discusses the importance of having a good fit with your graduate school advisor.

Ginther, D. (2003). Is MIT an Exception? Gender Pay Differences in Academic Science. *Bulletin of Science, Technology & Society*, 23(1), 21-26. Retrieved May 23, 2007, from <http://bst.sagepub.com/cgi/content/abstract/23/1/21>.

This research article discusses the role that gender bias can have in salaries and promotions.

Ginther, D. (2004). Why Women Earn Less: Economic Explanations for the Gender Salary Gap in Science. *AWIS Magazine*, 33(1). Retrieved May 16, 2007, from <http://people.ku.edu/~dginther/Publications/AWIS%20Magazine%20Ginther%20article.pdf>.

This magazine article examines gender differences in academic science salaries and finds that women's salaries lag behind men's and are not fully explained by differences in productivity.

Ginther, D., & Kahn, S. (2006). Does Science Promote Women? Evidence from Academia 1973-2001. *NBER Working Paper*. Retrieved May 23, 2007, from <http://www.nber.org/papers/w12691>.

This working paper examines sex differences in the likelihood of obtaining an academic position and subsequent tenure and finds that fertility decisions do not entirely explained the gap.

Grapevine, R. (2007). Solving the gender equation: Study shows stereotypes hurt women's maths. *Michigan Daily*. Retrieved May 10, 2007, from <http://media.www.michigandaily.com/media/storage/paper851/news/2007/02/20/Academics/Solving.The.Gender.Equation-2730241.shtml>.

This news article describes the study "Implicit Stereotypes, Gender Identification, and Math-Related Outcomes" that suggests that women's performance on math tests can be influenced by stereotypes that they might not even know they hold. A sample of an implicit gender stereotyping test is available at Harvard's website (<https://implicit.harvard.edu/implicit/demo>).

Gravois, J. (2007). 7 Female Medical Professors Sue Penn State U., Saying They are Paid Less Than Men. *The Chronicle of Higher Education*. Retrieved May 23, 2007, from <http://chronicle.com/daily/2007/04/2007042710n.htm?rss>.

This news article reports on the lawsuit filed against Penn State University's College of Medicine on the grounds of gender discrimination in salaries and benefits.

Haberman, C. (2006). NYC; Helping Turn Dreamers Into Doctors. *The New York Times*. Retrieved May 23, 2007, from http://www.medicalmentor.org/press_ht_news.html.

This news article discusses the Mentoring in Medicine program that matches disadvantaged students in urban schools with mentors in healthcare professions.

Hamel, M.B., Ingelfinger, J.R., Phimister, E., & Solomon, C.G. (2006). Women in academic medicine--progress and challenges. *The New England journal of medicine*, 355(3), 310-2.

This article comments on the trends of women as authors of articles in prominent medical journals that was studied by Jagsi et al. (NEJM 355, 310).

Handelsman, J., Cantor, N., Carnes, M., Denton, D., Fine, E., Grosz, B., et al. (2005). CAREERS IN SCIENCE: Enhanced: More Women in Science. *Science*, 309(5738), 1190-1191. Retrieved May 23, 2007, from <http://www.sciencemag.org>.

This enhanced policy article discusses the barriers that might be leading to an underrepresentation of women in faculty positions in academia.

Hill, S. (2006). *Science and Engineering Doctorate Awards: 2005*. Retrieved May 14, 2007, from <http://www.nsf.gov/statistics/nsf07305/>.

The data presented in this report show trends in doctoral awards by science and engineering (S&E) field and recipient characteristics, institutions awarding doctorates, and postgraduation plans of recipients. The source of the data is the Survey of Earned Doctorates (SED). The data were developed as part of the Doctorate Data Project. The Doctorate Data Project consists of the Survey of Earned Doctorates (a census of research doctorate recipients) and the Survey of Doctorate Recipients (a biennial survey of the employment of doctoral scientists and engineers).

Hirsch, J.E. (2005). An index to quantify an individual's scientific research output. *Proceedings of the National Academy of Sciences of the United States of America*, 102(46), 16569-72.

This research article suggests a new index, h , to measure the scientific research output of an individual in an unbiased fashion. The h index is defined as the number of papers (h) with citation number greater than or equal to h .

Hirshman, L. (2007). Off to Work She Should Go. *The New York Times*. Retrieved May 23, 2007, from <http://www.nytimes.com/2007/04/25/opinion/25hirshman.html?ex=1335153600&en=08f740cf677843b1&ei=5088&partner=rssnyt&emc=rss>.

This news article discusses the transition from the "opt-out revolution" to the new trend of "opting back in".

Hirshman, L.R. (2007). *Get to Work: . . . And Get a Life, Before It's Too Late*. Penguin (Non-Classics). Retrieved from <http://www.gettoworkmanifesto.com/book.htm>.

This book discusses reasons for why young women leave the workforce to raise children - "the opt out revolution".

Hoffer, T., Welch, Jr., V., Webber, K., Williams, K., Lisek, B., Hess, M., et al. *Doctorate Recipients from United States Universities Summary Report 2005*. Retrieved May 14, 2007, from <http://www.norc.org/projects/Survey+of+Earned+Doctorates.htm>.

This yearly report surveys all the new doctorate recipients in the U.S.

Holmes, M.A., & O'Connell, S. (2007). Leaks in the Pipeline. *Na*, 446, 346. Retrieved May 15, 2007, from <http://www.nature.com/naturejobs/2007/070315/full/nj7133-346a.html>.

This Nature Jobs article discusses some initiatives that universities are developing or could develop to promote the advancement of women in academic science and engineering.

Jagsi, R., Butterson, J.R., Starr, R., & Tarbell, N.J. (2007). A targeted intervention for the career development of women in academic medicine. *Archives of internal medicine*, 167(4), 343-5.

This research articles provides the details and evaluation of a Massachusetts General Hospital awards program to supply bridge funding to junior faculty women during child-bearing years.

Jagsi, R., Guancial, E.A., Worobey, C.C., Henault, L.E., Chang, Y., Starr, R., et al. (2006). The "Gender Gap" in Authorship of Academic Medical Literature -- A 35-Year Perspective. *N Engl J Med*, 355(3), 281-287. Retrieved May 14, 2007, from <http://content.nejm.org/cgi/content/abstract/355/3/281>.

This research article analyzes the proportion of female authors in six leading medical journals over a 34-year period.

Jaschik, S. (2006). Federal Inquiry on Women in Science. *Inside Higher Education*. Retrieved May 11, 2007, from <http://insidehighered.com/news/2006/03/28/women>.

This news article discusses planned investigations by the Department of Education into whether colleges and universities are complying with federal anti-bias laws in their treatment of women in math and science.

Jaschik, S. (2007). 'Why Aren't More Women in Science?'. *Inside Higher Education*. Retrieved May 15, 2007, from <http://insidehighered.com/news/2007/01/03/women>.

In this article, Stephen Ceci and Wendy Williams, the editors of a new publication, "Why Aren't More Women in Science: Top Researchers Debate the Evidence", are interviewed about women's career advancement.

Jia, H. (2007). Female scientists face discrimination in China. *SciDev.net*. Retrieved May 15, 2007, from <http://www.scidev.net/News/index.cfm?fuseaction=readNews&itemid=3466&language=1>.

This news article summarizes the recent report from the Chinese Academy of Sciences that describes discrimination faced by female scientists and engineers.

Joyce, A. (2007a). They Open More Doors for Women. *The Washington Post*, F04. Retrieved May 11, 2007, from <http://www.washingtonpost.com/wp-dyn/content/article/2007/02/03/AR2007020300125.html>.

This news article highlights some of the programs that businesses are developing to retain females in the workplace.

Joyce, A. (2007b). Developing Boomerang Mothers. *The Washington Post*, F01. Retrieved May 15, 2007, from <http://www.washingtonpost.com/wp-dyn/content/article/2007/03/10/AR2007031000081.html>.

This news article highlights four companies that have recently been honored by Catalyst for their inclusion of women.

Kennedy, D., Austin, J., Urquhart, K., & Taylor, C. (2004). Supply Without Demand. *Science*, 303(5661), 1105. Retrieved May 11, 2007, from <http://www.sciencemag.org>.

This editorial suggests that there are too many scientists in the job market, which results in a labor-excess economy that keeps scientific labor costs low.

Kessel, C. Women in Mathematics: Scarce or Many? Retrieved May 11, 2007, from http://www.mat.uniroma3.it/scuola_orientamento/echi_stampa/2007/businesswoman-6-2-07.pdf.

This article discusses a few statistics on women in math and then references two recent publications, "Why Aren't There More Women in Science?" and "Why So Slow?" The Advancement of Women".

Kiefer, A.K. Implicit stereotypes and gender identification may affect female math performance. Retrieved May 10, 2007, from http://www.eurekalert.org/pub_releases/2007-01/afps-isa012407.php.

This news article describes the study "Implicit Stereotypes, Gender Identification, and Math-Related Outcomes" that suggests that women's performance on math tests can be influenced by stereotypes that they might not even know they hold.

Kiefer, A.K., & Sekaquaptewa, D. (2007). Implicit Stereotypes, Gender Identification, and Math-Related Outcomes: A Prospective Study of Female College Students. *Psychological Science*, 18(1), 13-18. Retrieved May 10, 2007, from <http://www.blackwell-synergy.com/doi/abs/10.1111/j.1467-9280.2007.01841.x>.

This research article suggests that women's performance on math tests can be influenced by stereotypes that they might not even know they hold.

Kincaid, J. (2007). Catalyst: Still a Scientist. Retrieved May 14, 2007, from <http://chronicle.com/jobs/news/2007/03/2007030201c/careers.html>.

One of the X-gals discusses the common definition of success in science and considers how it could be broadened beyond the tenure track position.

Laine, C., & Turner, B.J. (2004). Unequal Pay for Equal Work: The Gender Gap in Academic Medicine. *Ann Intern Med*, 141(3), 238-240. Retrieved May 15, 2007, from <http://www.annals.org>.

This editorial discusses the article in the same issue of Annals of Internal Medicine (vol. 141, page 205) that studied the compensation and advancement gap between women and men who are professionally similar.

Long, J.S., Allison, P.D., & McGinnis, R. (1993). Rank Advancement in Academic Careers: Sex Differences and the Effects of Productivity. *American Sociological Review*, 58(5), 703-722. Retrieved May 16, 2007, from <http://links.jstor.org/sici?sici=0003-1224%28199310%2958%3A5%3C703%3ARAIACS%3E2.0.CO%3B2-F>.

This research article summarizes the sex differences in rank advancement in academic science careers for biochemists and concludes that when all else is equal, women are promoted more slowly than men.

Louis, L. (2006). Catalyst: The X-Gals Alliance. *Chronicle of Higher Education Careers*. Retrieved May 14, 2007, from <http://chronicle.com/jobs/news/2006/10/2006100201c/careers.html>.

One of the X-gals discusses the relationship between child care and productivity in the lab.

Louis, L. Catalyst: Life as a Mother-Scientist. *Chronicle of Higher Education Careers*. Retrieved May 14, 2007, from <http://chronicle.com/jobs/news/2006/12/2006120101c/careers.html>.

One of the "X-gals" talks about the group and the difficulties that many women face in academic science.

Magrane, D., & Lang, J. Women in U.S. Academic Medicine Statistics and Medical School Benchmarking 2005-2006. Retrieved May 21, 2007, from <http://www.aamc.org/members/wim/statistics/stats06/start.htm>.

This analysis in brief provides an overview and analysis of 2006-2006 data from sources across the AAMC: the Student Records System, GME Track, the Faculty Roster, and the Directory of American Medical Education. Links to previous years data can be accessed from this website.

Maines, R. (2007). Why Women Become Veterinarians but not Engineers. *The Chronicle of Higher Education*, B9. Retrieved May 23, 2007, from <http://chronicle.com/weekly/v53/i38/38b00901.htm?top20>.

This article discusses the gender imbalance (towards females) present in veterinarian medicine, as compared to the gender imbalance (towards males) typically seen in other medicines, sciences, and engineering fields.

Malcolm, S., Teich, A., Jesse, J.K., Campbell, L., Babco, E., & Bell, N. *Preparing Women and Minorities for the IT Workforce*. Retrieved May 14, 2007, from http://www.aaas.org/publications/books_reports/ITW/.

This report by the AAAS Education and Human Resources Programs, AAAS Science & Policy Programs, and the Commission on Professionals in Science and Technology examines the role of nontraditional educational pathways in preparing women and underrepresented minorities for the information technology (IT) workforce. It was sparked by the finding that the nation's number one producer of bachelor's degrees in information technology and computer science (IT/CS) was not a major research university, but instead was Strayer University, a for-profit institution with many campuses in the Washington, DC, metropolitan area. Not only was Strayer the top producer overall, but it also produced the largest number of women and African American graduates with baccalaureates in IT/CS.

Mann, M., & Wolff, J. (2007). San Diego Source > News > Finding the balance between professional and personal life. *San Diego Tribune*. Retrieved May 15, 2007, from <http://www.sddt.com/News/article.cfm?SourceCode=20070417crp>.

In this news article, two shareholders with Heller Ehrman, LLP discuss the initiatives that their company is undertaking to increase women's representation and improve work/life balance.

Martin, C. (2006). Wake Up, Employers: Working Moms Are Giving Up. Retrieved May 11, 2007, from <http://www.alternet.org/story/45557/>.

This news article describes a film, book, and grassroots movement that are seeking to answer the question "What can we do to change work/family policy in this country so that mothers and fathers, and those who are caring for aging parents, can live their fullest lives?"

McGinn, D. (2006). Getting Back on Track - Leadership and Innovation. *Newsweek*(September 25, 2006), 62-66. Retrieved May 11, 2007, from <http://www.msnbc.msn.com/id/14869072/site/newsweek/print/1/displaymode/1098/>.

This news articles discusses strategies that some companies are taking to recruit and retain women in the workforce.

McGreevey, S. (2007). MGH research award helps women establish scientific careers. *EurekaAlert*. Retrieved May 15, 2007, from http://www.eurekaalert.org/pub_releases/2007-02/mgh-mra022107.php.

This press release describes the new awards established by Massachusetts General Hospital to provide bridge funding to junior faculty women during their child-bearing years (as described in Archives of Internal Medicine 167: 343).

McGuire, L.K., Bergen, M.R., & Polan, M.L. (2004). Career advancement for women faculty in a U.S. school of medicine: perceived needs. *Academic medicine : journal of the Association of American Medical Colleges*, 79(4), 319-25.

This research article discusses a survey instrument that was used at Stanford to determine what is required to attract, retain, and advance women in the academy.

Millman, S. (2007). To Encourage Women, Princeton U. Expands Benefits for Graduate Students With Children. *The Chronicle of Higher Education*. Retrieved May 23, 2007, from <http://chronicle.com/daily/2007/04/2007040503n.htm>.

This news article discusses new benefits established for graduate students, including paid leave to birth mothers and extensions of deadlines and financial support for primary caregivers of both sexes.

Minorities in Medical Education: Facts & Figures 2005. (2005). Association of American Medical Colleges. Retrieved May 21, 2007, from https://services.aamc.org/Publications/showfile.cfm?file=version53.pdf&prd_id=133&prv_id=154&pdf_id=53.

This report from the Association of American Medical Colleges (AAMC) contains data on minorities in medical education, related to the pre-college part of the education pipeline leading to the M.D. degree, medical school graduates, and medical school faculty, as well as data from the 2000 U.S. Census.

Missing Persons: Minorities in the Health Professions; A Report of the Sullivan Commission on Diversity in the Healthcare Workforce. (2004). The Sullivan Commission. Retrieved May 21, 2007, from http://www.amsa.org/div/Sullivan_Commission.pdf.

This report from the Sullivan Commission, which was endorsed by the American Medical Student Association, provides detailed recommendations on how to increase the representation of minorities in the nation's medical, dental and nursing workforce.

Moerman, C.J., Haafkens, J.A., Söderström, M., Rásky, E., Maguire, P., Maschewsky-Schneider, U., et al. (2007). Gender equality in the work of local research ethics committees in Europe: a study of practice in five countries. *Journal of medical ethics*, 33(2), 107-12.

This research article examines research ethics committees in the European Union for representation of women and gender expertise and found that all countries have rules, albeit informal, to ensure the presence of women.

Murray, M. (2007). Catalyst: Too Few Choices. Retrieved May 14, 2007, from <http://chronicle.com/jobs/news/2007/02/2007020201c/careers.html>.

One of the X-gals discusses whether women are "choosing themselves" out of an academic career or whether institutions and society are doing the choosing.

Nattinger, A.B. (2007). Promoting the career development of women in academic medicine. *Archives of internal medicine*, 167(4), 323-4.

This editorial comments on the importance of institutional programs to recruit and retain women, an example of which was published in the same issue of Archives of Internal Medicine (Volume 167, Page 343).

Ouellette, J. (2007). Scientists in love: When two worlds collide. *Nature Jobs*. Retrieved May 15, 2007, from <http://www.nature.com/news/2007/070212/full/445700a.html>.

In this special report from Nature, the author discusses how married scientists handle being a dual-career couple.

Peterson, H., & Kantrowitz, B. Women Leaders: Lessons We Have Learned. , 74-78. Retrieved May 11, 2007, from <http://www.msnbc.msn.com/id/14870681/site/newsweek/>.

This news article features accomplished women leaders sharing lessons learned about success and failure in careers. Includes: Ruth Simmons, President of Brown University; Martina Navratilova, Hall of Fame tennis champion; Ellen Futter, President of the American Museum of Natural History and former President of Barnard College; Meredith Vieira, Co-host of the "Today" Show; Adele Hodges, Marine colonel and commander and Camp Lejeune; Renetta McCann, CEO of Starcom MediaVest Group; Anne Stevens, Departing COO of Ford Motor Co.; and Diane Von Furstenberg, President of the Council of Fashion Designers of America.

Pfund, C., Maidl Pribbenow, C., Branchaw, J., Miller Lauffer, S., & Handelsman, J. (2006). PROFESSIONAL SKILLS: Enhanced: The Merits of Training Mentors. *Science*, 311(5760), 473-474. Retrieved May 23, 2007, from <http://www.sciencemag.org>.

This enhanced policy article discusses the importance of mentoring for increasing productivity, training quality, and diversity and how the Wisconsin Mentoring Seminar was implemented and evaluated.

Poullennac, S. (2007). More women needed in science, MIT prof. says. *The Daily Free Press*. Retrieved May 15, 2007, from <http://media.www.dailyfreepress.com/media/storage/paper87/news/2007/03/09/News/More-Women.Needed.In.Science.Mit.Prof.Says-2771008.shtml>.

This news article highlights comments from Lotte Bailyn, encouraging women to pursue careers in academic science.

Professional Women and Minorities: A Total Human Resources Data Compendium; 16th Edition. (2006). Commission on Professionals in Science and Technology. Retrieved May 11, 2007, from <http://www.cpst.org/pwm16TOC.cfm>.

This report from the Commission on Professionals in Science and Technology found that although women and minorities still lag behind white men in education and employment in science and engineering, both groups have been closing this gap over the last 40 years.

Robinson, M., Pfeffer, C., & Buccigrossi, J. Business Case for Diversity with Inclusion. Retrieved May 16, 2007, from http://workforcediversitynetwork.com/docs/Business_Case_3.pdf.

This article from the Workforce Diversity Network suggests that organizations that can leverage the diversity of their workforce are better able to adapt to changes in the external environment.

Silver, P.A. (2007). Why do so few women speak at science meetings? *Nature*, 446(7138), 856. Retrieved May 15, 2007, from <http://dx.doi.org/10.1038/446856c>.

This letter to the editor remarks that the poor representation of women speakers at scientific meetings is an illustration of the problem discussed by Holmes and O'Connell in the March 15 issue of Nature.

Slagle, D. (2007). How Mentoring Can Have a Positive Impact on Your Life. *Jet*. Retrieved May 23, 2007, from http://www.medicalmentor.org/press_postive_impact_news.html.

This magazine article discusses the Mentoring in Medicine program that matches disadvantaged students in urban schools with mentors in healthcare professions.

Smaglik, P. (2007). Declining female participation may be a harbinger for computer science as a whole. *Nature*, 446, 1111. Retrieved May 15, 2007, from <http://www.nature.com/naturejobs/2007/070426/full/nj7139-1111a.html>.

This article discusses the viewpoint that women are the "canaries in a coal mine" and how their declining participation in computer science could be an indicator of an impending decrease in men's participation.

Spanne, A. (2007). INSIDE SCIENCE: Women in science: Addressing the barriers. *South Coast Today*. Retrieved May 15, 2007, from <http://www.southcoasttoday.com/apps/pbcs.dll/article?AID=/20070409/OPINION/704090305/-1/OPINION04>.

This news article features Nancy O'Connor, chair of the UMass Dartmouth Biology Department, discussing barriers faced by women in academic careers.

Starting at the top. (2007). *Nature*, 447(7141), 115-116. Retrieved May 15, 2007, from <http://www.nature.com/news/2007/070508/full/447115b.html>.

This editorial discusses the low number of women (9 of 72) elected this year to the U.S. National Academy of Science.

Steiger, K. (2007a). Madame President. *CampusProgress.org*. Retrieved May 15, 2007, from <http://campusprogress.org/features/1434/madame-president>.

This news article discusses the new Harvard University president, Drew Gilpin Faust, and the barriers that women face in academia.

Steiger, K. (2007b). Mommy Tracked. *CampusProgress.org*. Retrieved May 15, 2007, from <http://campusprogress.org/features/1469/mommy-tracked>.

This news article discusses discrimination against female professors during the tenure process.

Steiger, K. (2007c). Publish or Parent? Retrieved May 15, 2007, from <http://campusprogress.org/features/1509/publish-or-parent>.

This news article discusses difficult decisions that women in science often face about balancing work and parenthood.

Steinpreis, R., Anders, K., & Ritzke, D. (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*(7-8), 509-528. Retrieved May 15, 2007, from <http://www.ingentaconnect.com/content/klu/sers/1999/00000041/F0020007/00292305>.

This research article uncovers gender biases held by both men and women when assessing an other identical male and female biopsychologist's job and tenure application.

Thacker, P. (2007). Progress Over the Long Term. Retrieved May 11, 2007, from <http://insidehighered.com/news/2007/01/09/science>.

This news article references the report from the Commission on Professionals in Science and Technology that found that although women and minorities still lag behind white men in education and employment in science and engineering, both groups have been closing this gap over the last 40 years.

Thomas, J. (2007). Turing Award Winner Sees New Day for Women Scientists, Engineers. Retrieved May 15, 2007, from <http://usinfo.state.gov/xarchives/display.html?p=washfile-english&y=2007&m=March&x=200703161544091CJsamohT0.4695856>.

In Current Issues, the U.S. Department of State interviews Frances Allen, the first female winner of computer science's prestigious Turing Award.

Valian, V. (1999). *Why So Slow? The Advancement of Women*. The MIT Press.

This book offers reasons for the slow advancement of women in careers.

Vedantam, S. (2005). See No Bias (washingtonpost.com). *Washington Post Magazine*, W12. Retrieved May 17, 2007, from http://www.washingtonpost.com/wp-dyn/articles/A27067-2005Jan21_4.html.

This news article describes the Implicit Association Test and how it can uncover unknown biases held by a majority of the population. The Implicit Association Test can be found at: <https://implicit.harvard.edu/implicit>.

Wasley, P. (2007). Pay Gap Between Men and Women Begins Immediately After Graduation, Study Says. Retrieved May 23, 2007, from <http://chronicle.com/daily/2007/04/2007042304n.htm>.

This news article describes the findings of the report recently published by the American Association of University Women Education Foundation, which says that women's salaries are lower than men's salaries.

Wenneras, C., & Wold, A. (1997). Nepotism and sexism in peer-review. *Nature*, 387(6631), 341-343. Retrieved May 15, 2007, from <http://dx.doi.org/10.1038/387341a0>.

This research article showcases the biases present in the peer review system in Sweden.

West, M., & Curtis, J. *AAUP Faculty Gender Equity Indicators 2006*. Retrieved May 14, 2007, from <http://www.aaup.org/AAUP/pubsres/research/geneq2006.htm>.

This report provides data on four measures of gender equity for faculty at over 1,400 colleges and universities across the country. The individual campus listings included in the report will serve to promote discussion of faculty gender equity at the local level, where the success of existing strategies to improve the situation of women academics can best be evaluated.

Williams, J., Manvell, J., & Bornstein, S. (2006). *Opt Out or Pushed Out?: How the Press Covers Work/Family Conflict; The Untold Story of Why Women Leave the Workforce*. Hastings, California: WorkLife Law, UC Hastings College of Law. Retrieved May 11, 2007, from http://www.uchastings.edu/site_files/WLL/OptOutPushedOut.pdf.

This report presents a content analysis of 119 print news stories that discuss women leaving the workplace, published between 1980 and 2006, in the context of the "Opt-out revolution".

Women in Science? Some Fare Better Than Others. (2007). *Diverse Issues in Higher Education*. Retrieved May 23, 2007, from http://www.diverseeducation.com/artman/publish/article_7042.shtml.

This news article from Brown University's "Diverse" discusses the CPST report, "Professional Women and Minorities" and suggests that women are faring better than minorities.

Yedidia, M.J., & Bickel, J. (2001). Why aren't there more women leaders in academic medicine? the views of clinical department chairs. *Academic medicine : journal of the Association of American Medical Colleges*, 76(5), 453-65.

In this research report, open-ended interviews with clinical department chairs lead to the conclusion that barriers to the advancement of women exist universally in academic medicine.