

Annotated Bibliography: Diversity and Women in Wildlife

Articles / Journals / Reports

Adamo, S. 2012. Attrition of women in the biological sciences: workload, motherhood, and other explanations revisited. *BioScience*, 63: 43-48.

<http://www.bioone.org/doi/abs/10.1525/bio.2013.63.1.9>

- *More women in medicine stay in medicine than biology despite being more competitive & stressful. But intense periods for medical students come earlier in life so there is still time to have children. Suggest training fewer students to reduce competition. More family friendly policies for grad students/post docs.*

Al-Gazali, Lihadh, V. Valian, B.Barres, L.Wu, E.Andrei, J. Handlesman, C. Moss-Racusin, and L. Husu. 2007. Laboratory life: Scientists of the world speak up for equality. *Nature*, 495: 35-38.

<http://www.nature.com/nature/journal/v495/n7439/full/495035a.html>

- *Eight experts share ideas for measures that will help to close the gender gap in nations from China to Sweden.*

Angus, S. 1995. Women in natural resources: Stimulating thinking about motivations and needs. *Wildlife Society Bulletin*, 23: 579-582. <http://www.jstor.org/stable/3782983>

- *Reports on 1993 International Association of Fish and Wildlife Agencies' study of women in wildlife. Women were more educated but made less money than men. Women felt little support from management, had no role models, felt work was not valued, and experienced harassment, poor work environment, and limited advancement.*

Anonymous .2012.Nature's Sexism. *Nature*, 491(7425). <http://www.nature.com/news/nature-s-sexism-1.11850>

- *An overview of how the journal "Nature" performs in the arena of hiring women, and the salaries offered for women who apply for a lab-manager position.*

Anonymous. 2005. Summer's winter of discontent. *Nature* 433:339.

<http://www.nature.com/nature/journal/v433/n7024/full/433339a.html>

- *Author examines Larry Summer's words about women in science. Author believes that the resultant actions will likely be a boost for female scientists.*

Anonymous. 2005. Why Harvard needs Summers. *Nature* 434:1.

<http://www.nature.com/nature/journal/v434/n7029/full/434001a.html>

- *Author argues that there are more compelling reasons for the president of Harvard to remain in place than for him to leave. One of them being the academic advances that Harvard has made during his tenure.*

Barres, Ben A. 2006. Does gender matter? *Nature* 442:133-136.

<http://www.nature.com/nature/journal/v442/n7099/pdf/442133a.pdf>

- *Author explains that no evidence supports the hypothesis that women are not advancing in science because of innate inability. The author who is transgendered shares her experience of how she was treated when she was a girl and how she is treated now.*

Beede, David,T. Julian, D. Langdon, G. Mckittrick, B. Khan, and M. Doms. August 2011. Women in Stem: A Gender Gap Innovation. Economic & Statistics Administration United States

Department of Commerce. <http://www.commerce.gov/blog/2011/08/03/women-stem-opportunity-and-imperative>

- *Report looked at women and STEM fields. The results showed that women are vastly underrepresented in STEM jobs and among STEM degree holders despite making up nearly half of the U.S workforce and half of the college-educated workforce.*

Bertran and Hallock. 2000. The Gender Gap in Top Cooperative Jobs. National Bureau of Economic Research. <http://ideas.repec.org/p/nbr/nberwo/7931.html>

- *The authors examine the gender compensation gap among high-level executives in US corporations. During the study women nearly tripled their participation in the top executive ranks and also greatly improved their relative compensation.*

Brown, G., and Harris, C. (1992). The U. S. Forest Service: Changing of the guard. *Natural Resources Journal*, 32,449-466. http://lawlibrary.unm.edu/nrj/32/3/02_brown_forest.pdf

- *Changing values in the U. S Forest Service from 1981-1991. Today the Forest Service is less inclined to favor commodity resource outputs from national forests and would rather favor non-commodity uses of national forest resources.*

Brown, G., and Harris, C. (1993). The implications of work force diversification in the U. S. Forest Service. *Administration and Society*, 25 (1), 85-113. Abstract: <http://aas.sagepub.com/content/25/1/85.abstract>

- *Effects of 1990's affirmative action in USFS on organizational culture and natural resources decisions.*

Brown, G., C. Harris, and T. Squirrel. 2010. Gender diversification in the U.S. Forest Service: Does it still matter? *Review of Public Personnel Administration*, 30(3):268-300. <http://rop.sagepub.com/content/30/3/268.full.pdf>

- *U.S Forest Service is operating from a "discrimination-and-fairness" organizational diversity paradigm rather than a "valuing-and-integrating" paradigm.*

Bumis-Bammel, L. L. (1989). Women and sexism in forestry: An update. *Women in Natural Resources*, 11 (3): 23-27.

- *Unknown*

Conley, Jerry. 2002. Old and New Cultures in Wildlife Management: Welcoming Change and Diversity. *Transactions of the Sixty-seventh North American Wildlife and Natural Resource Conference*.199-207.

<http://www.wildlifemanagementinstitute.org/store/product.php?productid=16174>

- *Examines strengths and weaknesses in early approaches to management versus modern approaches to management.*

Connelly, Nancy., D. Decker, R.Stout. 1995. Overcoming Constraints to Women's Participation in Consumptive Uses of Fish and Wildlife. *Transactions in 61st North American Fish and Wildlife Conference*, 162-167.

<http://www.wildlifemanagementinstitute.org/store/product.php?productid=16171&cat=251&page=2>

- *A theoretical framework that can be used to examine motivations and constraints influencing women's participation in consumptive uses of fish and wildlife.*

- Conrad, Cristin, and Gary San Julian. 2000. "Investigation Student Diversity in Wildlife and Fisheries Curriculums At Universities in the United States." Proceedings of the Third Biennial Conference on University Education in Natural Resources: 137-53. University of Missouri School of Natural Resources. <http://www.cnr.usu.edu/quinney/files/uploads/UENR3.pdf>
- *This study assesses the representation of minorities and women in universities natural resources departments.*
- Dalton, Rex. 2000. Older women scientists fight USGS over layoffs. Nature: International Weekly Journal of Science. <http://www.nature.com/nature/journal/v404/n6775/full/404219b0.html>
- *Older women scientists lose jobs with the U.S. Geological Survey. They allege that they were targeted for discharge because of their age and gender.*
- Davis, R.D Sr., S. Diswood, A. Dominguez, R.Engel-Wilson, K. Jefferson, A. K. Miles, E. F. Moore, R. Reidinger, S. Ruther, R. Valdez, K. Wilson and M. A. Zablan. 2002. Increasing diversity in our profession. *Wildlife Society Bulletin*, 30: 628-633. <http://www.jstor.org/stable/3784527>
- *Programs and policies have done little to recruit minorities into the natural resources field. Authors state that we need more strategic partnerships, research, and removal of barriers to retention to increase diversity.*
- DeLaat, Jacqueline. 2000. Gender in the Workplace: A Case Study Approach. http://www.ebay.com/itm/Gender-Workplace-Case-Study-Approach-Jacqueline-DeLaat-1999-Paperback-Jacqueline-Delaat-1999/343817449250?pt=LH_DefaultDomain_0&hash=item500d1def22
- *Case study that presents real life cases of women covering issues including gender stereotypes about work, discrimination in pay, promotion and benefits, career development and mentoring, balancing work and family, and sexual harassment.*
- Dingell, John D., and Carolyn B. Maloney. 2002. A New Look Through the Glass Ceiling:Where Are All the Women? The Status of Women in Management in Ten Selected Industries. Rep. Comp. U.S. General Accounting Office (GAO). <http://maloney.house.gov/sites/maloney.house.gov/files/documents/olddocs/womenscaucus/dingellmaloneyreport.pdf>
- *Report provides a review on the status of women in management positions in ten selected industries. Authors compile data to determine how women in management are faring today as compared with five years ago – to further understand the continuing impact of the glass ceiling on women’s advancement to the top.*
- Etzkowitz, H., C. Kemelgor, M. Neuschatz, B. Uzzi, and j. Alzono. 1994. The paradox of critical mass for women in science. *Science*, 266:51-54. <http://www.kellogg.northwestern.edu/faculty/uzzi/ftp/paradox.pdf>
- *The critical mass for a minority to be a “strong minority” is about 15%, which also helps to bring about institutional change. Isolation of women has negative consequences – stigma, exclusion from formal/informal networks, and support networks. “Encouraging more women to enter the pipeline is fruitless if so few emerge as professional scientists.”*

Ehm, K.F. and C. J. Johnson. 2013. From Ph.D. to Professoriate: The Role of the Institution in Fostering the Advancement of Postdoc Women. National Post-doc Association.

<http://www.nationalpostdoc.org/images/stories/Documents/ADVANCEDDocuments/From-PhD-to-Professoriate.pdf>

- *Grad students and post-docs have limited or no access to any family friendly institutional support that faculty may have, so do not see what might be available to them. Creates a poor impression of a future in academia. 23% of Association of American Universities provided guaranteed maternity leave to post-docs, even fewer granted paternity leave. 12% of National Post-doc Institutions respondents said the university provided subsidized childcare for post-docs. Natural resources PhDs are more likely to have partners in natural resources than women in other fields. Study concluded that salary concerns, isolation, less access to affordable and family based childcare, and lack of confidence have decreased the reapplication for grants. It also found that women with children attend fewer conferences due to their children and implicit gender biases.*

Fedigan, Linda M. 1994. Science and the Successful Female: Why There Are So Many Women Primatologists. American Anthropological Association- American Anthropologist, 96(3): 529-540. <http://www.jstor.org/stable/682298>

- *Essay has two objectives: to document the proportion of women in primatology relative to other groups, and to explore possible explanations for the current gender representation in primatology. The analysis also encompasses gender representation in the wider context of disciplines related to primatology and larger more encompassing questions about gender and science.*

Federally Employed Women. 2011. Equal Employment Opportunity Commission Diversity Task Force Barriers to Women Working in the Federal Government. Federally Employed Women.

<http://www.few.org/docs/EEOC%20Diversity%20Task%20Force.pdf>

- *Gives some possible solutions such as mentoring and training to increase the number of women in the Federal government.*

Flaherty, Colleen. June 6, 2013. The Mom Penalty. Inside Higher ED.

<http://www.insidehighered.com/news/2013/06/06/new-book-gender-family-and-academe-shows-how-kids-affect-careers-higher-education>

- *Examines the ideas presented in a recently published book titled, "Do Babies Matter?" The book is the first comprehensive examination of the relationship between family formation and the academic careers of men and women.*

Foster, Michael, J.C. Bennett, E.J Sterling, and N. Bynum. 2013. Fostering the Development of Conservation Leadership at Minority-Serving Institutions. Fisheries, 36(9):461-463.

<http://dx.doi.org/10.1080/03632415.2011.607741>

- *Examines the barriers that underrepresented students face to becoming conservation science professionals and looks at methods to try to overcome those barriers.*

Freeman A. Hrabowski III. 2012. Broadening Participation in the American STEM Workforce. Bioscience. American Institute of Biological Sciences, 62 (4): 325-326.

<http://www.bioone.org/doi/abs/10.1525/bio.2012.62.4.2>

- *Article examines the Bayer Cooperation study, in which the practices and attitudes within science departments at the nation's leading research institutions were examined. Report shows*

that increasing the number of women and underrepresented minorities in science has not been successful.

- Goulden, M., Frasch, K., & Mason, M.A. 2009. Staying Competitive: Patching America's Leaky Pipeline in the Sciences. Berkeley: Berkeley Center on Health, Economic & Family Security and the Center for American Progress. http://www.americanprogress.org/wp-content/uploads/issues/2009/11/pdf/women_and_sciences.pdf
- *Statistics on attrition at doctoral level in sciences, factors leading to leaky pipe related to lack of family friendly benefits when women need them the most, and care-giving responsibilities. Factors separated by universities and federal agencies. Grad students and post-docs need similar benefits supplied to faculty for retention. Granting agencies should provide funding to support researchers when on family leave. "The issue of children is a dramatic influence on women's decisions to abandon professorial career goals with a research emphasis"*
- Groysberg, Boris, and Deborah Bell. June 2013. Dysfunction in the Boardroom. Harvard Business Review. <http://hbr.org/2013/06/dysfunction-in-the-boardroom/>
- *A profile of a female board member, what the directors surveyed had to say about the benefits of diversity and about the dynamics between men and women on boards, and some best practices for recruiting and managing diverse boards.*
- Gundersen, Linda C. S. 2010. Factors Influencing the Success of Women in the Geosciences: An Example from the U.S. Geological Survey. Geophysical Research Abstract, 12. <http://meetingorganizer.copernicus.org/EGU2010/EGU2010-15641.pdf>
- *A review of the authors' education revealing some critical success factors for women in the geosciences and highlighting factors that inhibit success.*
- Guynn, Sally A. 2002. Who Says Fish and Wildlife Ain't Got No Culture. Transactions of the Sixty-seventh North American Wildlife and Natural Resource Conference, 199-207. <https://www.wildlifemanagementinstitute.org/store/product.php?productid=16174&cat=253&page=3&js=n>
- *Examines cultural characteristics specific to fish and wildlife agencies and discusses the factors found to contribute to the peculiar culture of the profession.*
- Hardy 2003. Gender Diversity in Florida State Government, FLFWC. MS Thesis. Florida State University. <http://www.askew.fsu.edu/current/masters/actionreport/sp2003/Monica%20Hardy%20-%20Gender%20Diversity%20in%20Florida%20State%20Government.pdf>
- *Compares and recommends possible methods to increase women leaders in Florida Fish and Wildlife Conservation Commission.*
- Helfat, Constance. E, D. Harris, and P.J. Wolfson. 2006. The Pipeline to the Top: Women and Men in the Top Executive Ranks of U.S Corporations. Academy of Management Perspectives, 20 (4): 42-64. <http://www.jstor.org/stable/4166270>
- *Study provides estimates and new information regarding the job responsibilities and positions in the executive hierarchy of women and men below the rank of CEO, to examine the pipeline of women in line for the top positions in major U.S corporations.*

- Holden, Constance. 2001. General Contentment Masks Gender Gap in First AAAS Salary and Job Survey. *Science*, 294 (5541): 396-411.
<http://www.sciencemag.org/content/294/5541/396.summary>
- *American Association for the Advancement of Science takes the pulse of the U.S life sciences community in the first comprehensive survey of salaries and job satisfaction for women.*
- Homyack Jessica.A, and Thomas A. Gorman. 2009. Partner PhDs: dual careers in grad school and beyond. *Frontiers in Ecology and the Environment*, 7(3):166-167.
http://www.researchgate.net/publication/240777827_Partner_PhDs_dual_careers_in_grad_school_and_beyond
- *Explores needs and negotiation strategy for dual-career assistance for students.*
- Kellough, Edward J.1992. *Affirmative Action in Government Employment*. Sage Publications, Inc.
<http://www.jstor.org/stable/1047585>
- *This article examines the development of affirmative action policy in employment at the federal, state, and local levels. Recent federal political appointments are noted. Research that has attempted to assess the effects of affirmative action is discussed.*
- Kennedy, J. J. 1991. Integrating Gender Diverse and Interdisciplinary Professionals into Traditional USDA-Forest Service Culture. *Society and Natural Resources*, 4(4): 165-176.
 Abstract:
<http://www.tandfonline.com/doi/abs/10.1080/08941929109380751?journalCode=usnr20#preview>
- *Two studies that examine the first wave of employees hired in compliance with environmental legislation and affirmative action policies of the 1970s.*
- Kennedy, JJ, and JA Mincolla. 1985. Early career development of fisheries and wildlife biologists in two Forest Service Regions. *Transactions of the North American Wildlife and Natural Resources Conference*, 50:42~435.
- *Women in the USFS left positions because of dual career and family issues and lack of promotion opportunities.*
- Kerr, Brinck, W.Miller, M.Reid. 2002. Sex-Based Occupational Segregation in US State Bureaucracies, 1987–97. *Public Administration Review*.
http://scholar.google.com/citations?view_op=view_citation&hl=en&user=5HGcnOYAAAAJ&citation_for_view=5HGcnOYAAAAJ:d1gkVwhDpl0C
- *Authors state that levels of sex-based occupational segregation in state bureaucracies vary depending on whether an agency's policy mission is distributive, regulatory, or redistributive.*
- Knobloch-Westerwick, Silvia, C.J Glynn, and M. Huge. 2013. The Matilda effect in Science Communication: An Experiment on Gender Bias in Publication Quality perceptions and Collaboration Interest. *Science Communication*, 20(5):1-23.
<http://scx.sagepub.com/content/35/5/603>
- *An experiment with 243 young communication scholars tested hypotheses regarding impacts of the author gender and gender typing of research topic on perceived quality of scientific publications and collaboration interest. Publications from male authors were associated with greater scientific quality, in particular if the topic was male-typed. Collaboration interest was highest for male authors working on male-typed topics. Respondent sex did not influence these patterns.*

- Langeheim, Jean. H. 1988. Address of the past president: Davis, California, August 1988: The Path and Progress of American Women Ecologists. *Bulletin of the Ecological Society of America*, 69(4): 184-197. <http://www.jstor.org/stable/20167064>
- *Looks at women who have broken through the barriers of graduate education in science and presents data on women getting doctorates across all departments offering Ecology Ph.Ds.*
- Langenheim, Jean. H. 1988. Early history and Progress of Women Ecologists: Emphasis Upon Research Contributions. *Annual Reviews Inc.* 1996, 27: 1-53. <http://www.annualreviews.org/doi/pdf/10.1146/annurev.ecolsys.27.1.1>
- *A report on women ecologists' progress through the history of ecology in overcoming personal and societal obstacles, which provides insights regarding their research achievements.*
- Lauber, T. Bruce, E. J. Taylor, and B. A. Knuth. 2011. Factors Influencing Membership of U.S Fish and Wildlife Service and U.S Geological Survey Biologists in the American Fisheries Society. *Fisheries*, 34(1): 9-19. <http://www.tandfonline.com/doi/abs/10.1577/1548-8446-34.1.9#preview>
- *Factors influencing federal biologists' membership in scientific societies, like the American Fisheries Society, were studied to identify the variables that most influenced membership in USGS and USFWS.*
- Laurence, William. F, D.C Useche, S.G Laurance, and C. Bradshaw. October 2013. Predicting Publication Success for Biologists. *BioScience Online*, 63(10):817-823. 2013. <http://www.bioone.org>
- *This paper evaluates the influence of gender, English as a native language, prestige of the university, and date of the first refereed publication relative to a person's PhD on publication success ten years later. People publishing before obtaining a PhD most likely to have high number of publications. Gender has little influence, but authors note that design may preclude detection of a gender effect.*
- Lawrence, P. A. 2006. Men, women, and ghosts in science. *PLoS Biology* 4:13-15. <http://www.plosbiology.org/article/info%3Adoi%2F10.1371%2Fjournal.pbio.0040019>
- *Author argues that the dream of having equal numbers of men and women in all jobs is Utopian. His main argument is that men and women are born different, and subjecting women and men to the same tests for promotions is setting them up for failure.*
- Lewis, Gregory B. 1987. Changing Patterns of Sexual Discrimination in Federal Employment. *Review of Public Personnel Administration*, 7(2): 1-13. <http://rop.sagepub.com/content/7/2/1.short?patientinform-links=yes&legid=sprop;7/2/1>
- *Paper samples one percent of federal personnel records for 1973 and 1982 to determine whether differences in qualifications can explain the grade gap in 1973, or the rise in grades and shrinking of the gap since.*
- Maliniak, Daniel, et al. October 2013. The Gender Citation Gap in International Relations. *International Organization*, 67(4): 889-922. <http://journals.cambridge.org/action/displayAbstract?fromPage=online&aid=9038606>
- *This article investigates the extent to which citation and publication patterns differ between men and women in the international relations literature. Results show that women are systemically cited less than men which could result from women tending to cite themselves less frequently than men cite themselves and men tend to cite men more than women.*

- Mason, M.A. & Goulden, M. 2002. "Do babies matter? The effect of family formation on the lifelong careers of academic men and women." *Academe*, 88(6):21.
<http://ucfamilyedge.berkeley.edu/babiesmatter.pdf>
- *Post-doc women with children attend fewer conferences, leading to fewer networking job opportunities, and are in lower ranked positions than men.*
- Martin, L.J. (2012). Where are the women in ecology? *Frontiers in Ecology and Environment*, 10:177–178. <http://www.ljanemartin.com/pdfs/Martin%20Frontiers%20women%202012.pdf>
- *Assesses the number of publications by women in the journal of Ecology in comparison to men. The results show that there are still more publications by men than women in ecology.*
- Maxon, Mary E. 2012. Winning the Future with Women & Girls. *Genetic Engineering and Biotechnology News*, 32(5):6-8. <http://www.genengnews.com/gen-articles/winning-the-future-with-women-girls/4015/>
- *Examines the positive impacts that new Obama Administration initiatives to improve STEM education and increase diversity will have on women and girls in the future.*
- McGuire, K.L, R.B Primack, and E.C Losos. (2012). Dramatic improvements and persistent challenges for women ecologists. *Bioscience*, 62:189–196.
<http://www.jstor.org/discover/10.1525/bio.2012.62.2.12?uid=3739960&uid=2129&uid=2&uid=70&uid=4&uid=3739256&sid=21102134386433>
- *Survey of the Organization for Tropical Studies graduate database to determine the challenges still faced by women ecologists. Results indicate that although certain obstacles for women ecologists have decreased, other issues of family-work balance and of field work still need to be addressed.*
- Molenberghs, Pascal. 2013. The neuroscience of in-group bias. *Neuroscience and Biobehavioral*, 37(8):1530-1536. <http://www.sciencedirect.com/science/article/pii/S0149763413001498>
- *Review gives an overview of recent developments on understanding racism and in-group favoritism in our society by looking at neural mechanisms.*
- Moss-Racusin, C.A, J. Dovidio, V. Brescoll, M. Graham, and J. Handelsman. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Science*, 109: 16474–16479. <http://www.pnas.org/content/early/2012/09/14/1211286109>
- *Both men and women are biased against female applicants. Identical male applicant was rated as more competent, offered a higher salary, and would be given more career mentoring.*
- Munson-McGee, M. and B. Thompson. 1995. Resource management: a challenging profession in a changing world. *Wildlife Society Bulletin*, 23: 564-567.
<http://www.jstor.org/stable/3782980>
- *Views from 9 conservation leaders about changes and challenges affecting the wildlife profession. Female panel members advocate for diversity.*
- Naff, KC. 1994. Through The Glass Ceiling-Prospects for the Advancement of Women in the Federal Civil-Service. *Public Administration Review*, 54(6): 507-514.
<http://arp.sagepub.com/content/31/3/313.refs>
- *Explores barriers between women and equitable consideration for their promotion within the federal government. Author examines factors accounting for the successful advancement of women and what those factors may indicate about why women have not made more progress.*

- National Science Foundation. 2011. Women, Minorities, and Persons with Disabilities in Science and Engineering: 2011. <http://www.nsf.gov/statistics/women/>
- *Report provides statistical information about the participation of women, minorities, and persons with disabilities in science and engineering education and employment.*
- Neugebauer, Karla M. 2006. Keeping Tabs on the Women: Life Scientists in Europe. PLOS Biology: A Peer-Reviewed, Open Access Journal, 4(4): 97. <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1435409/>
- *A database created to increase the visibility of European women from post-docs to senior group leaders, and serves as a tool to help the scientific community work toward gender equality in Europe.*
- Nicholson, K.L, P.R Krausman, and J.A Merkle.2006. Hypatia and the Leopold Standard: Women in the Wildlife Profession 1937-2006. Wildlife Biology in Practice, 4(2): 57-72. <http://socpvs.org/journals/index.php/wbp/article/view/10.2461-wbp.2008.4.6>
- *Quantifies the evolving roles women have had in The Wildlife Society by documenting their contributions to the Journal of Wildlife Management, the Wildlife Bulletin, and Wildlife Monographs from the origin of TWS in 1937 through 2006.*
- Nishishiba, Masami. 2012. Local Government Diversity Initiatives in Oregon: An Exploratory Study. State and Local Government Review, 44(1):55-66. <http://slg.sagepub.com/content/44/1/55>
- *Interviews were conducted with representatives from eleven local governments in the Willamette Valley region in Oregon to examine action being taken to increase diversity and cultural awareness in the public sector.*
- O'Brian, K. and K. Hapgood. 2012. The academic jungle: ecosystem modeling reveals why women are driven out of research. Oikos, 121: 999–1004. <http://onlinelibrary.wiley.com/doi/10.1111/j.1600-0706.2012.20601.x/pdf>
- *Uses a model incorporating the feedback between previous output and future output to provide recommendations for men and women who wish to work part-time. Their model provides an explanation for the tendency for women to go into teaching roles. They also consider metrics used to evaluate researchers and provide recommendations to university management on approaches to use fair metrics for part-time workers.*
- Ortega, Sonia, A. Flecker, K. Hoffman, L. Jablonski, J. White, M. Armstrong, R. Kimmerer, M. Poston, A. Socha, and J. Taylor. March 2006. Women and Minorities in Ecology II.” Ecological Society of America Student Section. <http://www.esa.org/esa/wp-content/uploads/2012/12/wamieReport2006.pdf>
- *The report reviews recommendation made in the original WAMIE report, and presents an overview of actions taken to date, and makes specific recommendations in each area. It analyzes demographic trends in the United States to determine how ESA membership compares to the general population of the U.S.*
- Parker, Abraham.2012. Building a Diverse Biological Community. BioScience, 56(1):13. http://www.aibs.org/eye-on-education/eye_on_education_2006_01.html
- *Article on diversifying the scientific community by actively reaching out to minority students and scholars.*
- Peck, Tabitha C., S. Seinfeld, S.M Aglioti, and M. Slater. 2013. Putting yourself in the skin of a black avatar reduces implicit racial bias. Consciences and Cognition, 22(3): 779-787.

http://www.researchgate.net/publication/237003889_Putting_yourself_in_the_skin_of_a_black_avatar_reduces_implicit_racial_bias

- *Study demonstrates that the embodiment of light-skinned participants in a dark-skinned virtual body significantly reduced implicit racial bias against dark-skinned people.*

Pettorelli, Nathalie, L. Else, and S. Summer. October 12, 2012. Perspective: Embrace Flexible Work Arrangements. Science.

http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2012_10_12/caredit.a1200115

- *Authors examine the implications of having a “macho culture,” and draw attention to some approaches to improving the working culture in science.*

Pettorelli N., M. Evans, T. Garner, T. Katzner, M. Gompper, R. Altwegg, T. Branch, J. Johnson, K. Acevedo-Whitehouse, L. DaVolls, E. Rantanen, I. Gordon. 2013. Addressing gender imbalances in Animal Conservation, 16: 131-133. <http://onlinelibrary.wiley.com/doi/10.1111/acv.12032/full>

- *Attrition of women has economic and indirect consequences to institutions. Journals may play a role by preferentially selecting male reviewers, editors, assistant editors, and commentary writers.*

Pollitzer, Elizabeth. 2012. From evidence to action through dialogue and consensus: Achievements and lessons from the genSET project in advancing gender equality in science in Europe. GenSET.

http://www.nsf.gov/bfa/dias/policy/career-life-balance/pollitzer_april2012.pdf

- *Presentation on raising awareness and transferring gender research evidence into all relevant types of science institutions.*

Ponds, P.D., Brinson A.A., and Benson, D., 2003. Evaluating Sources of Job Satisfaction: A Survey of U.S. Fish and Wildlife Refuge Managers and Biologists. Information and Technology Report USGS/BRD/ITR-2003-004,8p. <http://www.fort.usgs.gov/products/publications/21147/21147.pdf>

- *Report examines the differences and similarities between National Wildlife Refuge managers and biologists on a selection of independent variables related to job satisfaction and occupational status.*

Preston, A.2006. *Women Leaving Science*. Haverford College.

http://www4.gsb.columbia.edu/rt/null?&exclusive=filemgr.download&file_id=29107&rtcontentdisposition=filename%3DAnnePreston_Columbia_conference_paper.pdf

- *The paper gives estimates of the levels of occupational exit for natural scientists, both men and women, and explores factors behind exit, with attention to differences between the two groups.*

Primack Richard B., E. Ellwood, A. Miller-Rushing, R. Marrs, and A. Mulligan.2009. Do gender, nationality, or academic age affect review decisions? An analysis of submissions to the Journal of Biological Conservation. Biological Conservation, 142(11):2415-2418.

<http://www.sciencedirect.com/science/article/pii/S0006320709002754>

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Books

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- *Focuses on 19th and 20th century American and European women scientists. Great introduction by the editors of essays written by 12 female historians.*

Bennett, Barbara. *Soul of a Lion: One Woman's Quest to Rescue Africa's Wildlife Refugees*. Washington, D.C.: National Geographic Society, 2010.

- *Book chronicles the unique Harnas Wildlife Foundation in Namibia, where Marieta van der Merwe and her family, sell land to buy and care for embattled wildlife. Story of a strong woman in wildlife conservation.*

Byrne, Eileen M. *Women in Science: The Snark Syndrome*. London, UK: Falmer, 1991.

- *Mainly about women's participation in science based on a four year research year project. It provides a comprehensive and lucid exposition of the positive and regulative factors which help women's access to, and progression in, science.*

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- *Examines the questions: Why aren't more women pursuing careers in science, engineering, and math? Is the lack of women in these fields a consequence of societal discouragements, innate differences in ability between the sexes or differences in aspirations? The book attempts to answer these questions by looking at a collection of fifteen essays written by top researchers on gender differences in ability.*

Des, Jardins Julie. *The Madame Curie Complex: The Hidden History of Women in Science*. New York, NY: Feminist at the City University of New York, 2010.

- *A look at the history of women in science, exploring the reasons behind the lack of recognition for female scientists as well as describing how women have changed the very nature and definition of what "science" entails.*

Di, Domenico Kelly. *Super Women in Science*. Toronto: Second Story, 2002.

- *A look at women who are breaking new ground in science in ways that were once thought to be beyond them.*

Felt, Hali. *Soundings: The Story of the Remarkable Woman Who Mapped the Ocean Floor*. New York: Henry Holt and Co., 2012.

- *The story of Marie Tharp who succeed in science, even though the odds were against her in a male dominated field.*

Goldsmith, Barbara. *Obsessive Genius: The Inner World of Marie Curie*. New York: W.W. Norton, 2005.

- *Marie Curie's story on what she went through as a women scientist in a male dominated field*

Gornick, Vivian. *Women in Science: Then and Now*. New York: Feminist at The City University of New York, 2009.

- *Interviews of women scientists and their experiences in the world of science.*

Grinstein, Louise S., Carol A. Biermann, and Rose K. Rose. *Women in The Biological Sciences: A Biobibliographic Sourcebook*. Westport, CT: Greenwood, 1997.

- *A collection of essays on 65 women scientists, including biographies and their contributions to science*

Hall, Linley Erin. *Who's Afraid of Marie Curie?: The Challenges Facing Women in Science and Technology*. Emeryville, CA: Seal, 2007.

- *Weaves research and personal stories, together to presenting both the challenges and triumphs women experience in the sciences.*

Harding, Sandra G. *Whose Science? Whose Knowledge?: Thinking from Women's Lives*. Ithaca, NY: Cornell UP, 1991.

- *The book is centered on science and feminism. The three parts deal with issues for women in science, what women can bring to the sciences, and outlines a feminist approach to science.*

Hoopes, Laura L. Mays. *Breaking Through the Spiral Ceiling*. [Morrisville, N.C.]: Lulu, 2010.

- *Tells the story of Laura Hoops, a DNA scientist, from student to scientist and what life is like for a woman in science.*

Ideal, Emma, and Rhiannon Meharchand. *Blazing the Trail: Essays by Leading Women in Science*. N.p.: CreateSpace Independent Platform, 2013.

- *35 female scientists share their stories on their passion for discovery and their secrets to success for the next generation.*

Kass-Simon, G., Patricia Farnes, and Deborah Nash. *Women of Science: Righting the Record*. Bloomington: Indiana UP, 1990.

- *Presents evidence of the most important scientific contributions made by women from Rachel Carson to veritable unknowns.*

Lesert, Maryann. *Base Ten: A Novel*. New York: Feminist at The City University of New York, 2009.

- *Exposes the daily battles of women scientists fighting to preserve family life and succeed in a discipline that functions on the archaic belief that every scientist has a wife at home.*

McGrayne, Sharon Bertsch. *Nobel Prize Women in Science: Their Lives, Struggles, and Momentous Discoveries*. Washington, D.C.: Joseph Henry, 1998.

- *An account of the ten women who have won the Noble prize and women who have played a crucial role in a Noble prize project. This book explores why there are such a small number of women among the winners.*

Mowat, Farley. *Woman in the Mists: The Story of Dian Fossey and the Mountain Gorillas of Africa*. New York, NY: Warner, 1987.

- *A great biography about the world- famous woman scientist and author of Gorillas in the Mist- Dian Fossey, The book outlines the issues that women in science face.*

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Pattatucci, Angela Maria. *Women in Science: Meeting Career Challenges*. Thousand Oaks, CA: Sage Publications, 1998.

- *Examination of the factors behind the low representation of women in the scientific disciplines offers strategies for negotiating through gender specific boundaries, and showcases two programs designed to support women in establishing successful scientific careers.*

Pritchard, Peggy A. *Success Strategies for Women in Science: A Portable Mentor*. Burlington, MA: Elsevier Academic, 2006.

- *Addresses topics such as mentorship, networking and balancing career and family responsibilities, and discusses the current issues and concerns women face in their career.*

Reynolds, Moira Davison. *American Women Scientists: 23 Inspiring Biographies, 1900-2000*. Jefferson, NC: McFarland, 1999.

- *Biographies of women who were able to accomplish great things in science.*

Rosser, Sue Vilhauer. *The Science Glass Ceiling: Academic Women Scientists and The Struggle to Succeed*. New York: Routledge, 2004.

- *Mainly about difficulties, double standards, and backlash that women routinely face, and a solution for changing the science and technology culture at universities in order to level out the playing field.*

Rosser, Margaret W. *Women Scientists in America: Struggles and Strategies to 1940*. Baltimore, MD: Johns Hopkins University Press, 1982.

- *First volume: Focuses on developments up to 1940 and examines the ways that women tried to establish themselves as members of the scientific community.*

Rosser, Margaret W. *Women Scientists in America: Before Affirmative Action, 1940 - 1972*. Baltimore, MD, Johns Hopkins University Press, 1995.

- *Second volume: Author explores the obstacles for women scientists resulting from the patriarchal structure and values of universities, government, and industry and how women still made contributions to science that lead to scientific breakthroughs in 1972.*

Rosser, Margaret W. *Women Scientists in America: Forging a New World since 1972*. Baltimore, MD: Johns Hopkins University Press, 2012.

- *Third volume: Focuses on women contributions in from 1972 onward. It explores the struggles and successes of women scientists in the era of affirmative action.*

Ruether, Rosemary Radford. *Women Healing Earth: Third World Women on Ecology, Feminism, and Religion*. Maryknoll, NY: Orbis, 1996.

- *Accounts by women in the third world that tell about ecological and theological issues in their contexts, and the implications for women in the first world.*

Schiebinger, L. *Has feminism changed science?* Harvard University Press, Cambridge, MA, 1999.

- *Explores the ways that women can offer new perspectives, new research projects, and priorities to the field of science.*

Shearer, Benjamin F., and Barbara Smith. Shearer. *Notable Women in the Life Sciences: A Biographical Dictionary*. Westport, CT: Greenwood, 1996.

- *This volume features substantive biographical essays on 97 world and American women scientists who have made significant contributions to the life sciences from antiquity to the present, with the emphasis on 20th century women.*

Sonnert, Gerhard, and Gerald Holton. *Who Succeeds in Science: The Gender Dilemma*. New Brunswick, New Jersey: Rutgers University Press, 2011.

- *Tells of the battles women have fought to receive a fraction of the recognition and respect that their male colleagues were granted.*

Wasserman, Elga. *The Door in the Dream: Conversations with Eminent Women in Science*. Washington, D.C: Joseph Henry, 2000.

- *Celebrates the wisdom and insights of women who have risen to the top of their chosen scientific professions.*

Wyer, Mary. *Women, Science, and Technology: A Reader in Feminist Science Studies*. New York: Routledge, 2001.

- *Introduction to how feminism is changing science studies.*

Xie, Yu, and Kimberlee A. Shauman. *Women in Science: Career Processes and Outcomes*. Cambridge, MA: Harvard UP, 2003.

- *Systematic account of how youth are selected into and out of science education in early life, and how social forces affect career outcomes later in the science labor market. Authors study the science career trajectory in its entirety.*

Kanter, Rosabeth M. *Men and Women of the Corporation* ed. 2. New York: BasicBooks, 1993.

- *Knater shows how the careers and self-images of the managers, professionals, and executives, and also those of the secretaries, wives of managers, and women looking for a way up, are determined by the distribution of power and powerlessness within a corporation.*

WEBSITES

American Association of University Women - <http://www.aauw.org/>

- *Promotes equity and education for women and girls. On campuses AAUW fosters the next generation of women in leadership and in the workplace. They mentor, fund, and support educational and professional development. Offers a variety of memberships for all kinds of women and girls interested in the sciences. Notable programs include fellowships and trainings on negotiation.*

Association for Women in Science - <http://www.awis.org/>

- *Association for Women in Science is the premiere leadership organization advocating the interests of women in science and technology. It fights for equity and career advancement for women. Membership has a number of benefits for women like STEMInAR's, networking, and fellowships.*

Brookhaven National Laboratory: Brookhaven Women in Science - <http://www.bnl.gov/bwis/>

- *Brookhaven Women in Science Chapter was created to increase the laboratory's awareness of the accomplishments of women in science and to provide their members with role models of their own.*

Eastern Illinois University: WiSM - http://www.eiu.edu/~wism/about_biographies.php

- *WiSM serves as a resource for young women pursuing careers in the sciences and mathematics at Eastern Illinois University. Providing them with motivation by bringing in women from around the nation that have established themselves in the field.*

European Platform of Women Scientists - <http://epws.org/>

- *The European Platform of Women Scientists is an international non-profit organization that represents the needs, concerns, interests, and aspirations of more than 12,000 women scientists in Europe and beyond.*

Federally Employed Women (FEW) - <http://www.few.org/>

- *Non-profit organization that works to end sex and gender discrimination, to encourage diversity for inclusion and equity in the workplace, and for the advancement of professional growth of women in federal service.*

National Institute for Women in Trades, Technology, and Science - <http://www.iwitts.org/>

- *IWITTS works to help educators nationwide close the gender gap for women and girls in male-dominated careers by offering research, training, and classroom tools that help technology and science educators increase the number of women and girls enrolled in their classes and retain them.*

Organization for Women in Science for the Developing World - <http://owsdw.ictp.it/>

- *OWSD is the first international forum uniting women scientists from the developing and developed worlds. Its objective is strengthening their role in the development process and promoting their representation in scientific and technological leadership.*

Royal Academy of Science International Trust- Women in Science International League -

<http://www.rasit.org/wisil>

- *Women in Science International League main objective is to provide education in all branches of science to women and girls in need. It also encourages and supports constructive social and scientific research and women researchers. They have special training programs, workshops, and visits to institutions and universities.*

Scholarships for Women - <http://www.scholarshipsforwomen.net/>

- *Helps women find financial aid to help pay for college.*

The Clayman Institute for Gender Research - <http://gender.stanford.edu/>

- *Institute creates knowledge and implements change to promote gender equality.*

The National Academies- Where the nation turns for Independent, Expert Advice -

<http://iwaswondering.org/>

- *The website iWASwondering intends to showcase the accomplishments of contemporary women in science, and to highlight for young people the varied and intriguing careers of some of today's most prominent scientists.*

The Scientista Foundation - <http://www.scientistafoundation.com/>

- *The scientist foundation is the largest network of college and graduate women in innovating science technology engineering and medicine. Their goal is to find scientistas, connect campuses, and provide resources such as jobs and opportunities postings, national conferences, visible role models, and funding for women in science.*

Under the Microscope: Where women and Science Connect - <http://www.underthemicroscope.com/>

- *Under the Microscope is a website dedicated to celebrating the accomplishments of women in science today. Under the Microscope collects stories from women involved with science, technology, engineering, and math with the goal of publishing a survival guide for young women in science.*

WAMC: Women in Science Technology, Engineering, and Mathematics- On the Air! -

<http://www.womeninscience.org/>

- *WAMC's special radio programming on women in science, technology, engineering, and mathematics. Reports on variety of topics, including health, women's issues, education, media accountability, news, and politics.*