

POSTDOC WOMEN AND THE ACADEMIC PIPELINE: *STORIES FROM THE TRENCHES*

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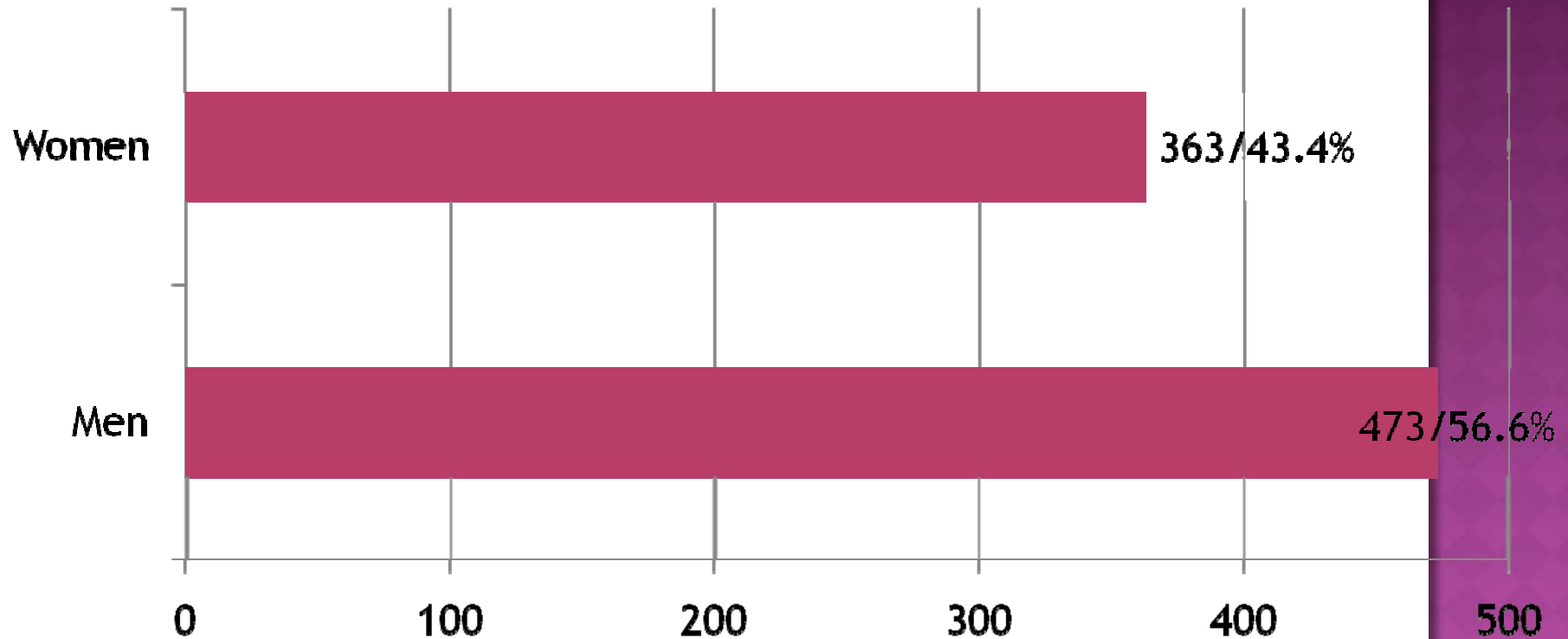
National Summit on Gender and the Postdoctorate 2010



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

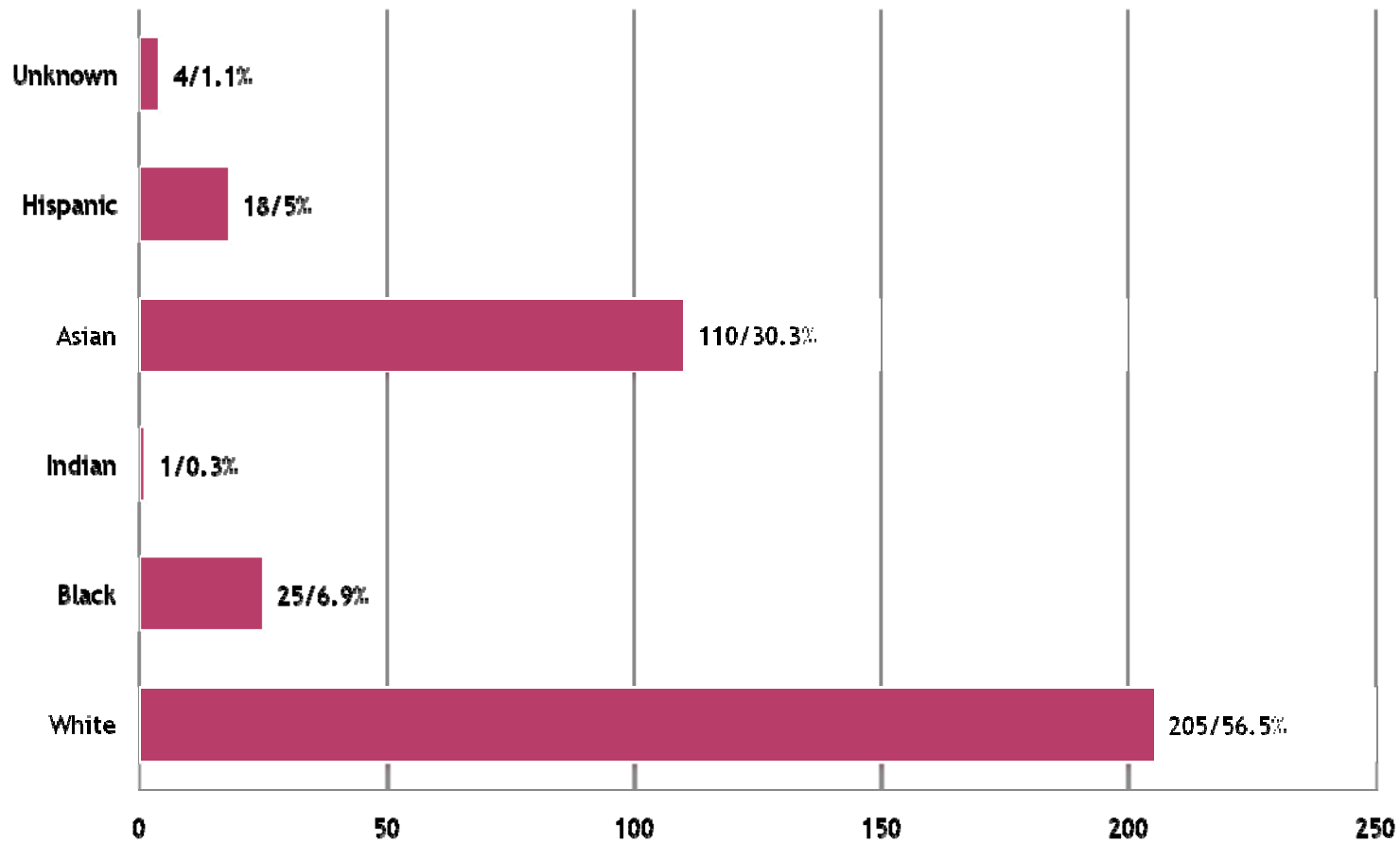
UNC POSTDOC POPULATION

Breakdown by Gender
Data Source: UNC Payroll 3/5/10



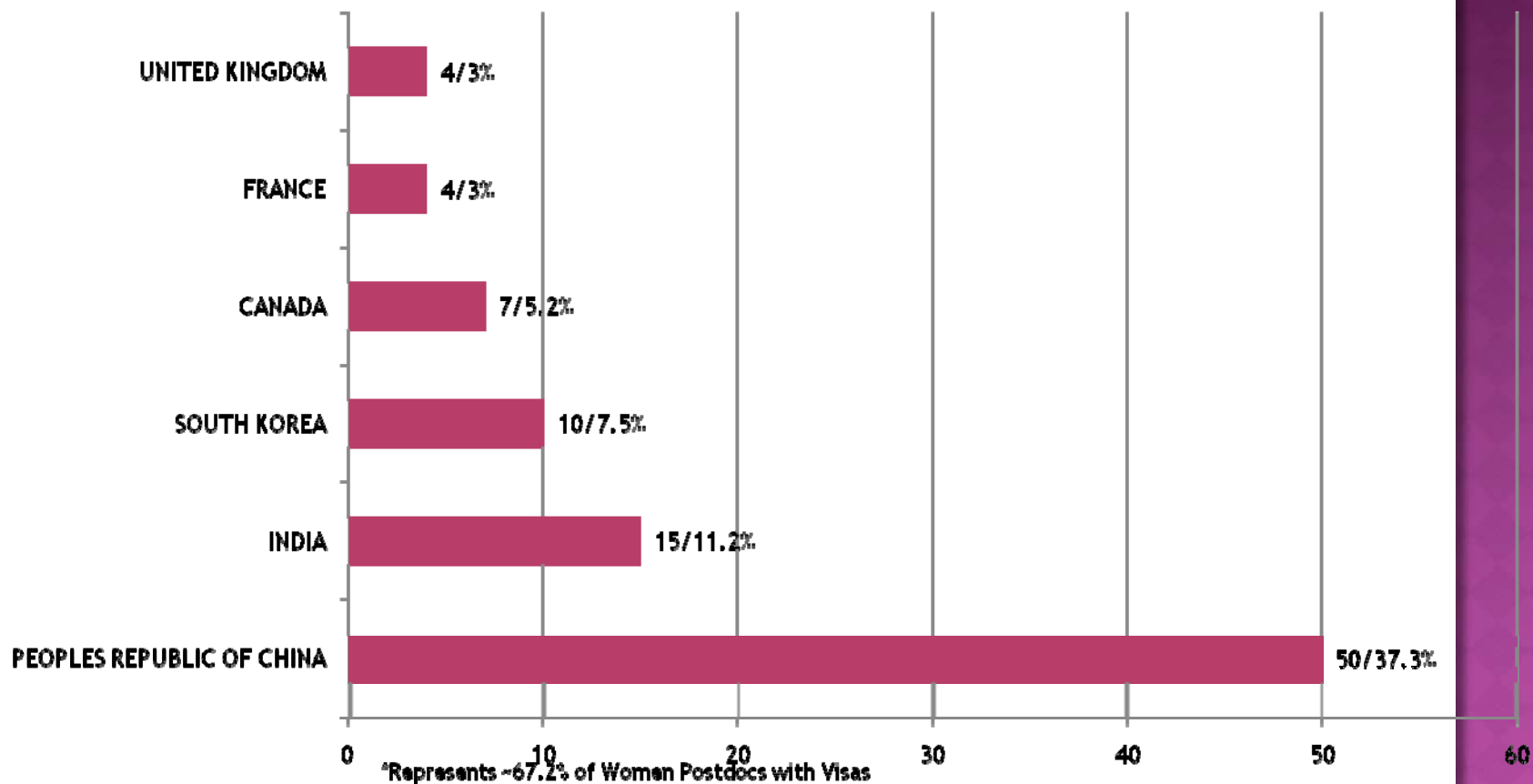
UNC POSTDOC WOMEN

Breakdown by Race/Ethnicity of Women Postdocs



UNC INTERNATIONAL POSTDOC WOMEN

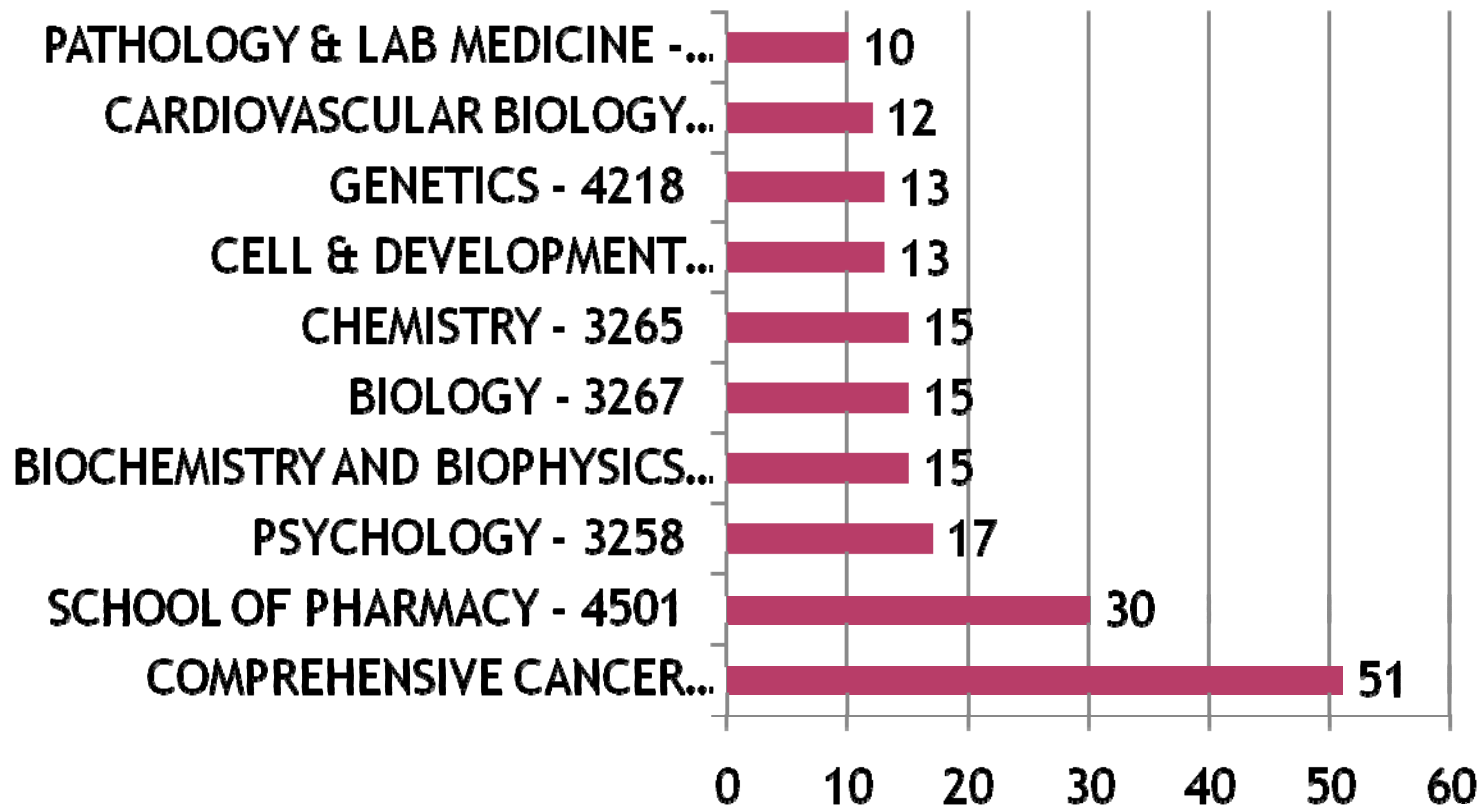
Top 6 Countries of Origin* (Postdoc Women with Visas)



Note: 36.91% of women postdocs have visas, compared to 44.97% of total postdocs with visas.

UNC TOP TEN DEPARTMENTS

Top 10 Departments with Women Postdoc Appointments



**STORIES FROM THE TRENCHES:
*AN INSTITUTION'S POINT OF
VIEW***

PIPELINE ISSUES

- According to Goulden, Frasch, & Mason (2009), scientists often make career path decisions while still in training. Thus, the postdoctorate may be the most vulnerable juncture along the academic pipeline.
- Simultaneously, the authors contend that “family formation” contributes to the “largest leaks” in the academic pipeline.
- Though research-intensive career paths have a “bad rap” with both men and women, “the lock-step structure of academia is unforgiving” ...particularly for women.
- Mentoring does matter.

■ Goulden, M., Frasch, K., & Mason, M.A. (2009). *Staying competitive: Patching America's leaky pipeline in the sciences*. Berkley, CA: Center of American Progress and UC-Berkley's Center on Health, Economic, & Family Security.

PROMISING PRACTICES AT UNC

- ◉ Postdoc Policies
- ◉ Family Friendly Policies and Initiatives
 - Parental leave
 - Flexible work schedules
 - FMLA eligibility
 - Other unpaid leave options
 - Childcare subsidy
 - Lactation rooms and parenting resources
- ◉ Career Counseling and Professional Development
- ◉ Funding and Grant Support
- ◉ Mentoring and Networking Opportunities

KEY CHALLENGES AT UNC

- ◉ Gaining Parity Across Disciplines
- ◉ Fostering Family Friendly Workplace
- ◉ Implementing Flexible Work Schedules
- ◉ Ensuring Non Discrimination and Bias
- ◉ Capturing the Postdoc Population
- ◉ Understanding Intersections of Gender, Race/Ethnicity, and Difference
- ◉ Supporting Dual PhD Couples with Geographic and Disciplinary Constraints
- ◉ Navigating the Time-Limits of the Postdoc,
- ◉ Promotions, and Extensions

RECOMMENDATIONS

- ◉ More collaboration between research institutions and federal funding agencies to understand the postdoctorate and in developing family friendly policies.
- ◉ Must have highest level administration publicly and strongly demonstrate their support for diversity (women and minorities) at the university, including at the postdoctoral level.
- ◉ Similarly, it is essential for the highest level administration hold schools and academic departments accountable.
- ◉ Lastly, it is important to ensure that postdocs have a voice and presence on national and university decision-making boards.