Presented by
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Without Diversity, We are Vulnerable
Aiming Higher: AAAS Taskforce on Women in Agricultural Sciences

APS Webinar

http://www.apsnet.org/webcasts/APSAimingHigher/top.asp
Thank You

- **AAAS Taskforce**
  - Ellen Bergfeld
  - Carolyn Brooks
  - Mary Clutter
  - Phyllis Johnson
  - Ronald Phillips
  - Neal Van Alfen
  - Vicki Wilde
  - Catherine Woteki

- **AAAS and APS**
  - Jan Leach
  - Shirley Malcom
  - Yolanda George
Does Gender Matter?

- Gender is no longer an issue in the workplace
- We hire the best regardless of gender
- More women are needed in the agricultural science workforce
- Changes need to be made to increase the proportion of women, particularly in high level positions
Agricultural Scientists Address Societal Goals.
Women in Agricultural Sciences
The Academic Pipeline
<table>
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<th>Field</th>
<th>1996</th>
<th>2005</th>
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<td>Agronomy/crop science</td>
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<td>23</td>
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<tr>
<td>Plant Pathology</td>
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<td>Plant Physiology</td>
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<td>19</td>
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<td>50%</td>
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From: NSF: Survey of Earned Doctorates
Percent Male and Female by Faculty Rank
Agricultural, Biological and Environmental Sciences
2006

- Full Professor (23,320)
- Associate Professor (14,750)
- Assistant Professor (15,360)
- Instructor/Lecturer (2,720)

NSF. Survey of Doctorates
Why So Few Women Faculty?
Potential Deterrents for Women

- Lack of Successful Role Models
- Image Conflict in Male-Dominated Field
- Lack of Women in Leadership Positions
- Tenure Process!!
Tenure Flexibility
Not Just for Women

Create:

- opportunities for PhD’s who have left or never entered academia to qualify for tenure-track positions.
- a flexible tenure timeline that does not compromise standards for tenure and promotion.
- a tenure policy that ensures a fair and non-discriminatory tenure process.
- a professional climate that is supportive of personal goals and is family-friendly throughout the faculty member’s career cycle.
- accessible and affordable quality childcare for faculty.
- incentives and rewards for senior faculty to successfully mentor junior faculty.
- transparent tenure requirements that consider the context of the current mission of the university and academic unit.

In Conclusion

**Agriculture and Academia:**
- Should be viewed in the context of contemporary society.
- Are integral to and necessary for a better society.
- Should be proactive in meeting the needs for a sustainable and productive workforce

**Women:**
- Comprise half of society
- Are diverse but share common biological traits and life experiences unique to their gender.
In Conclusion

Status of Agricultural Science:

• The proportion of women in the pipeline for future scientists is slowly approaching parity but falls sharply in tenure track faculty positions.
• The demand for quality scientists and educators exceeds supply.
• In the future, women will be essential for a highly educated workforce in terms of number, education, skills, and diverse perspectives and talent.
In Conclusion

• The issues are complex, widespread, and long-term.

• There is no simple solution and past efforts have had limited success.

• Critical study and analysis of the current status of women in agriculture is urgently needed if we are to have a sustainable future.

• The problem cannot be resolved without understanding the issues from diverse perspectives.

• The problem cannot be resolved without implementing change.
To Learn More
"The personal stories that comprise *Motherhood, the Elephant in the Laboratory* not only show the many ways in which women can successfully combine motherhood and a career in science but also address and redefine what it means to be a successful scientist.

These valuable narratives encourage institutions of higher education and scientific research to accommodate the needs of scientists who decide to have children."

Excerpt From: Book Cover
Class Project
Introduction to Urban Forestry

YouTube - Intro to Urban Forestry - Science, Technology & Real Life Experience