

The Leaky Pipeline

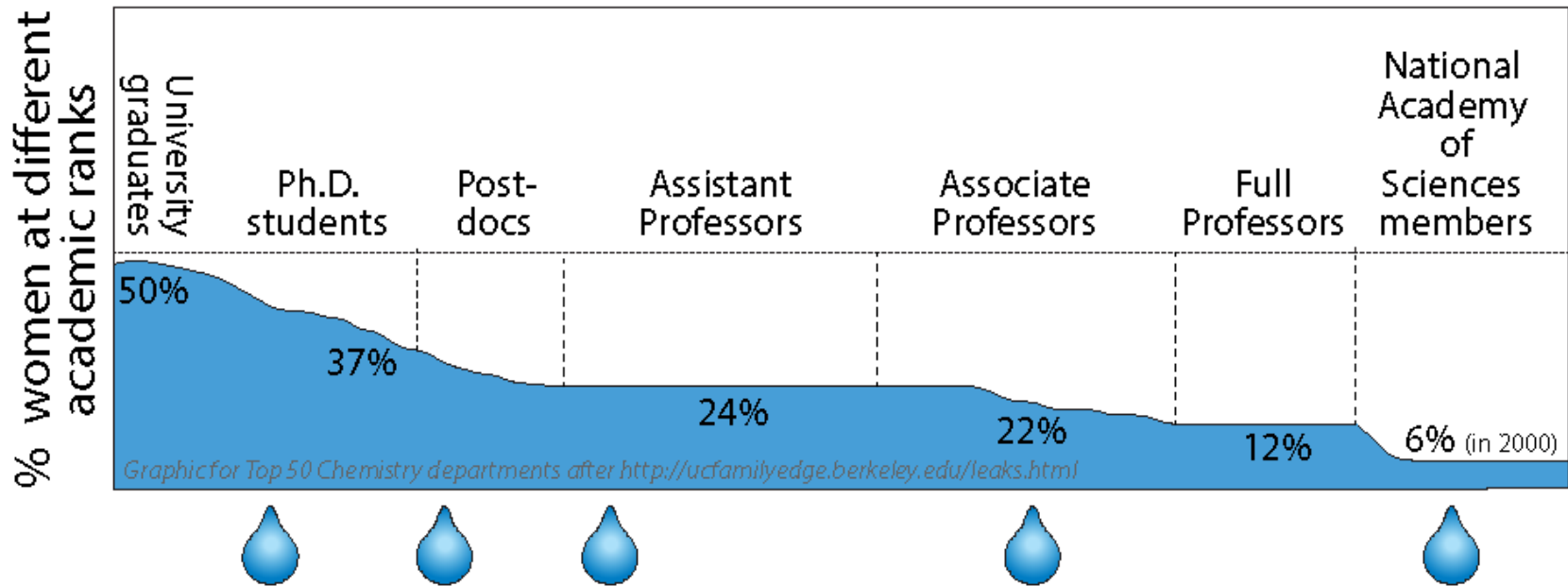
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February 11th, 2014

Pipeline Analogy

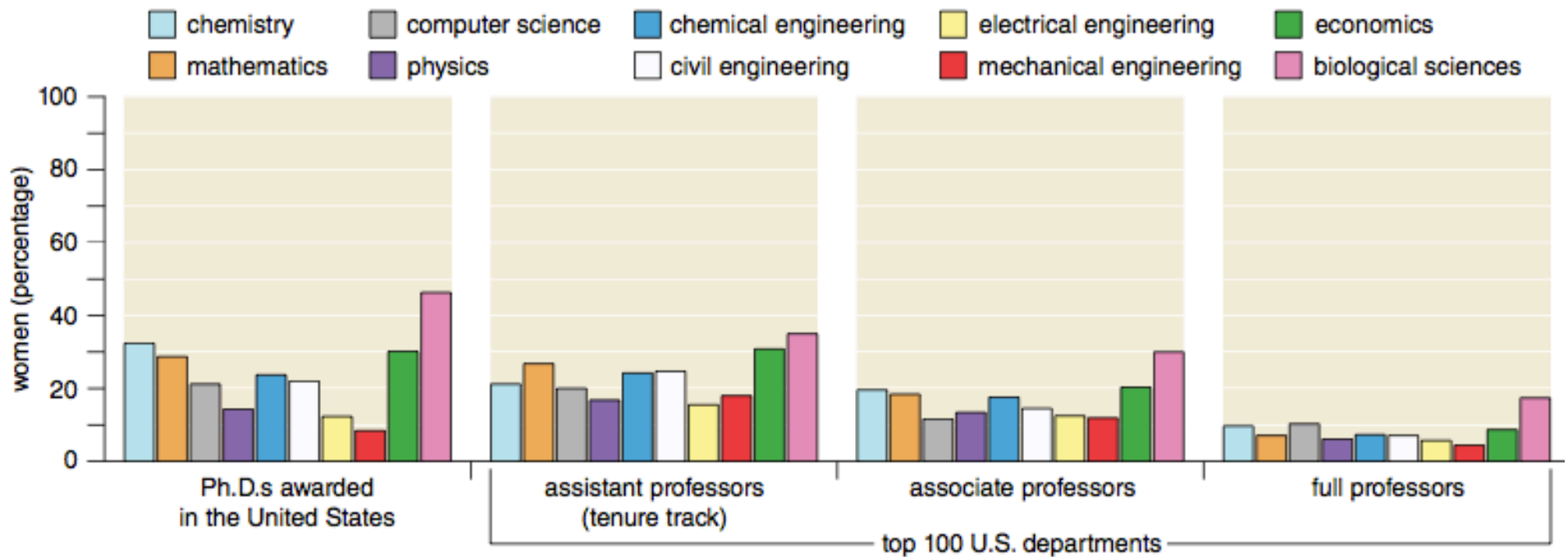
Leaks in the academic pipeline for women in STEM fields



The Educational Pipeline

- 280 of any 2,000 9th grade boys and 210 of any 2,000 9th grade girls will have taken enough math to pursue a technical career
- 143 of the men and 45 of the women will major in science in college.
- 44 men and 20 of these women will complete their degrees in science.
- Five of these men and one of these women will go on to obtain PhDs in science.

The Pipeline in Academia



2007 figures

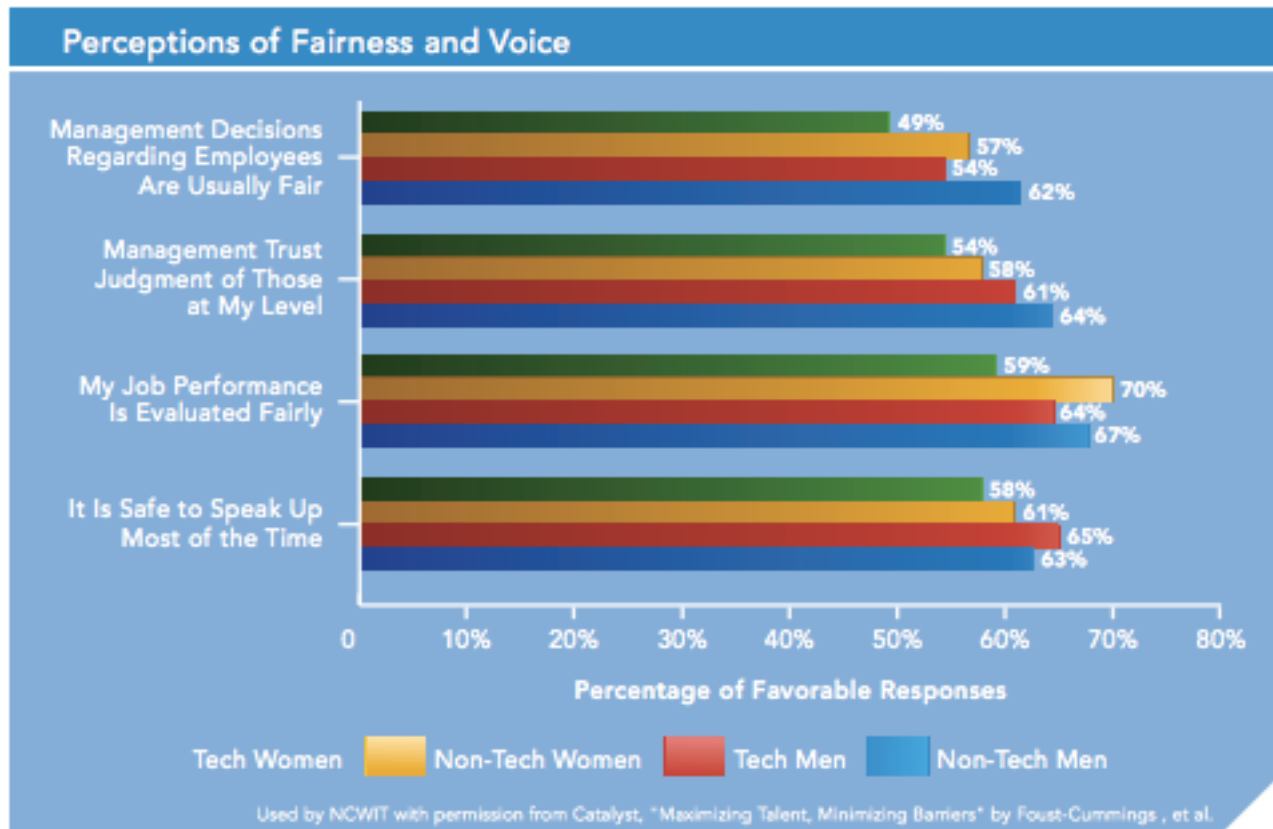
-Ceci and Williams, 2012

The Workforce

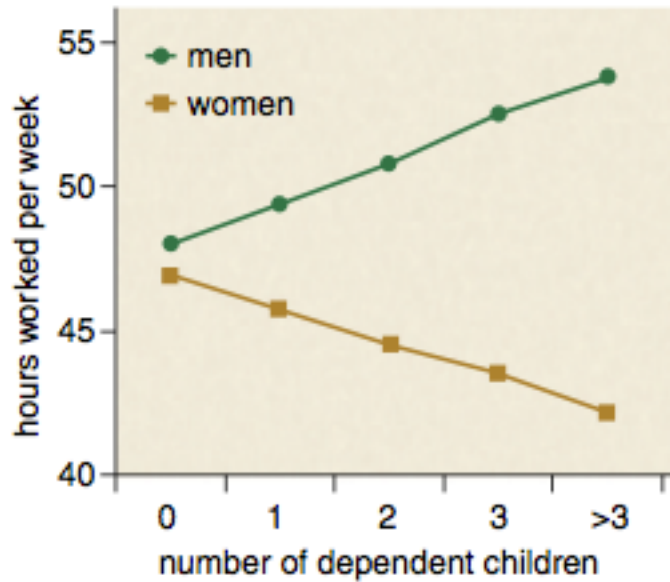


- Just over one-third of women with a computer science B.S. were still employed in an SET job two years after graduation.
- Women hold 10 percent of corporate officer positions and make up 11 percent of board of directors in Fortune 500 technology companies.
- The odds of being in a high-level position are 2.7 times greater for men than for women.

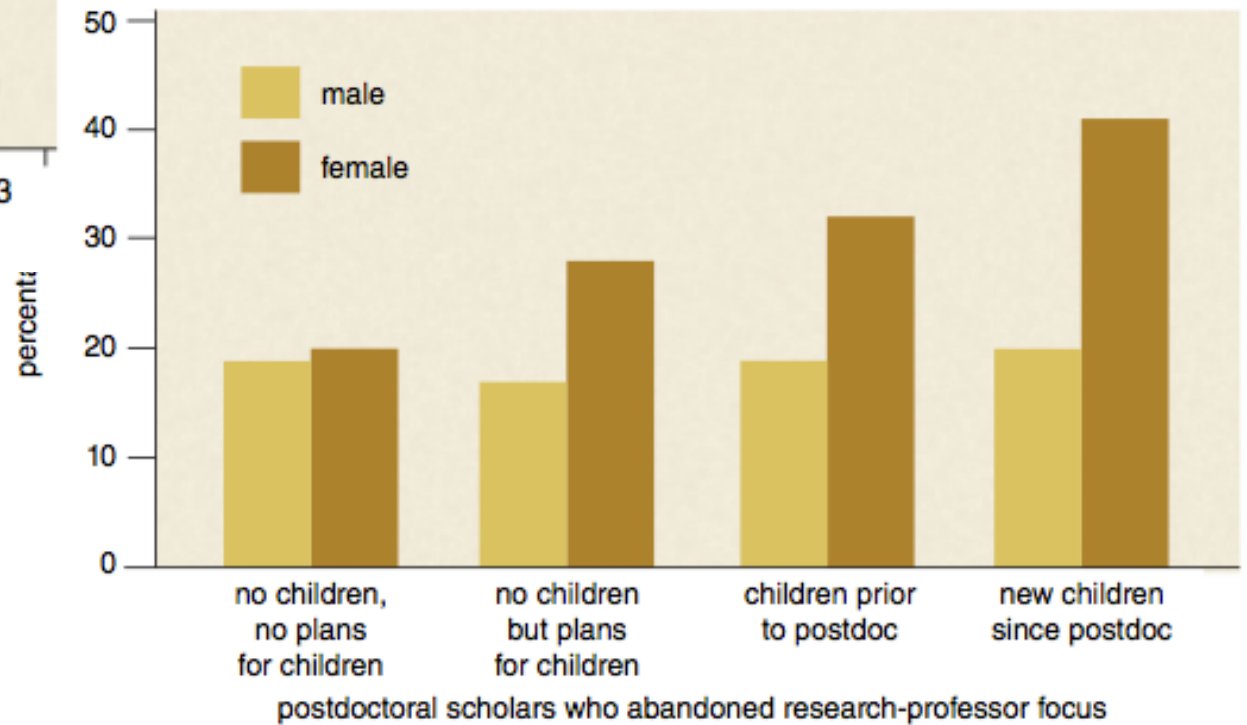
Female Perceptions of Fairness in the Workplace



Parenting Status

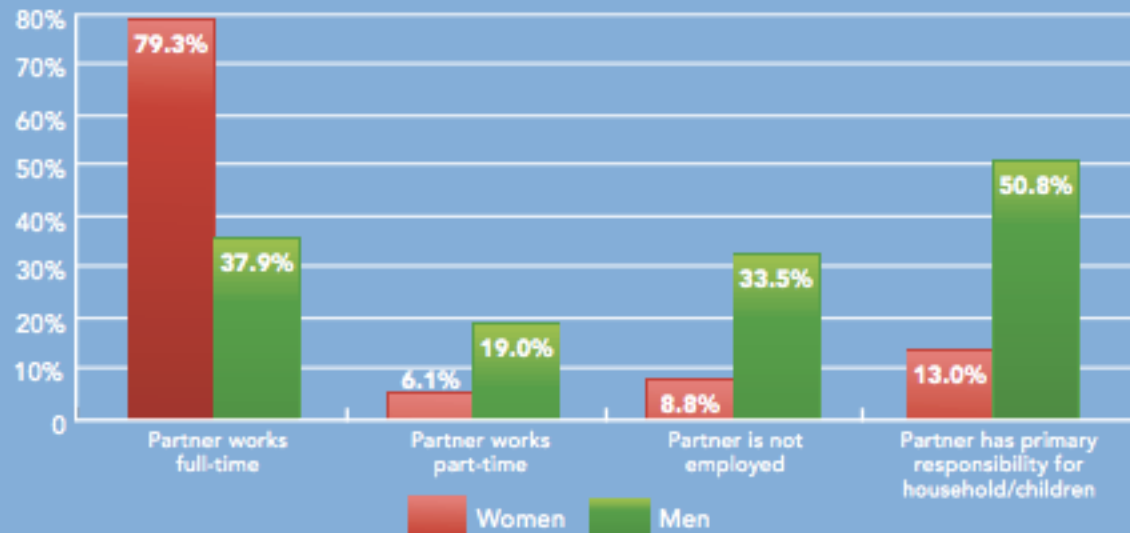


“The reshaping of America’s Academic Workforce”, DW Leslie, 2007



NSF (2008)

Household Characteristics of Partnered Mid-Level Technical Workers, by Gender

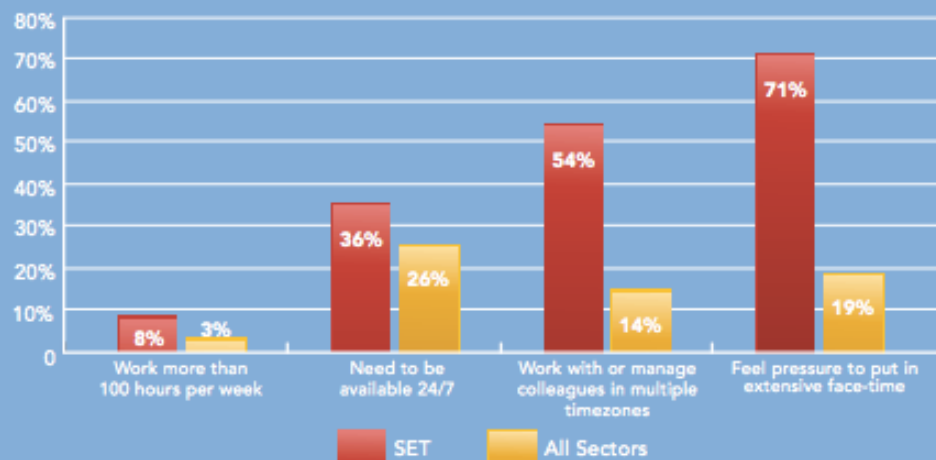


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“We found that employed husbands in traditional marriages, compared to those in modern marriages, tend to (a) view the presence of women in the workplace unfavorably, (b) perceive that organizations with higher numbers of female employees are operating less smoothly, (c) find organizations with female leaders as relatively unattractive, and (d) deny, more frequently, qualified female employees opportunities for promotion.”

-Desai, Chugh, Breif 2012

Extreme Job Pressures: Women in SET Compare with All Sectors



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