CONTENTS

FOREWORD vii

PREFACE XI

CHAPTER 1

Science Careers for Women and Men

Why Women Are Less Likely to Succeed: Two Models
The Leaky Pipeline: A Chronology of Obstacles
8
Thresholds and Glass Ceilings
11
Who Cares? A Question for Policymakers
13

CHAPTER 2 16

Reaching the Top of Academe: Ten Who Succeeded

Five Women 17 Five Men 49

CHAPTER 3 80

Taking a Different Road

Five Women 80 Five Men 113

CHAPTER 4 138

Pieces of the Puzzle: Toward a Bigger Picture

How Women and Men Are Treated in Science 139
How Women and Men Act in Science 145
Synchronizing Three Clocks: The Trials and Rewards
of Marriage and Parenthood 157

CHAPTER 5 164

Mapping Scientists' Careers

From High Chair to Department Chair: Stages and
Strategies in Scientists' Lives 164
Kicks and Kicking Back: The Dynamics of a Career Path 179

CHAPTER 6 186

What Can be Done? Advice for Novices and Policymakers

The Social System of Science: Now and Forever? 186
Lessons for Aspiring Scientists 187
Recommendations for Policymakers 189

APPENDIX 197

REFERENCES 207

INDEX 213