



# Café Scientifique 1

## *The Leaky Pipeline and Age*

Chairs: **Prof Kelly Mack**, AAC&U and University of Maryland, USA

**Dr Kate White**, University of Ballarat, Australia

# Café Format

## I. Aim

- To hold an informal, informed and inclusive debate exploring the 'leaky pipeline' phenomenon through the lens of 'age issues'

## II. Welcome/Introduction

- Mr. Martin Hynes, CEO of the European Science Foundation

## III. Setting the scene

- Short presentations from the members of the chairing panel
- Brief presentations from 3-4 invited participants
- Some possible starting ideas for the debate are included in the Briefing Notes placed on the tables

## IV. Expected output

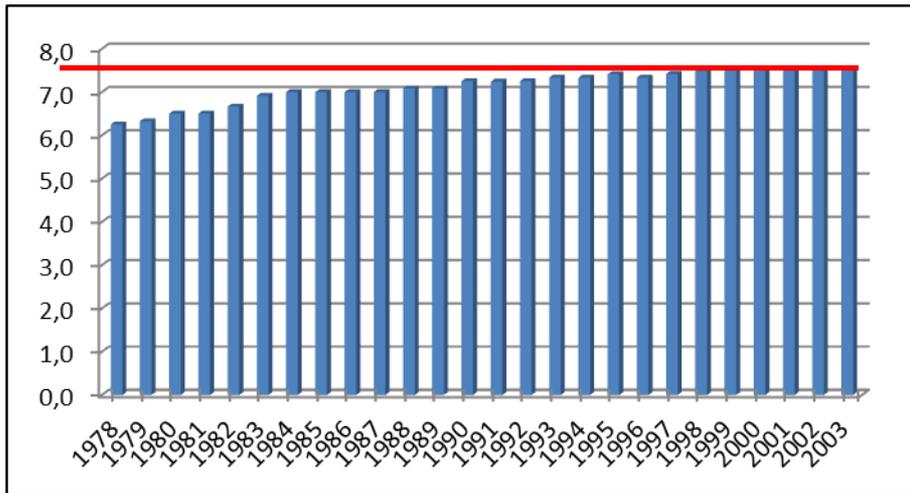
- Diversity of views and viewpoints
- Examples and case studies
- Policy recommendations that can provide the material for developing new advocacy arguments to strengthen the support for gender mainstreaming policies and actions in science



# Why Do We Need To Think About Age and a Science Career – *and Gender* ?

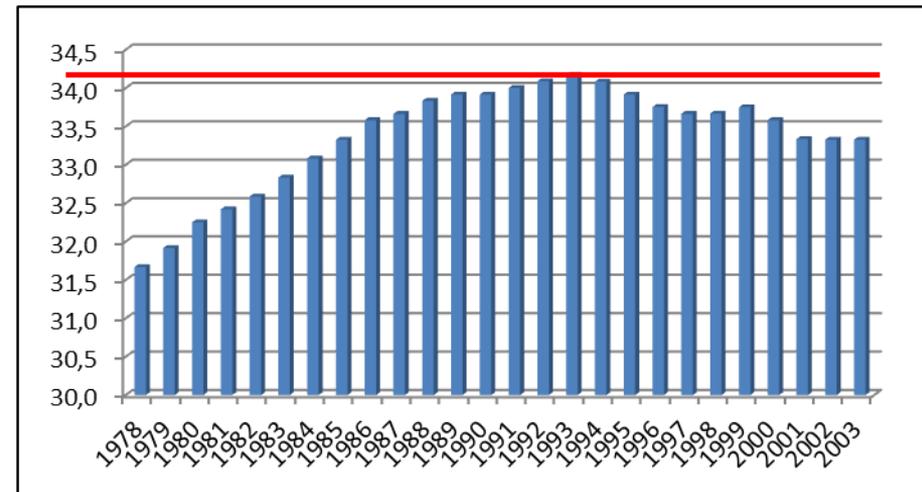
The length of PhD study is much longer in some countries/disciplines than others – how does this impact on women?

### Registered Time to Degree



Average 7.4 Years to PhD

### Average Age at Time of Degree

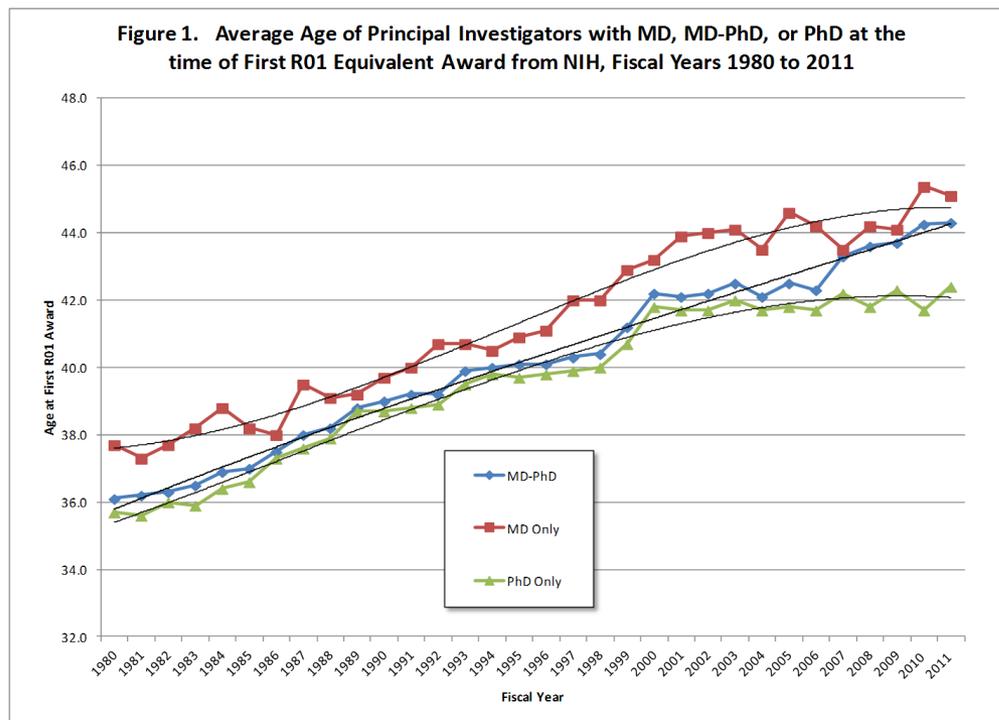


Average Age = 34.0 years

# Why Do We Need To Think About Age and a Science Career – *and Gender* ?

Is there a time expectation in how long the research ‘track record’ should be to achieve recognition as an independent researcher – is it different for women?

What are the time limits that define a scientist’s career development milestones – and are they different for women



Age at first R01 = 42 years old

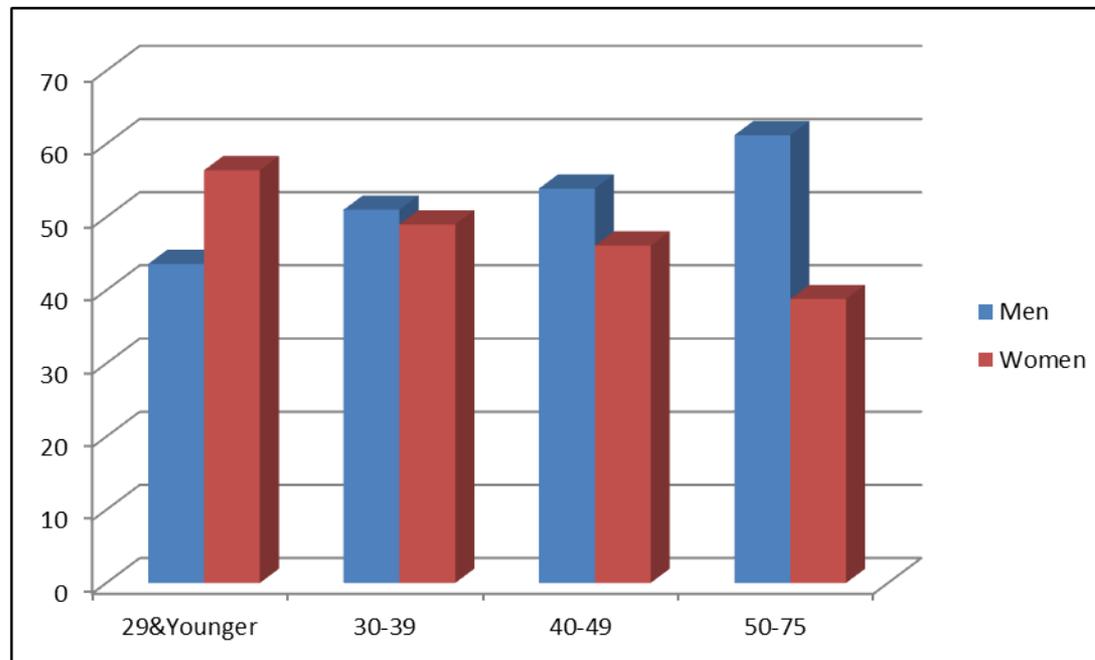
Sally Rockey, NIH Deputy Director for Extramural Research



# Why Do We Need To Think About Age and a Science Career – *and Gender* ?

What is better for science: a compulsory retirement, which would remove barriers for women's advancement to leadership role; or non-compulsory retirement, which would allow (mainly men) to continue in their leadership roles?

Age Distribution of US Scientists and Engineers



# Why Do We Need To Think About Age and a Science Career – *and Gender* ?

Do repeated post docs create a time penalty on a career success – should women choose engineering rather than life sciences?

How many months have you been working as a postdoc?	
Men	29.3
Women	28.8

How did you rate the importance of the following?				
		Not At All	Somewhat	Very Important
Salary	Men	11.3	53.1	33.6
	Women	15.8	54.6	27.4
Family	Men	22.0	34.2	39.2
	Women	18.4	30.7	45.4
Geography	Men	19.2	42.5	37.2
	Women	11.9	32.8	53.4

*Sigma Xi National Postdoc Study*

# Why Do We Need To Think About Age and a Science Career – *and Gender* ?

Is the traditional career development path/time sequence the main barrier to combining family and career responsibilities – should we have more schemes for returning to research after a family-related career break (for men and women)



## NSF Career Life Balance Initiative



Provides for:

- No-cost extensions to funded awards when the extended absence of a PI or co-PI is necessary
- Supplemental funding to support additional personnel to sustain research when the PI is on family leave
- Support for the salaries of project support personnel that replace individuals who take a leave of absence due to dependent-care responsibilities

# Why Do We Need To Think About Age and a Science Career – *and Gender* ?

*.....your views, comments, ideas, recommendations*

