



Our New Report on Gender in the Professions

CRGP's Report and set of **three case studies** feature cutting-edge research regarding women's positions in three prestigious professions: Law, Medicine, and Science & Engineering. Our social scientific report, *The Persistence of Male Power and Prestige in the Professions*, and case studies show that, among those at the pinnacle of power, women still lag behind men. Recent claims by journalists and pundits have exaggerated the strides women have made in recent years. In contrast, this report documents the spectrum of power in the service economy. Women are common in the lower-paying service occupations, while men continue to dominate the professions. The case studies are co-authored by CRGP affiliates Laura Pecenco, Stacy Williams, Erin Cech, and Mary Blair-Loy. Also online is the press release, a summary of the positive media coverage on our report (from the *Huffington Post*, public radio, and numerous other sources), and an overview of the loudest voices in the "decline of men" debate. **Please see crgp.ucsd.edu for downloadable copies** of the report, case studies, press release, and media links.

NSF-Funded Multi-Year Project: *Divergent Trajectories*

CRGP affiliates Mary Blair-Loy, Jeanne Ferrante, and Erin Cech have received funding from a **National Science Foundation Advance PAID-Research grant** to conduct a longitudinal study of how disadvantages for women, minorities, and lesbian, gay, and bisexual faculty in Science, Technology, Engineering, and Math (STEM) fields accrue over time. The research question is how gender and racial inequality is created, reproduced, and redressed in a top-ranked, meritocratic university, despite efforts to ensure fairness and transparency. The researchers analyze how individual, departmental, and disciplinary factors translate into inequalities in salaries, advancement, and sense of conflict between work and family. Their project examines how individual biases, departmental networks and climate, and disciplinary culture and demography shape careers over time. The researchers have already conducted a survey of academic scientists, as well as 85 in-depth interviews with faculty members. (This grant is entitled *Divergent trajectories: A longitudinal study of organizational and departmental factors leading to gender and race differences in STEM faculty advancement, pay, and persistence*).

Affiliates

Our affiliates list is ever growing! Please visit our **Affiliates** page, crgp.ucsd.edu/affiliates.shtml, for an update on our Senior Academic Affiliates, Industry Affiliates, and Student Affiliates.

Director: Mary Blair-Loy
Graduate Fellow: Laura Pecenco
Visit crgp.ucsd.edu to become an affiliate and learn more.

New Research and Events

Our **New Research** section (crgp.ucsd.edu/newresearch.shtml) features contemporary research on gender in diverse professions. Send us your new research citations and summaries! CRGP is also involved in **Conferences** (crgp.ucsd.edu/speaker.series.shtml) each year, featuring scholars of gender. We recently co-sponsored the Gender Beyond Boundaries Graduate Conference, hosted by the UCSD Chancellor's Interdisciplinary Collaboratory on Gender Inequality on February 22, 2013. This funded Collaboratory is composed of CRGP Senior Academic and Student Affiliates in Sociology, History, and Art History. The conference had 23 panelists from 8 different disciplines, along with an audience of 100 representing 13 disciplines. The UCSD Women's Conference was held on March 26, 2013; CRGP Director Mary Blair-Loy led a session on women in STEM. She also gave the keynote speech at the UCSD GradWISE event "Leadership Skills for Women in Science, Technology, Engineering, Math, and Medicine Professions" on May 9, 2013.

