

Women in Science

Prof. Daniel Zajfman
Weizmann Institute of Science
Chair of the Academic Board of the Israel Science Foundation

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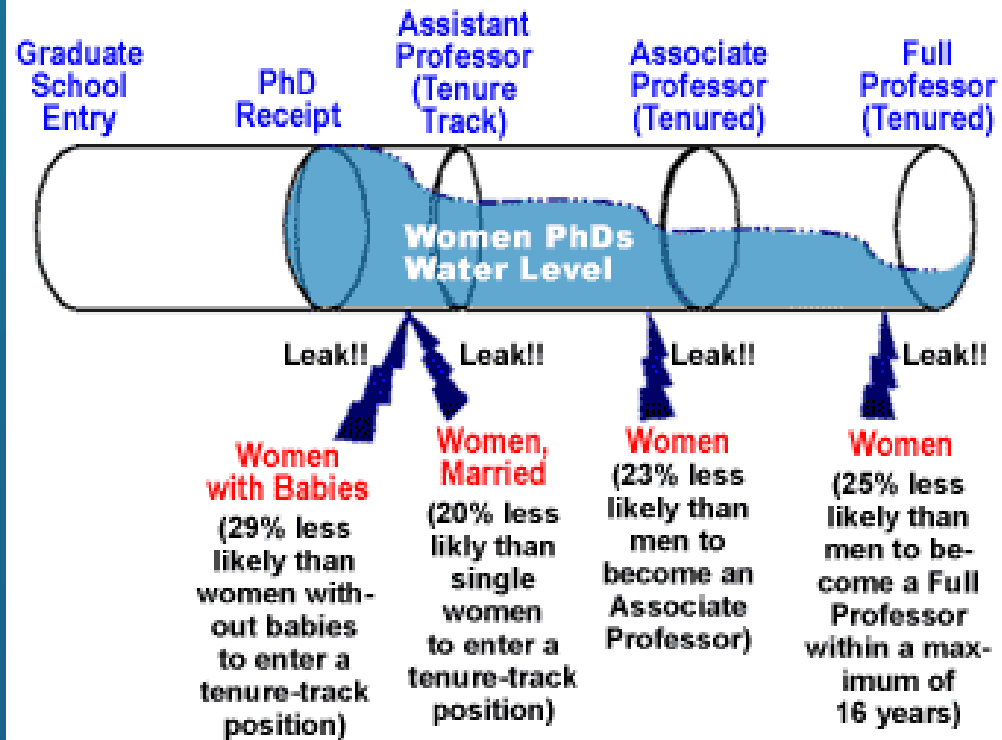
The most fundamental point is that we can't afford
to underuse half of our human talent in this country

Fixing the Leaky Pipeline: Women Scientists in Academia^{1,2}

A. N. Pell

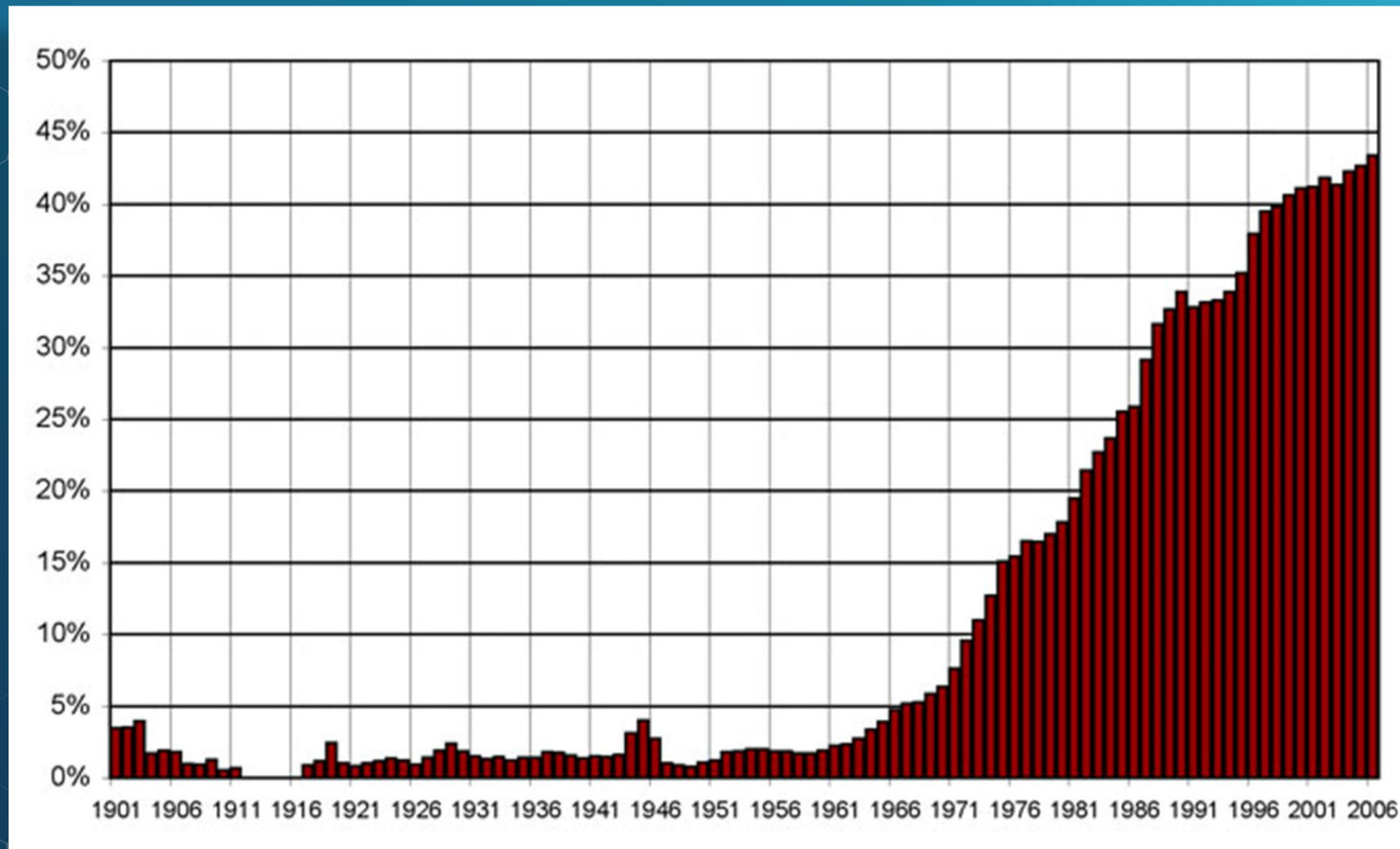
Department of Animal Science, Cornell University, Ithaca, NY 14853

Leaks in the Academic Pipeline for Women*



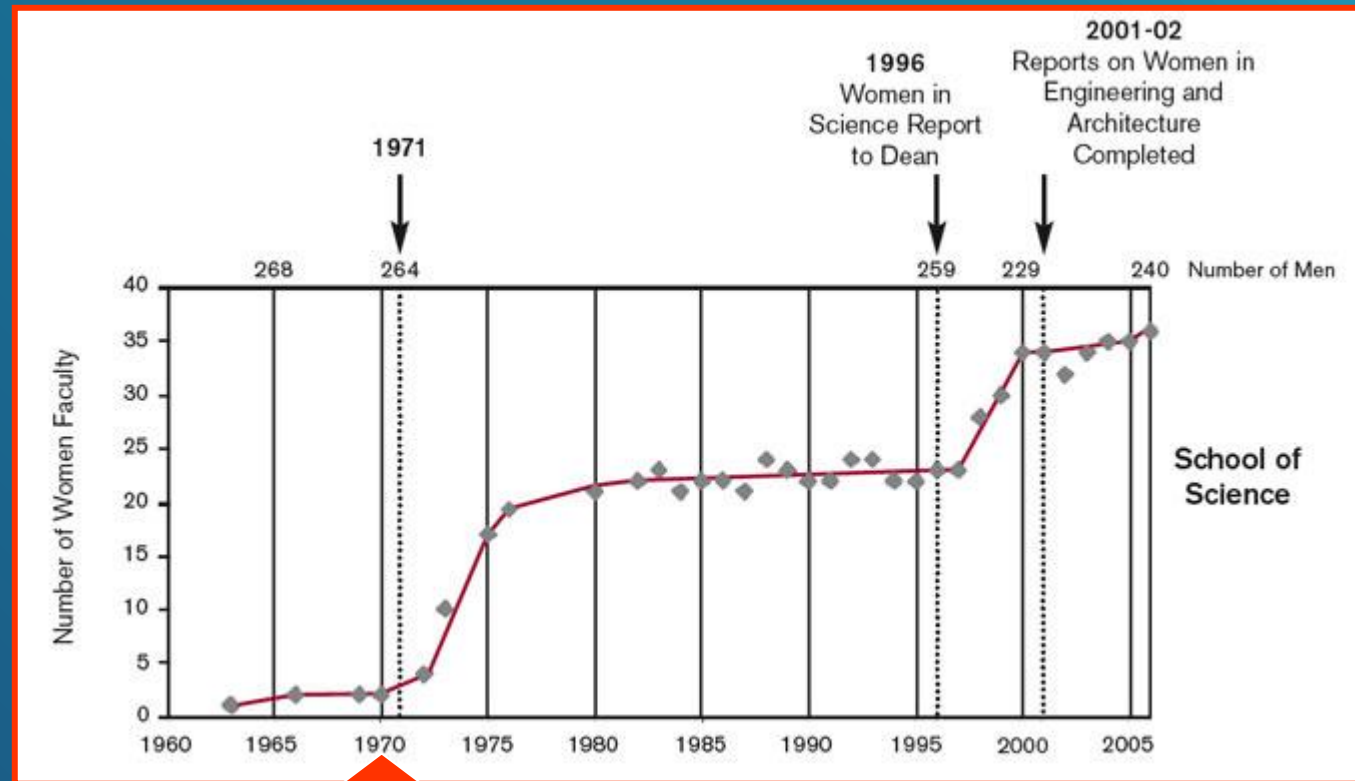
Statistical information shows that at nearly every stage of an academic career – from securing a tenure track position to achieving associate and full professor status – married women (both with and without young children) leak out of the academic pipeline at a disproportionately high rate.

The Percent of Female Undergraduates at MIT from 1901-2006



Is Action and Visibility improving the situation?

Number of Women Faculty in the MIT School of Science (1963-2006)



Civil Rights Act and
affirmative action
regulations

Weizmann Institute of Science

Basis for Action

*A women scientist wants to be not only an excellent researcher,
but also an excellent mother.*



The Weizmann institute should be responsible for making
both of these goals achievable

- Lecture on gender bias
- Women in science prize
- Day care access
- Nursing rooms
- Kids at work
- Timing of department seminars
- Travel with kids
- **Post-docs programs**
- **Unconscious bias (הטייה בלתי מודעת)**



- Israel National Postdoctoral Award Program for Advancing Women in Science
- Split postdocs

Thank you