

How to improve the research cultural environment



Bibliography

About the GAB, n.d., <http://gab.wisat.org/exec2.htm>, 16.06.2016.

Academic Culture Feeds the Impostor Syndrome, 2005, Academic Leader. The Newsletter for Academic Deans and Department Chairs , vol. 21, no. 8

Acker Joan, 2006, Inequality Regimes Gender, Class, and Race in Organizations, *Gender and Society*, Vol. 20, No. 4, pp. 441-464.

Ackers Louise, 2010, Internationalisation and Equality, *Recherches sociologiques et anthropologiques*, 41-1, <http://rsa.revues.org/189>, 21.04.2017.

Ahlqvist Veronica, Johanna Andersson, Lisbeth Söderqvist, and John Tumpane, 2015, A gender neutral process? A qualitative study of the evaluation of research grant applications 2014. Stockholm: Swedish Research Council.

Ahlqvist Veronica, Johanna Andersson, Cecilia Hahn Berg, Kolm CL, Lisbeth Söderqvist and John Tumpane, 2013, Observations on gender equality in a selection of the Swedish Research Council's evaluation panels. Stockholm: Swedish Research Council

Alegria Sharla N. and Enobong Hannah Branch, 2015, Causes and Consequences of Inequality in the STEM: Diversity and its Discontents, *International Journal of Gender, Science and Technology*, Vol.7, No.3, 321-342.

Barthelemy Ramón S., Ben Van Dusen, Charles Henderson, 2015, Physics education research: A research subfield of physics with gender parity, *Review Special Topics-Physics Education Research*, 11(2), 1-10.

Barthelemy Ramón, Melinda McCormick, and Charles Henderson, 2015, Barriers Beyond Equity: An Exploratory Study of Women Graduate Students' Career Pathways in Astronomy, *International Journal of Gender, Science and Technology*, Vol.7, No1, 57-73, <http://genderandset.open.ac.uk/index.php/genderandset/article/viewFile/371/637>, 27.08.2016.

Barthelemy Ramón, Melinda McCormick, and Charles Henderson, 2016, Gender discrimination in physics and astronomy: Graduate student experiences of sexism and gender microaggressions, *Physical Review Physics Education Research* 12, 020119.

Beede, D. N., Julian, T. A., Langdon, D., McKittrick, G., Khan, B., & Doms, M. E., 2011, Women in STEM: A gender gap to innovation. *Economics and Statistics Administration Issue Brief*, (04-11), 1-11.

Benard, Stephen, and Shelley J. Correll. "Normative discrimination and the motherhood penalty." *Gender & Society* 24, no. 5 (2010): 616-646.

Bennett Cinnamon, 2011, Beyond the Leaky Pipeline: Consolidating Understanding and Incorporating New Research about Women's Science Careers in the UK, *Brussels Economic Review - Cahiers Economiques de Bruxelles*, Vol. 54 (2/3), 149-176.

Benschop Yvonne and Margo Brouns, 2003, Crumbling Ivory Towers: Academic Organizing and its Gender Effects, *Gender, Work and Organization*. Vol. 10 No. 2, 194-212.

Betz, D. E., & Sekaquaptewa, D. (2012). My fair physicist? Feminine math and science role models demotivate young girls. *Social psychological and personality science*, 3(6), 738-746.

Billimoria Diana and Xiangfen Liang, 2012, *Gender Equity in Science and Engineering Advancing Change in Higher Education*, New York: Routledge.

Billing Yvonne Due and Mats Alvesson, 1989, Four Ways of Looking at Women and Leadership, *Scandinavian Journal of Management*, vol. 5, no. 1, 63-80.

Blair-Loy Mary and Amy S. Wharton, 2002, Employees' Use of Work-Family Policies and the Workplace Social Context, *Social Forces* 80(3), 813-845.

Bleijenbergh Inge, and Marloes Van Engen, 2015, "Participatory modeling to support gender equality", *Equality, Diversity and Inclusion: An International Journal*, Vol. 34 Iss 5 pp. 422 - 438

Bleijenbergh, Inge and Marloes L. van Engen, Claartje J. Vinkenburg, (2012) "Othering women: fluid images of the ideal academic", *Equality, Diversity and Inclusion: An International Journal*, Vol. 32 Issue: 1, pp.22-35.

Blickenstaff Jacob Clark, 2005, Women and science careers: leaky pipeline or gender filter? *Gender and education* Vol. 17, No. 4, October 2005, 369-386.

Blomqvist, M., & Ehnsmyr, E. (2010, eds). Never mind the gap!: Gendering Science in Transgressive Encounters. *Skrifter från Centrum för genusvetenskap*, Uppsala University.

Bonetta Laura, 2010, Reaching Gender Equity in Science: The Importance of Role Models And Mentors, *Science*, <http://www.sciencemag.org/careers/features/2010/02/reaching-gender-equity-science-importance-role-models-and-mentors>, 13.10.2016.

Bronstein P, Farnsworth L. Gender differences in faculty experiences of interpersonal climate and processes for advancement. *Research in Higher Education*. 1998; 39(5), 557-585.

Cacace Marina, 2009, PRAGES: Guidelines for Gender Equality Programmes in Science.

Cacace Marina, 2015, Introduction, (in:) M. Cacace, et. al. (eds.), *Structural Transformation to Achieve Gender Equality in Science. Guidelines, STAGES*, v-ix, http://eige.europa.eu/sites/default/files/guidelines_stages_4.pdf, 10.11.2016.

Callister Ronda R. 2006. "The Impact of Gender and Department Climate on Job Satisfaction and Intentions to Quit for Faculty in Science and Engineering Fields." *Journal of Technology Transfer* 31, 367-75.

Caplar Neven, Sandro Tacchella, and Simon Birrer, 2016, QUANTITATIVE EVALUATION OF GENDER BIAS IN ASTRONOMICAL PUBLICATIONS FROM CITATION COUNTS, [arXiv:1610.08984](https://arxiv.org/abs/1610.08984) [astro-ph.IM], 20.04.2017.

- Caprile Maria, Núria Vallès, 2010, Science as a labour activity, Meta-analysis of gender and science research, https://genderedinnovations.stanford.edu/images/TR4_Labour.pdf, 31.10.2016.
- Castañó, C, Müller, J, González, A, Palmen, R (2010) *Policies towards gender equity in science and research Meta-analysis of gender and science research - Topic report 2010*, https://genderedinnovations.stanford.edu/images/TR7_Policies.pdf.
- Castilla, Emilio J. and Stephen Benard. 2010. "The Paradox of Meritocracy in Organizations." *Administrative Science Quarterly* 55:543-76
- Ceci Stephen J., Donna K. Ginther, Shulamit Kahn, and Wendy M. Williams, 2014, Women in Academic Science: A Changing Landscape, *Psychological Science in the Public Interest*, Vol. 15(3), 75 -141.
- Ceci, Stephen J., and Wendy M. Williams, 2010, "Understanding current causes of women's underrepresentation in science." *Proceedings of the National Academy of Sciences* vol. 108, no. 8, 3157-3162, <https://www.pnas.org/content/pnas/108/8/3157.full.pdf>, 4.11.2016.
- Ceci, S. J., Williams, W. M., & Barnett, S. M. (2009). Women's underrepresentation in science: sociocultural and biological considerations. *Psychological bulletin*, 135(2), 218-261.
- Cejka, Mary Ann, and Alice H. Eagly. "Gender-stereotypic images of occupations correspond to the sex segregation of employment." *Personality and social psychology bulletin* 25, no. 4 (1999): 413-423.
- CERCA Institute, 2014, *Equal Opportunities and Diversity Management Plan* (http://cerca.cat/wp-content/uploads/2014/02/Equal-opportunities-and-diversity-management-plan_2014.pdf [date of access 28.10.2016]).
- Chesler NC, Barabino G, Bhatia SN, Richards-Kortum R (2010) The pipeline still leaks and more than you think: a status report on gender diversity in biomedical engineering. *Ann Biomed Eng* 38, 1928-1935.
- Chimba Mwenya and Jenny Kitinger, 2010, Bimbo or boffin? Women in science: an analysis of media representations and how female scientists negotiate cultural contradictions, *Public Understand. Sci.* 19(5) (2010), 609-624.
- Clance Pauline R., and Suzanne Imes, 1978, The Imposter Phenomenon in High Achieving Women: Dynamics and Therapeutic Intervention, *Psychotherapy Theory, Research and Practice* Volume 15, #3, 1-8.
- CoCA 2012 Report, Council of Canadian Academies. Expert Panel on Women in University Research. (2012). *Strengthening Canada's research capacity: the gender dimension*.
- Cole, Jonathan R., and Harriet Zuckerman. "Marriage, motherhood and research performance in science." *Scientific American* 256, no. 2 (1987): 119-125.
- Committee on Maximizing the Potential of Women in Academic Science and Engineering, 2006a, *Beyond Bias and Barriers*, The National Academies Press: Washington D.C., <http://www.nap.edu/catalog/11741.html>, 10.05.2016.
- Committee on Maximizing the Potential of Women in Academic Science and Engineering, 2006b, *Biological, Social, and Organizational Components of Success for Women in Academic Science and Engineering: Workshop Report*, The National Academies Press: Washington D.C., <http://www.nap.edu/catalog/11766.html>, 27.08.2016.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 2004, General recommendation No. 25, on article 4, paragraph 1, of the Convention on the Elimination of All Forms of Discrimination against Women, on temporary special measures, https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/INT_CEDAW_GEC_3733_E.pdf, 7.11.2016.

Corbett Christianne, Hill Catherine, 2015, Solving the Equation. The Variables for Women's Success in Engineering and Computing, AAUW: <https://www.aauw.org/files/2015/03/Solving-the-Equation-report-nsa.pdf>, 27.08.2016.

Correll, Shelley J., Stephen Benard, and In Paik. "Getting a job: Is there a motherhood penalty? 1." *American journal of sociology* 112, no. 5 (2007): 1297-1338.

Cotta, M. A., Caldas, M. J., & Barbosa, M. C. (2009, April). Climbing the academy ladder in Brazil: Physics. In *3rd IUPAP International Conference on Women in Physics, AIP Conference Proceedings*, Vol. 1119, pp. 87-88.

Council of European Union, 1999, Council Resolution of 20 May 1999 on women and science, Official Journal of the European Communities, 1999/C 201/01, [http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31999Y0716\(01\)&from=EN](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31999Y0716(01)&from=EN), 13.05.2016.

Cronin, C. and Roger, A. 1999. Theorizing progress: women in science, engineering, and technology in higher education. *Journal of Research in Science Teaching*, 36(6): 639-661.

Cunningham, Beth A. 2013, "Preface: Women in Physics: 4th IUPAP International Conference on Women in Physics." American Institute of Physics Conference Series. Vol. 1517.

Currie, J., & Eveline, J. (2011). E-technology and work/life balance for academics with young children. *Higher Education*, 62(4), 533-550.

Dabney, Katherine P., and Robert H. Tai. "Female physicist doctoral experiences." *Physical Review Special Topics-Physics Education Research* 9.1 (2013): 010115.

Dasgupta Nilanjana, 2016, How Stereotypes Impact Women in Physics, *Physics* 9, 87.

Dasgupta Nilanjana and Jane G. Stout, 2014, Girls and Women in Science, Technology, Engineering, and Mathematics. *STEMing the Tide and Broadening Participation in STEM Careers, Policy Insights from the Behavioral and Brain Sciences* 2014, Vol. 1(1) 21-29.

Department of Physics and Astronomy Uppsala University, Gender Equality Plan 2014-2016, 2014, http://www.physics.uu.se/digitalAssets/577/577016_3ifa_equalityplan_2014-2016.pdf, 29.11.2016.

de Pesloüan, Geneviève. Qui sont les femmes ingénieurs en France?. Vol. 25. Publication Univ Rouen Havre, 1974.

Dever, M., & Morrison, Z. (2009). Women, research performance and work context. *Tertiary Education and Management*, 15(1), 49-62.

DG Research and Innovation, 2014, Researchers Report 2014. Final Report, Deloitte, https://cdn5.euraxess.org/sites/default/files/policy_library/researchers_report_2014_final_report.pdf, 27.09.2016.

Does Gender Matter for Academic Promotion? Evidence from a Randomized Natural Experiment_Natalia Zinovyeva Manuel Bagues June 1st, 2011, <http://www.manuelbagues.com/does%20gender%20matter%20for%20academic%20promotion%20-%20zinovyeva%20&%20bagues.pdf>, 13.10.2016.

Drago R, Colbeck C, Stauffer KD, Pirretti A, Burkum K, Fazioli J, Lazarro G, Habasevich T. The avoidance of bias against caregiving, *American Behavioral Scientist*. 2006; 49(9), 1222-1247.

Dragoni Lisa, 2005, Understanding the Emergence of State Goal Orientation in Organizational Work Groups: The Role of Leadership and Multilevel Climate Perceptions, *Journal of Applied Psychology*, Vol. 90, No. 6, 1084-1095.

Drexler Peggy, 2013, The Tyranny of the Queen Bee, *The Wall Street Journal*, <https://www.wsj.com/articles/SB10001424127887323884304578328271526080496>, 10.11.2016.

Durstberger-Rennhofer Katharina and Monika Ritsch-Marte, 2009, Women Physicists in Austria, B. K. Hartline, K. R. Horton, and C. M. Kaicher (eds.), *Women in Physics, The 3rd IUPAP International Conference on Women in Physics*, 81-82..

Dutt, Kuheli et al., 2016, Gender Differences in recommendation letters for postdoctoral fellowships in geoscience, *Nature Geoscience*, <https://www.nature.com/articles/ngeo2819>, 10.10.2016.

Duxbury, Linda, and Christopher Higgins. "Interference between work and family: A status report on dual-career and dual-earner mothers and fathers." *Employee Assistance Quarterly* 9, no. 3-4 (1994): 55-80.

Eccles, J. S., Jacobs, J. E., & Harold, R. D. (1990). Gender role stereotypes, expectancy effects, and parents' socialization of gender differences. *Journal of Social Issues*, 46, 183-201.

Ecklund EH, Lincoln AE, Tansey C. Gender segregation in elite academic science. *Gender and Society*. 2012, 26(5), 693-717.

Ecklund, Elaine Howard, and Anne E. Lincoln. "Scientists want more children." *PLoS One* 6, no. 8 (2011): e22590.

Eddy Sarah L., and Sara E. Brownell, 2016, Beneath the numbers: A review of gender disparities in undergraduate education across science, technology, engineering, and math disciplines, *PHYSICAL REVIEW PHYSICS EDUCATION RESEARCH* 12, 020116.

EIGE a, n.d., EIGE's Approach to Good Practice, <https://eige.europa.eu/gender-mainstreaming/good-practices/eige-approach>, 11.07.2016.

EIGE b, n.d., Legislative and policy backgrounds, <https://eige.europa.eu/gender-mainstreaming/tools-methods/gear/legislative-policy-backgrounds>, 22.09.2016.

EIGE, 2016, Roadmap to Gender Equality Plans in Research and Higher Education Institutions. Success factors and common obstacles, https://eige.europa.eu/sites/default/files/gear_roadmap_02_successfactors_obstacles_1.pdf, 28.09.2016.

EIGE, 2015, Study on good practices on reconciliation of work, family and private life in EU member states, EIGE 2015.

EIGE, 2015, Supporting reconciliation of work, family and private life Good Practices, http://eige.europa.eu/sites/default/files/documents/mh0214941enc_web.pdf, 11.07.2016.

Elsevier, 2017, Gender in the Global Research Landscape. Analysis of research performance through a gender lens across 20 years, 12 geographies, and 27 subject areas, https://www.elsevier.com/_data/assets/pdf_file/0008/265661/ElsevierGenderReport_final_for-web.pdf, 21.04.2017.

Elsevier, 2015, Mapping gender in the German research arena, https://www.elsevier.com/_data/assets/pdf_file/0004/126715/ELS_Germany_Gender_Research-SingleP ages.pdf, 10.10.2016.

Erlemann, Martina, 2014, Entanglements of gender cultures and disciplinary cultures in physical sciences: Resonances and divergences, In: Critical Issues in Science and Technology Studies. Conference Proceedings of the STS Conference Graz 2014, https://www.ifz.at/ias/Media/Dateien/Downloads-IFZ/IAS-STIS/IAS-STIS-Conference/STS-Conference-2014/Gendered-careers-and-disciplinary-cultures-in-science-and-technology/Erlemann_paper, 21.04.2017.

Etzkowitz Henry and Marina Ranga, 2011, Gender Dynamics in Science and Technology: From the "Leaky Pipeline" to the "Vanish Box", Brussels Economic Review - Cahiers Economiques de Bruxelles, vol. 54 (2/3), 131-147.

Etzkowitz, H., Kemelgor, C. and Uzzi, B., (2000), *Athena Unbound: The Advancement of Women in Science and Technology*, Cambridge, University Press.

European Commission, 2016, She Figures 2015, https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf, 13.05.2016.

European Commission, 2012a, Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation, Report of the Expert Group on Structural Change Chairperson: Inès Sánchez de Madariaga Rapporteur: Tiia Raudma, http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf, 12.07.2016

European Commission, 2012b, A Reinforced European Research Area Partnership for Excellence and Growth. Communication from the Commission to the European Parliament, The Council, The European Economic and Social Committee and the Committee of the Regions, http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/intm/134168.pdf, 02.06.2016.

European Commission, 2012c, Meta-analysis of gender and science research Synthesis report, http://ec.europa.eu/research/science-society/document_library/pdf_06/meta-analysis-of-gender-and-science-research-synthesis-report.pdf, 02.11.2016.

European Commission (2010) Strategy for equality between women and men (2010-15), <https://op.europa.eu/en/publication-detail/-/publication/c58de824-e42a-48ce-8d36-a16f30ef701b/language-en>, 12.07.2016.

European Commission, 2009, Gender Challenge in Research Funding. Assessing the European National Scenes, http://ec.europa.eu/research/science-society/document_library/pdf_06/gender-challenge-in-research-funding_en.pdf, 3.06.2016.

European Commission, 2008a, Mapping the Maze,

http://ec.europa.eu/research/science-society/document_library/pdf_06/mapping-the-maze-getting-more-women-to-the-top-in-research_en.pdf

European Commission, 2008b, Evidence on the main factors inhibiting mobility and career development of researchers, https://cdn4.euraxess.org/sites/default/files/policy_library/rindicate_final_report_2008_11_june_08_v4.pdf, 21.04.2017.

European Commission, *She Figures 2006*, https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2006_en.pdf, 16.06.2016.

European Commission, 2003, Waste of talents: turning private struggles into a public issue Women and Science in the Enwise countries, http://ec.europa.eu/research/science-society/women/enwise/pdf/enwise-report_3.pdf, 16.06.2016.

European Commission, 2001, Teresa Rees, Mainstreaming Gender Equality in Science in the European Union: The 'ETAN Report', <https://www.tandfonline.com/doi/abs/10.1080/09540250120063544>, 03.06.2016.

European Commission, 1999, "Women and Science: mobilising women to enrich European research", <http://aei.pitt.edu/13321/1/13321.pdf>, 6.06.2016.

Fara Patricia, 2013, Weird sisters? *Nature*, vol. 495, 43-44.

Ferriman K, Lubinski D, Benbow CP, 2009, Work preferences, life values, and personal views of top math/science graduate students and the profoundly gifted: Developmental changes and gender differences during emerging adulthood and parenthood. *Journal of Pers Social Psychology* 97, 517-532.

Forest Maxime, Catarina Arnaut and Lut Mergaet, 2016, Integrating gender equality into research and higher education institutions. Analytical paper, EIGE, http://eige.europa.eu/sites/default/files/analytical_paper_0.pdf, 2.12.2016.

Fox MF, Fonseca C, Bao J. 2011, Work and family conflict in academic science: Patterns and predictors among women and men in research universities. *Social Studies of Science*. 2011; 41(5), 715-735.

Fox MF, Mohapatra S. Social-organizational characteristics of work and publication productivity among academic scientists in doctoral-granting departments. *The Journal of Higher Education*. 2007;78(5), 542-571.

Fox, M. F., & Colatrella, C. (2006). Participation, performance, and advancement of women in academic science and engineering: What is at issue and why. *The Journal of Technology Transfer*, 31(3), 377-386.

Fox MF, Stephan PE. Careers of young scientists: Preferences, prospects, and realities by gender and field. *Social Studies of Science*. 2001; 31(1), 109-122.

Fox MF. Gender, family characteristics, and publication productivity among scientists. *Social Studies of Science*. 2005; 35(1) 131-150.

Fox MF. Women and men faculty in academic science and engineering: Social-organizational indicators and implications. *American Behavioral Scientist*. 2010; 53(7), 997-1012.

Fox Keller Evelyn, 2008, An Anomaly of a Woman in Physics (in:) Mary Wyer, Mary Barbercheck, Donna Cookmeyer, Hatice Ozturk, Marta Wayne (eds.), *Women, Science, and Technology: A Reader in Feminist Science Studies / Edition 2*, Taylor & Francis

Gender Equality Plan 2014-2016, 2014,
http://www.physics.uu.se/digitalAssets/577/c_577016-l_3-k_ifa_equalityplan_2014-2016.pdf

Giles, M., Ski, C., & Vrdoljak, D. (2009). Career pathways of science, engineering and technology research postgraduates. *Australian Journal of Education*, 53(1), 69-86.

Godfroy-Genin, A. S. (2009). Women's academic careers in technology: a comparative European perspective. *Equal opportunities international*, 28(1), 80-97.

Gonsalves Allison J., Anna Danielsson and Helena Pettersson, 2016, Masculinities and Experimental Practices in Physics, *Physical Review Physics Education Research* 12.

Götschel Helene, 2010, The Entanglement of Gender and Physics: Beings, Knowledges and Practices (in:) Never mind the gap! Gendering Science in Transgressive Encounters, Edited by Martha Blomqvist & Ester Ehnsmyr, 41-64 <http://uu.diva-portal.org/smash/get/diva2:329655/FULLTEXT01.pdf>, 04.11.2016.

Graham, Mary E., Maura A. Belliveau, and Julie L. Hotchkiss, 2017, The View at the Top or Signing at the Bottom? Workplace Diversity Responsibility and Women's Representation in Management, *ILR Review* Vol 70, Issue 1, pp. 223 - 258 .

Groombridge, Barbara and Suzette Worden, 2003. "Values, visions, strategies and goals: Is coaching a viable pathway?." *Re-searching the Research Agendas: Curtin University of Technology, Perth, Western Australia*, 175-185.

Halpern, Diane F., Camilla P. Benbow, David C. Geary, Ruben C. Gur, Janet Shibley Hyde, and Morton Ann Gernsbacher. 2007, "The science of sex differences in science and mathematics." *Psychological science in the public interest* 8, no. 1 (2007), 1-51.

Hartman, H. & Hartman, M., How Undergraduate Engineering Students Perceive Women's (and Men's) Problems in Science, Math and Engineering, *Sex Roles* (2008) 58: 251.
doi:10.1007/s11199-007-9327-9.

Hasse Cathrine and Stine Trentemøller, 2011, Cultural work place patterns in Academia, *Science Studies* Vol. 24, no. 1, 6-23.

Hasse Cathrine and Stine Trentemøller, 2008, *Break the Pattern! A critical enquiry into three scientific workplace cultures: Hercules, Caretakers and Worker Bees*, Tartu: Tartu University Press.

Herzig AH. Becoming mathematicians: Women and students of color choosing and leaving doctoral mathematics. *Review of Educational Research*. 2004, 74, 171-214.

Hewlett, Sylvia Ann, Carolyn Buck Luce, and Lisa J. Servon. 2008. "Stopping the exodus of women in science." *Harvard Business Review* 86, no. 6: 22-24.

Hewlett Sylvia A., and Carolyn B. Luce, 2005, Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success, *Harvard Business Review*, March 2005: 43-54.

Hill Catherine, Christianne Corbett and Adresse St. Rose, 2010, *Why So Few? Women in Science*,

Technology, Engineering, and Mathematics, AAUW: Washington, <http://www.aauw.org/files/2013/02/Why-So-Few-Women-in-Science-Technology-Engineering-and-Mathematics.pdf>, 27.08.2016.

Hirshfield Laura E., 2010, "She Won't Make Me Feel Dumb": Identity Threat in a Male-Dominated Discipline, *International Journal of Gender, Science and Technology*, vol. 2, no. 1, 5-24, <http://genderandset.open.ac.uk/index.php/genderandset/article/viewFile/60/81>, 27.08.2016.

Hodgson, B., E. Scanlon, and E. Whitelegg, 2000, Barriers and constraints: Women physicists perceptions of career progress, *Physics Education*, 35, 454-459.

Hughes Roxanne, 2014, The evolution of the chilly climate for women in science, (in:) Irby, Beverly, Polnick, Barbara, Koch, Janice.; *Girls and Women in Stem : A Never Ending Story*, 71-92.

Husu Liisa, 2005, Women's Work-Related and Family-Related Discrimination and Support in Academia, in Marcia Texler Segal, Vasilikie Demos (ed.) *Gender Realities: Local and Global (Advances in Gender Research, Volume 9)* Emerald Group Publishing Limited, 161 - 199.

Husu, L., Koskinen, P., 2007, What does it take to get to the top? Women at the top of technological research. *Women in Engineering and Technology Research. Proceedings of the PROMETEA Conference*, Paris, 303-326.

Hutchins Holly M., 2015, Outing the Imposter: A Study Exploring Imposter Phenomenon among Higher Education Faculty, *New Horizons in Adult Education & Human Resource Development* 27 (2), 3-12.

Id Maimona, 2014, Constant dropping wears away a stone, <https://www.mdc-berlin.de/news/news/constant-dropping-wears-away-stone>, 20.06.2016.

International Labour Organization, 2012, Gender equality and decent work: Selected ILO Conventions and Recommendations that promote gender equality as of 2012, Geneva: ILO, http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_088023.pdf, 06.06.2016

Isaac Carol, Barbara Lee, and Molly Carnes, 2009, Interventions That Affect Gender Bias in Hiring: A Systematic Review, *Academic Medicine*, Vol. 84, No. 10.

Ivie Rachel, Susan White, and Raymond Y. Chu, 2016, Women's and men's career choices in astronomy and astrophysics, *Physical Review Physics Education Research* 12, 020109 (2016), 1-11.

Ivie Rachel and Susan White, 2015, Is there a land of equality for physicists? Results from the global survey of physicists, *La Physique au Canada*, Vol. 71, No. 2, 69-73.

Ivie Rachel, and Arnell Ephraim, 2011, Women and the Imposter Syndrome in Astronomy, Status. A report on women in astronomy, <https://www.aip.org/sites/default/files/statistics/lsags/status-ivie-full.pdf>, 4.11.2016.

Ivie Rachel, and Arnell Ephraim, 2009, Mentoring and the Imposter Syndrome in Astronomy Graduate Students, (in:) A. L. Kinney, D. Khachadourian, P. S. Millar and C. N. Hartman (eds.), *Women in Astronomy and Space Science. Meeting the Challenges of an Increasingly Diverse Workforce. Proceedings from the conference held at The Inn and Conference Center University of Maryland University College October 21—23, 2009*, https://attic.gsfc.nasa.gov/wia2009/WIA2009_proceedings.pdf, 10.04.2017.

Ivie, R. Czujko, R Stowe, K, Women Physicists Speak: The 2001 International Study of Women in Physics, <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.475.8740&rep=rep1&type=pdf>, 9.10.2016.

Ivie, R. Guo, S., 2006, Women Physicists Speak Again, <https://www.aip.org/sites/default/files/statistics/women/women-speakagain-05.pdf>, 9.10.2016.

Ivie, Rachel, Casey Langer Tesfaye, Roman Czujko, and Raymond Chu, 2013, "The Global Survey of Physicists: A collaborative effort illuminates the situation of women in physics," AIP Conference Proceedings 1517, 53 <http://aip.scitation.org/doi/pdf/10.1063/1.4794221>, 9.10.2016.

Ivie, Rachel, and Casey Langer Tesfaye. "Women in physics: A tale of limits." *Physics Today* 65.2 (2012), 47 <https://www.aip.org/sites/default/files/statistics/international/globalsurvey2010.pdf>.

Ivie, Rachel, Kim Nies Ray, 2005, *Women in physics and astronomy*, American Institute of Physics <https://www.aip.org/sites/default/files/statistics/women/women-pa-05.pdf>.

Jacobs J. 2004. Presidential address: The faculty time divide. *Sociological Forum*. 19(1), 3-27.

Jacobs JA, Winslow SE. Overworked faculty: Job stresses and family demands. *The Annals of the American Academy of Political and Social Science*. 2004; 596(1), 104-129.

Jagsi, Reshma, Elizabeth A. Guancial, Cynthia Cooper Worobey, Lori E. Henault, Yuchiao Chang, Rebecca Starr, Nancy J. Tarbell, and Elaine M. Hylek. "The "gender gap" in authorship of academic medical literature—a 35-year perspective." *New England Journal of Medicine* 355, no. 3 (2006): 281-287.

Jones, Charisse, and Kumea Shorter-Gooden. 2003 "Shifting: The double lives of African American women in America." Harper Collins.

Jurviste Ulla, and Anna Stull, 2015, Women in Science and Research, <https://ephtinktank.eu/2015/04/21/women-in-science-and-research/>, 13.05.2016.

Kalev Alexandra, Erin Kelly, and Frank Dobbin, 2006, Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies Source, *American Sociological Review*, Vol. 71, No. 4, pp. 589-617

Kalinoski Zachary T., Debra Steele-Johnson, Elizabeth J. Peyton, Keith A. Leas, Julie Steinke and Nathan A. Bowling, 2013, A meta-analytic evaluation of diversity training outcomes, *Journal of Organizational Behavior*, J. Organiz. Behav. 34, 1076-1104.

Kalpazidou Schmidt Evanthia, 2012, Gate-keeping and Gender Challenge in Science, <http://www.ingenere.it/en/articles/gate-keeping-and-gender-challenge-science>, 07.10.2016.

Kanter, Rosabeth Moss, 1993, *Men and women of the corporation*. New York, NY: Basic Books.

Kelly Angela M., 2016, Social cognitive perspective of gender disparities in undergraduate physics, *PHYSICAL REVIEW PHYSICS EDUCATION RESEARCH* 12, 020116.

Kinman, G., & Jones, F. (2008). A life beyond work? Job demands, work-life balance, and wellbeing in UK academics. *Journal of Human Behavior in the Social Environment*, 17(1/2), 41-60.

Knapton Sarah, 2015, The Queen Bee Syndrome is a Myth, *The Telegraph*,

<http://www.telegraph.co.uk/news/science/science-news/11657832/Queen-Bee-syndrome-is-a-myth-women-do-help-each-other-rise-to-top.html>, 7.11.2016.

Laas Anu, 2007, Estonia: Country Report, (in:) Women in Sciences and High Technology in the Baltic States. BASNET Project Results, Vilnius.

Lane, India F. 2007. "Change in Higher Education: Understanding and Responding to Individual and Organizational Resistance.",

http://www.ccas.net/files/ADVANCE/Lane_Change%20in%20higher%20ed.pdf, 29.09.2016.

Langford Joe, and Pauline R. Clance, 1993, The Impostor Phenomenon: Recent Research Findings Regarding Dynamics, Personality and Family Patterns and their Implications for Treatment, *Psychotherapy* Volume 30, Number 3, 495-501.

Lee Lisa, Wendy Faulkner and Carme Alemany, 2010, Turning Good Policies into Good Practice: Why is it so Difficult?, *International Journal of Gender, Science and Technology*, 90-99.

Lehman Brothers Centre for Women in Business, 2007, Innovative Potential: Men and Women in Teams, http://www.lnds.net/blog/images/2013/09/grattonreportinnovative_potential_nov_2007.pdf, 15.06.2016.

Leslie Sarah J., Andrei Cimpian, Meredith Meyer, and Edward Freeland, 2015, Expectations of brilliance underlie gender distributions cross academic disciplines, *Science*, VOL 347 ISSUE 6219, 262-265.

Lewis Karyn L., Jane G. Stout, Steven J. Pollock, Noah D. Finkelstein, and Tiffany A. Ito, 2016, Fitting in or opting out: A review of key social-psychological factors influencing a sense of belonging for women in physics, *Physical Review Physics Education Research* 12, 020110 (2016): 020110-5.

Lewis, Suzan, and Laure Humbert. "Discourse or reality? "Work-life balance", flexible working policies and the gendered organization." *Equality, Diversity and Inclusion: An International Journal* 29.3 (2010): 239-254.

Lincoln, Anne E., Stephanie Pincus, Janet Bandows Koster, and Phoebe S. Leboy. "The Matilda Effect in science: Awards and prizes in the US, 1990s and 2000s." *Social Studies of Science* 42, no. 2 (2012): 307-320.

Linková Marcela, Dunja Mladenčić, Elżbieta H. Oleksy, Mária Palasik, Eszter Papp, Magdaléna Piscová, and Daniela Velichová, 2008, Reclaiming a Political Voice: Women and Science in Central Europe, Prague: Institute of Sociology of the Academy of Sciences of the Czech Republic.

Linková Marcela, Dunja Mladenčić, Eszter Papp, and Katerina Saldova, 2007, Gender Issues in Science as a Luxury. Enwise follow-up activities in Central Europe, Central European Centre for Women and Youth in Science, http://sciencewithart.ijs.si/pdf/GenderIssues_CEC-WYSComparativeReport.pdf, 28.04.2017.

Lipinsky Anke, 2014, Gender Equality Policies in Public Research. Based on a survey among Members of the Helsinki Group on Gender in Research and Innovation 2013, Luxembourg: European Commission, http://ec.europa.eu/research/pdf/199627_2014%202971_rtd_report.pdf, 4.07.2016.

Lippa R., 1998, Gender-related individual differences and the structure of vocational interests of the people-things dimension. *Journal of Personality and Social Psychology*. 74, 996-1009.

Lock Robynne M., and Zahra Hazari, 2016, Discussing underrepresentation as a means to facilitating,

female students' physics identity development, *Physical Review Physics Education Research* 12, 020101.

Lombardo Emanuela and Petra Meier, 2007, European Union Gender Policy Since Beijing: Shifting Concepts and Agendas. In Mieke Verloo (ed). *Multiple Meanings of Gender Equality. A Critical frame analysis of gender policies in Europe*. Budapest and New York: Central European University Press, 51-75.

Lortie CJ, et al., 2007, Publication bias and merit in ecology. *Oikos* 116, 1247-1253.

Lucht Petra, 2016, De-Gendering STEM - Lessons Learned from an Ethnographic Case Study of a Physics Laboratory, *International Journal of Gender, Science and Technology*, Vol.8, No.1, 67-81.

Lundquist J, Misra J, O'Meara K. Parental leave usage by fathers and mothers at an American university. *Fathering a Journal of Theory Research and Practice about Men as Fathers*.2012; 10(3), 337-363.

Majcher Agnieszka, 2008, Szklany sufit w nauce? Płeć a trajektorie karier akademickich in: "Societas/Communitas" 6, pp. 183-198.

Malone, K. R., & Barabino, G. (2009). Narrations of race in STEM research settings: Identity formation and its discontents. *Science Education*, 93(3), 485-510.

Maranto, Cheryl and Andrea E. C. Griffin. 2011. "The Antecedents of a 'Chilly Climate' for Women Faculty in Higher Education." *Human Relations* 64, 139-59.

Marchand G. C. and G. Taasoobshirazi, 2013, Stereotype threat and womens performance in physics, *International Journal of Scientific Education* 35, 3050.

Martinez Elisabeth D. et. al., 2007, Falling off the academic bandwagon, *EMBO reports* 8, 977-981, <http://embor.embopress.org/content/8/11/977>, 19.10.2016.

Mason, M.A. and M. Goulden, 2004, Marriage and Baby Blues: Re-defining Gender Equity, <https://www.aarweb.org/sites/default/files/pdfs/About/Committees/SWP/marriagebabyblues.pdf>.

Mason, Mary Ann, Nicholas H. Wolfinger and Marc Goulden. *Do Babies Matter?: Gender and Family in the Ivory Tower*. New Brunswick: Rutgers University Press, 2013.

Mavriplis Catherine, Rachelle Heller, Cheryl Beil, Kim Dam, Natalya Yassinskaya, Megan Shaw and Charlene Sorensen, 2010, Mind the Gap: Women in STEM Career Breaks, *Journal of Technology Management and Innovation*, 2010, Volume 5, Issue 1, 140-151.

McClelland Sara I. and Kathryn J. Holland, 2015, You, Me, or Her: Leaders' Perceptions of Responsibility for Increasing Gender Diversity in STEM Departments, *Psychology of Women Quarterly*, Vol. 39(2), 210-225.

McCullough Laura, 2011, Women's Leadership in Science, Technology, Engineering & Mathematics: Barriers to Participation, *Forum on Public Policy*, vol. 2011, no. 2, <http://forumonpublicpolicy.com/vol2011.no2/archivevol2011.no2/mcCullough.pdf>, 27.08.2016.

McGregor Elizabeth and Fabiola Bazi, 2001, Gender Mainstreaming in Science and Technology. A Reference Manual for Governments and Other Stakeholders, Commonwealth Secretariat: London, https://www.academia.edu/3235703/Gender_mainstreaming_in_science_and_technology, 16.06.2016.

- McPhee Cait, 2016, Hungry for solutions, <http://live.iop-pp01.agh.sleek.net/2016/10/26/hungry-for-solutions/>, 1.12.2016.
- Milkie, Melissa A., and Pia Peltola. 1999. "Playing all the roles: Gender and the work-family balancing act." *Journal of Marriage and the Family*, 476-490.
- Misra J, Lundquist JH, Templer A., 2012, Gender, work time, and care responsibilities among faculty. *Sociological Forum*; 27(2), 300-323.
- Młodożeniec Marek and Anna Knapińska, 2013, Czy nauka wciąż ma męską płęć? Udział kobiet w nauce, *Nauka* 2/2013, 47-72.
- Morimoto Shauna A., Anna M. Zajicek , Valerie H. Hunt & Rodica Lisnic, 2013, Beyond Binders Full of Women: NSF ADVANCE and Initiatives for Institutional Transformation, *Sociological Spectrum: Mid-South Sociological Association*, 33:5, 397-415.
- Moss-Racusin, C. A., Dovidio, J. F., Brescoll, V. L., Graham, M. J., & Handelsman, J., 2012, Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences*, 109(41), 16474-16479.
- Mühlenbruch Brigitte and Maren A. Jochimsen, 2013, Only wholesale reform will bring equality. Comment, *Nature*, vol. 495, 40-42.
- NAS 2006, *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, Committee on Science, Engineering, and Public Policy, 2006, Natl Acad Press, Washington, DC.
- Neuschatz, Michael, and Mark McFarling. 2003. *Broadening the Base: High School Physics at the Turn of New Century*. College Park, MD: American Institute of Physics.
- Newsome, J. L. (2008). The chemistry PhD: The impact on women's retention. *A report for the UK Resource Centre for Women in SET and the Royal Society of Chemistry*, 1-38.
- O'Laughlin, E. M., & Bischoff, L. G. (2005). Balancing parenthood and academia work/family stress as influenced by gender and tenure status. *Journal of Family Issues*, 26(1), 79-106.
- Patat Ferdinando, 2016, Gender Systematics in telescope time allocation at ESO, *The Messenger* 165, <http://www.eso.org/sci/publications/messenger/archive/no.165-sep16/messenger-no165-2-9.pdf>, 22.04.2017.
- Pehe Veronika, 2017, Kiedy kobiety czują się jak oszustki, <http://krytykapolityczna.pl/nauka/kobiety-oszustki-impostor-syndrome/>, 11.04.2017.
- Pell Alice N., 1996, Fixing the Leaky Pipeline: Women Scientists in Academia, *Journal of Animal Science* 74, 2843-2848
- Pépin Anne, Jeanne Collina, Maria Teresa Pontoisa, Eileen Drewb, Claire Marshallb, Virginija Šidlauskienėc, Gintautas Jazdauskasc, Anke Lipinsky, Andrea Lötherd, Maria Schäferd, 2014, Fostering Gender Equality in Research Institutions through Transformational-Gender Action Plans, https://gender2014.conf.tuwien.ac.at/fileadmin/t/gender2014/Full_Papers/Pepin_et_al_Vienna_2014-full-paper-INTEGER_Real_FINAL.pdf, 11.04.2016.
- Perlow, Leslie A., and Erin L. Kelly. 2014. "Toward a model of work redesign for better work and better

life." *Work and Occupations* 41, no. 1: 111-134.

Pettersson Helena, 2011, Making Masculinity in Plasma Physics: Machines, labour and experiments, *Science Studies*, vol. 24, no. 1, 47-65.

Pfau-Effinger, Birgit (1998): Gender cultures and the gender arrangement - a theoretical framework for cross-national comparisons on gender. *Innovation: the European Journal of Social Sciences*, Special Issue, ed. by Simon Duncan, 11, 2, 147-166.

Phipps, A., 2006, April. 'I can't do with whinging women!' Feminism and the habitus of 'women in science' activists. *Women's Studies International Forum*, vol. 29, No. 2, 125-135.

Potvin Geoff, and Zahra Hazari, 2016, Student evaluations of physics teachers: On the stability and persistence of gender bias, *PHYSICAL REVIEW PHYSICS EDUCATION RESEARCH* 12, 020107.

Pritchard, Rosalind (2011) *Neoliberal Developments in Higher Education: the United Kingdom and Germany*. Oxford: Peter Lang.

Probert, Belinda. "I just couldn't fit it in': Gender and unequal outcomes in academic careers." *Gender, Work & Organization* 12, no. 1 (2005): 50-72.

Pugel Elizabeth, 1997, Points of Derailment: The Making of a Female Physicist, *Physics and Society*, vol. 26, no. 3, <http://www.aps.org/publications/apsnews/199710/backpage.cfm>, 7.10.2016.

Radaelli Claudio M., 2004, Europeanisation: Solution or problem? *European Integration online Papers (EIoP)* Vol. 8, No. 16; <http://eiop.or.at/eiop/texte/2004-016a.htm>, 13.05.2016.

Rao Aruna and David Kelleher 2005 Is there life after gender mainstreaming?, *Gender & Development*, 13:2, 57-69.

Rees Teresa, 2002, National Policies on Women and Science in Europe, European Commission.

Reuben, E., Sapienza, P., & Zingales, L. (2014). How stereotypes impair women's careers in science. *Proceedings of the National Academy of Sciences*, 111(12), 4403-4408.

Rolin Kristina and Jenny Vainio, 2011, Gender in Academia in Finland: Tensions between Policies and Gendering Processes in Physics Departments *Science Studies*, Vol. 24 No. 1, 26-46

Roos Patricia A., and Mary Gatta, 2009, Gender (In)Equity in the Academy: Subtle Mechanisms and the Production of Inequality, *Research in Social Stratification and Mobility* 27(3), 177-200.

Rosa Katemari, and Felicia Moore Mensah, 2016, Educational pathways of Black women physicists: Stories of experiencing and overcoming obstacles in life, *Physical Review Physics Education Research* 12, 020113.

Rosser S. V. and E. O. Lane, 2002, Key barriers for academic institutions seeking to retain female scientists and engineers: Family-unfriendly policies, low numbers, stereotypes, and harassment, *Journal of Women Minorities in Science and Engineering*, vol. 8, 161-189.

Rossi, Alice S. "Women in science: Why so Few?." *Science* 148.3674 (1965): 1196-1202.

Ryan Lorna M., 2012, "You must be very intelligent...?": Gender and Science Subject Uptake, *International Journal of Gender, Science and Technology*, Vol.4, No.2, 167-190, <http://genderandset.open.ac.uk/index.php/genderandset/article/download/95/122>, 27.08.2016.

- Sagebiel Felizitas, 2014, Academic women leaders' career and their potential as gendered organizational change agents, in: Katarina Prpić, Inge van der Weijden, and Nadia Asheulova (eds.), (Re)searching Scientific Careers, St. Petersburg: Institute for the History of Science and Technology et.al., 85-115.
- Sandstrom U, Hallsten M (2008) Persistent nepotism in peer-review. *Scientometr* 74:175-189.
- Saraga, E. and Griffiths, D. 1981. "Biological inevitabilities or political choices? The future for girls in science". In *The missing half: girls and science education*, Edited by: Kelly, A. 85-97. Manchester: Manchester University Press.
- Savonick, D., & Davidson, C. N. (2016). Gender bias in academe: an annotated bibliography of important recent studies. *Impact of Social Sciences Blog*.
- Sax, Linda J., Linda Serra Hagedorn, Marisol Arredondo, and Frank A. DiCrisi. "Faculty research productivity: Exploring the role of gender and family-related factors." *Research in higher education* 43, no. 4 (2002): 423-446.
- Sax Linda J, Kathleen J. Lehman,1 Ramón S. Barthelemy, and Gloria Lim, 2016, Women in physics: A comparison to science, technology, engineering, and math education over four decades, *Physical Review Physics Education Research* 12, 020108.
- Scellato Giuseppe, Chiara Franzoni, and Paula Stephan, 2012, Mobile scientists and international networks, Working Paper 18613, <https://www.nber.org/papers/w18613.pdf>, 21.04.2017.
- Science Europe, 2017, Practical Guide to Improving Gender Equality in Research Organisations, http://www.scienceurope.org/wp-content/uploads/2017/01/SE_Gender_Practical-Guide.pdf, 28.04.2017.
- National Bureau of Economic Research, 1050 Massachusetts Avenue Cambridge, MA 02138 December 2012
- Schraudner Martina, 2015, Gender Equality Advancement in the German Research Landscape - an Assessment from a German Practitioner, Fraunhofer, http://stages.csmcd.ro/resources/Martina_%20Schraudner_Presentation.pdf, 29.09.2016
- Scientists of the world speak up for equality, 2013, *Nature* 7 March 2013, vol. 495, <http://www.nature.com/nature/journal/v495/n7439/pdf/495035a.pdf>, 15.03.2015.
- Settles, Isis H., Lilia M. Cortina, Janet Malley, and Abigail J. Stewart. 2006. "The Climate for Women in Academic Science: The Good, the Bad, and the Changeable." *Psychology of Women Quarterly* 30, 47-58.
- Shachar Orly, 2000, Spotlighting women scientists in the press: tokenism in science journalism, *Public Understand. Sci.* 9 (2000) 347-358.
- Shaw Alison K. and Daniel E. Stanton, 2012, Leaks in the pipeline: Separating demographic inertia from ongoing gender differences in academia, *Proceedings of the Royal Society B* (2012) 279, 3736-3741, <http://rspb.royalsocietypublishing.org/content/royprsb/279/1743/3736.full.pdf>, 19.10.2016
- Sheltzer, J. M., & Smith, J. C. (2014). Elite male faculty in the life sciences employ fewer women. *Proceedings of the National Academy of Sciences*, 111(28), 10107-10112.

Shen Helen, 2013, Inequality quantified: Mind the gender gap, *Science*, vol. 495, issue 7439.

Skibba Ramin, 2016, Women postdocs less likely than men to get a glowing reference, *Nature. News*, <http://www.nature.com/news/women-postdocs-less-likely-than-men-to-get-a-glowing-reference-1.20715>, 17.10.2016.

Smeding, Annique, 2012, "Women in science, technology, engineering, and mathematics (STEM): An investigation of their implicit gender stereotypes and stereotypes' connectedness to math performance." *Sex roles* 67.11-12, 617-629.

Solomon CR. 'The very highest thing is family': Male assistant professors' work/family management. *Advances in Gender Research*. 2010; 14, 233-255.

Sonnert, Gerhard, and Gerald Holton. "Career patterns of women and men in the sciences." *American Scientist* 84, no. 1 (1996): 63-71.

Sretenova Nikolina, 2010, What has Worked in Europe to Increase Women's Participation in Science and Technology. Expert Paper, United Nations Division for the Advancement of Women (DAW, part of UN Women) United Nations Educational, Scientific and Cultural Organization (UNESCO), <http://citeseerx.ist.psu.edu/viewdoc/summary?doi=10.1.1.364.6842>, 16.06.2016.

Status Report: Women in Physics in Sweden 2011, http://www.norwip.org/files/otherfiles/0000/0028/SwedenStatus_report.pdf

Striker Małgorzata and Katarzyna Wojtaszczyk, 2009, Społeczne bariery rozwoju kadry naukowo-dydaktycznej uczelni wyższej, w: Nierówności społeczne a wzrost gospodarczy (14), Wyd. Uniwersytetu Rzeszowskiego, 474-486.

Stroshine Meghan S. and Steven G. Brandl, 2011, Race, Gender, and Tokenism in Policing: An Empirical Elaboration, *Police Quarterly* 14(4) 344 -365.

Sturm, Susan, 2006, The Architecture of of Inclusion: Advancing Workplace Equity in Higher Education, *Harvard Journal of Law and Gender*, vol. 29: 2248-334.

Swedish Secretariat for Gender Research, 2016, Guidelines for gender mainstreaming academia, <http://www.includegender.org/wp-content/uploads/2015/06/Guidelines-for-Gender-Mainstreaming-Academia.pdf>, 7.11.2016.

Tang, Mei, Nadya A. Fouad, and Philip L. Smith. "Asian Americans' career choices: A path model to examine factors influencing their career choices." *Journal of Vocational Behavior* 54, no. 1 (1999): 142-157.

Tolbert Pamela S. and Emilio J. Castilla, 2017, Editorial essay: Introduction to a special issue on inequality in the workplace ("What works?"), *ILR Review*, 70(1), January 2017, pp. 3-15.

Towers Sherry, 2008, A Case Study of Gender Bias at the Postdoctoral Level in Physics, and its Resulting Impact on the Academic Career Advancement of Females, <https://arxiv.org/pdf/0804.2026.pdf>, 20.04.2017.

Traweek Sharon, 1992, *Beamtimes and Lifetimes: The World of High Energy Physicists*, Harvard University Press.

Trübswetter Angelika et al., 2015, Corporate culture matters. Alumni of Unitech International and their

Workplace Preferences. An Exploratory Study, Berlin: Fraunhofer Center for Responsible Research and Innovation, http://publica.fraunhofer.de/eprints/urn_nbn_de_0011-n-3284706.pdf, 30.09.2016.

Uhly K.M., L.M. Visser & K.S. Zippel, 2017, Gendered patterns in international research collaborations in academia, *Studies in Higher Education*, 42:4, 760-782, <http://dx.doi.org/10.1080/03075079.2015.1072151>, 21.04.2017.

UN Inter-Agency Committee on Women and Gender Equality (IACWGE), n.d. Guidelines and Criteria for Good Practices (www.un.org/womenwatch/resources/goodpractices/guideline.html), 4.07.2016.

UNDP, 2014, Gender Equality in Public Administration, www.undp.org/gepa, 13.06.2016.

United Nations, 2011, Applying a gender lens to science, technology and innovation, UNCTAD Current Studies on Science, Technology and Innovation, No. 5, New York, Geneva.

Urry Meg, 2015, Scientists must work harder on equality, *Nature*, vol. 528, 471-473.

Verloo, Mieke et al. 2011. Final QUING Report, Vienna: Institute for Human Sciences.

Verloo, Mieke and Emanuela Lombardo. 2007. Contested Gender Equality and Policy Variety in Europe: Introducing a Critical Frame Analysis Approach. In Mieke Verloo (ed). *Multiple Meanings of Gender Equality. A Critical frame analysis of gender policies in Europe*. Budapest and New York: Central European University Press, 21-49.

Vernos Isabelle, 2013, Quotas are questionable, *Nature*, vol. 495, <http://www.nature.com/nature/journal/v495/n7439/pdf/495039a.pdf>, 14.10.2016.

Vinkenburg Claartje J., 2017, Engaging Gatekeepers, Optimizing Decision Making, and Mitigating Bias: Design Specifications for Systemic Diversity Interventions, *The Journal of Applied Behavioral Science*, 1-23.

Vinogradova Olga, Yvonne Jänchen and Gabriela Obexer-Ruff, 2015, Plans and initiatives in selected research institutions aiming to stimulate gender equality and enact structural change, GENDER-NET Analysis Report, http://eige.europa.eu/sites/default/files/gender-net_d2-6_-_plans_and_initiatives_in_selected_research_institutions_0.pdf, 2.12.2016.

Wallon Gelind, Sandra Bendiscioli, and Michele S. Garfinkel, 2015, Exploring quotas in academia, EMBO, Robert Bosch Stiftung, http://www.embo.org/documents/science_policy/exploring_quotas.pdf, 14.03.2016

Ward K, Wolf-Wendel L. Academic motherhood: Managing complex roles in research universities. *The Review of Higher Education*. 2004; 27(2), 233-257.

Wharton Amy S., 2015, 2014 PSA Presidential Address (Un)Changing Institutions: Work, Family, and Gender in the New Economy, *Sociological Perspectives* 2015, Vol. 58(1) 7-19.

Whitelegg, Elizabeth; Hodgson, Barbara; Scanlon, Eileen and Donovan, Claire (2002). *Young Women's, Perceptions and Experiences of Becoming a Research Physicist*. In: *Proceedings of 12th International Conference of Women Engineers and Scientists*, 27-31 July 2002, Ottawa, Canada.

Whitten, Barbara L. et al. 2004. "'Like a Family': What Works to Create Friendly and Respectful Student-Faculty Interactions." *Journal of Women and Minorities in Science and Engineering* 10,

229-242.

Whittington Kjersten Bunker. Mothers of Invention? Gender, Motherhood, and New Dimensions of Productivity in the Science Profession. *Work and Occupations*. 2011; 38(3), 417-56.

Williams Elvira S., Lilliam Alvarez Diaz, Katharine B. Gebbie, and Karimat El-Sayed, 2005, Getting Women Into the Physics Leadership Structure Nationally and Internationally, in: B. Karplus Hartline, A. Michelman-Ribeiro (eds.) WOMEN IN PHYSICS: 2nd IUPAP International Conference on Women in Physics, AIP CONFERENCE PROCEEDINGS, VOLUME 795.

Williams, J., Phillips, K. W., & Hall, E. V. (2014). Double Jeopardy?: Gender Bias Against Women of Color in Science.

William Wendy M. and Stephen J. Ceci, 2015, National hiring experiments reveal 2:1 faculty preference for women on STEM tenure track, PNAS| April 28, 2015 | vol. 112| no. 17, 5360-5365, <http://www.pnas.org/content/112/17/5360.full.pdf>, 17.10.2016.

Williams, W. M., & Ceci, S. J. (2012). When scientists choose motherhood. *American Scientist*, 100(2), 138-145.

Winslow S. Gender inequality and time allocations among academic faculty. *Gender & Society*. 2010; 24(6), 769-793.

Wolfram Andrea et. al., 2015, Perceptions of excellence in hiring processes. Results of Mapping of the Present Situation in Bulgaria, Germany, Ireland, Italy, and Turkey, Festa. Female Empowerment in Science and Technology Academia, http://www.festa-europa.eu/sites/festa-europa.eu/files/FESTA_5%201_final_report_0.pdf, 28.09.2016

Wolfinger NH, Goulden M, Mason MA. Alone in the ivory tower. *Journal of Family Issues*. 2010; 31(12), 1652-1670.

Women in the Workplace 2015, McKinsey&Company, https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2015.pdf, 15.03.2015.

Woolley Anita Williams et. al., 2010, Evidence for a Collective Intelligence Factor in the Performance of Human Groups, *Science* 330.

Xie, Y., Shauman, K. A., (2003). *Women in science: Career processes and outcomes* (Vol. 26, No. 73.4). Cambridge, MA: Harvard University Press.

Zippel Kathrin, Myra Marx Ferree & Karin Zimmermann, 2016, Gender equality in German universities: vernacularising the battle for the best brains, *Gender and Education*, published online <http://www.mindatware.com/wp-content/uploads/2018/07/Gender-equality-in-German-universities.pdf>, 20.08.2016.



From:

<https://www.genera-network.eu/> - **Gender Equality Network in Physics in the European Research Area**

Permanent link:

https://www.genera-network.eu/gip:howtoimproveresearchculture_bib

Last update: **2019/10/22 16:59**

