Work-life integration---

Have a life **and** be a professor?

Have a life **and** be a leader?
Why is it important to talk about work and life integration?

Who cares?
### Leaks in the Pipeline for Women PhDs in the Sciences

<table>
<thead>
<tr>
<th></th>
<th>PhD Receipt</th>
<th>Entering Tenure Track Position</th>
<th>Achieving Tenure</th>
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<tbody>
<tr>
<td><strong>Married Fathers</strong></td>
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<tr>
<td><strong>Single Women</strong></td>
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</tbody>
</table>

#### Single Women
- Single women without children do almost the same as married fathers.

#### Married Mothers
- 35% lower odds than married fathers to get a tenure track position.
- 27% lower odds than married fathers with young children to become tenured.

Not only is there a ‘leaky pipeline’ in STEM, the plumbing itself is BROKEN.

STEM Women.net
Next steps…

• Getting beyond STEM as one
• Getting beyond “women” as one
• Focus on people in pipeline and pipe
• Faculty and administrative change
• Cultural change within the disciplines
• Epistemological awareness and change