

ATHENA UNBOUND

THE ADVANCEMENT OF WOMEN
IN SCIENCE AND TECHNOLOGY

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AND BRIAN UZZI



CAMBRIDGE

'Well-meaning proponents of women in science continue to downplay – or even deny – the pervasive personal and career difficulties faced by women scientists. Pretending that these problems don't exist does nothing to improve the scientific climate for women or men. *Athena Unbound* gives us the research we need to acknowledge and begin to address these problems.'

Mary Morse, author of *Women Changing Science: voices from a field in transition*

Athena Unbound

Why are there so few women scientists?

Persisting differences between women's and men's experiences in science make this question as relevant today as it ever was. This book sets out to answer this question, and to propose solutions for the future.

Based on extensive research, it emphasizes that science is an intensely social activity. Despite the scientific ethos of universalism and inclusion, scientists and their institutions are not immune to the prejudices of society as a whole. By presenting women's experiences at all key career stages – from childhood to retirement – the authors reveal the hidden barriers, subtle exclusions and unwritten rules of the scientific workplace, and the effects, both professional and personal, that these have on the female scientist.

- Based on hundreds of interviews and supported by quantitative analysis
- Contains vivid personal accounts of sacrifices made and adaptive strategies developed
- Explains how career success and research discoveries depend on 'social capital' the relationships and networks that scientists rely on for access to new ideas and professional support.

This important book should be read by all scientists – both male and female – and sociologists, as well as women thinking of embarking on a scientific career.

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