



**The Network for Women In Research
and Supporting Research**

www.resnet.uea.ac.uk

@ResNetNorwich

**Networking lunch:
Celebrating women
in the academic environment**

**International Women's Day
8th March 2013**

There were 3 suggested topics for conversation and attendees wrote comments on post-it notes. Here is a collation of the comments.

What does it mean to be a woman in the academic environment?

- Uncertainty and discontinuous employment.
- Contract research uncertainty.
- Flexibility helps for work life balance.
- Better flexibility in universities helps people with families.
- Why do women always have to fit into masculine models of work?
- Career progression options: 1) adopt a masculine style and values e.g. Mrs. T! 2) be a woman who uses a masculine style but don't swallow the values 3) reject masculine values and choose not to progress.
- There are few women at higher levels in my School.
- My department is very female dominated.
- It depends on the department some are very female others very male.
- Some fields are top heavy with male senior academics and the bulk of the students are female.
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Does it make a difference?

- Problems of taking career breaks to have children.
- Can you really take a career break? There is pressure not to and pressure to work whilst on any break.
- If we take a break/leave early/have some work life balance it is assumed that we don't take the research seriously.
- Are academic salaries enough to cover childcare costs?
- Women have to work harder.
- Ideas from women are ignored.
- Only women get asked to take the minutes!
- The need for mobility.
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The world has come a long way, are there any issues left?

- Most of the domestic work still falls to women.
- We should rebrand job titles – a Research Associate/Assistant is a Research Scientist.
- Work intensification and work life balance.
- Old boy networks need to be broken down by legislation to include women.
- Appointment of the wrong women can hinder others getting to leadership positions.
- There are no females in PVC or VC positions.