

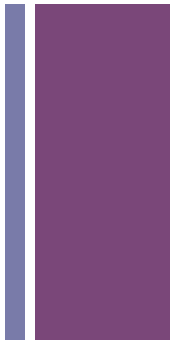


CSWEP PEER MENTORING FOR MID-CAREER ECONOMISTS

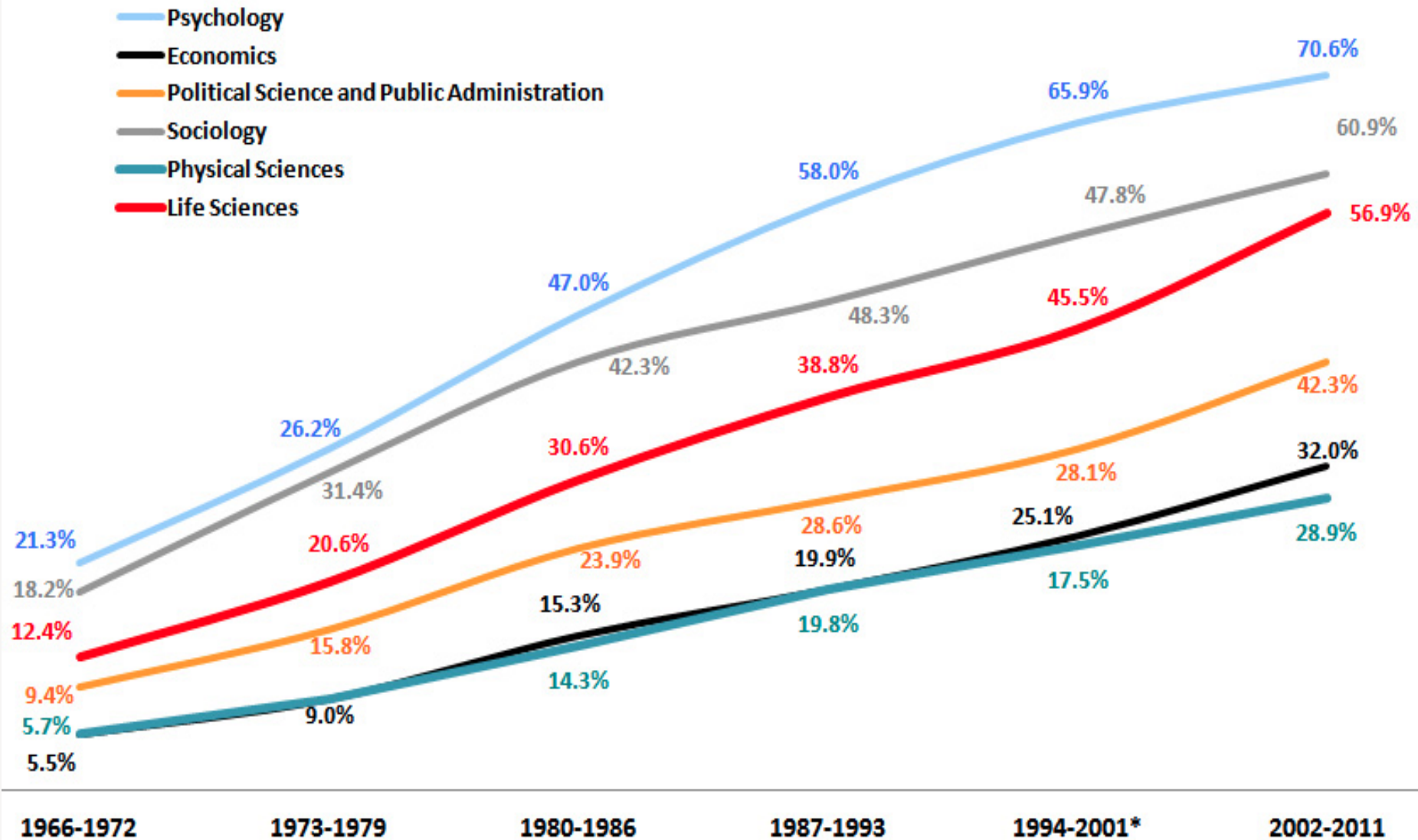
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+ YOU ARE EXCEPTIONAL!

- The first thing that I find really important to tell you is to say that you all should be aware of how exceptional you are.
- The numbers back it up!
- While the percentage of all doctorates awarded to women has increased from 5.7% in the late 60s/early 70s to 32% in the 2000s, it still remains low.
- Also, we have fewer women Ph.D.'s than any other discipline, except for for the physical sciences and Engineering.



Doctorate Degrees Awarded to Women in Selected Disciplines: 1966-2011 (Percentage of All Doctorate Degrees Awarded)



+ YOU ARE EXCEPTIONAL!

- If you entered academia and stayed in academia you are truly exceptional:
- Back in 2000, women were 25% of assistant profs, 20% of associate profs, and 8% of full profs.
- The numbers increased a little by 2012, with women being 28% of assistant profs, 22% of associate profs and 12% of full profs.
- The gender gap in promotion rates after 10 years out of grad school is 20% and 16%, without and with controls for various characteristics.
- This compares to 8% in other disciplines and -4% in engineering.

+ YOU ARE EXCEPTIONAL!

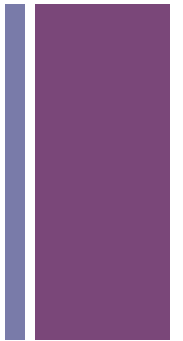
- Women are also in the minority in the private and public sectors and this matters. Recent studies show that women tend to have different leadership styles and perspectives on public policy.

- There are two important messages here:
 1. If you are here and part of this small group, you must be very good and also pretty tough. You are exceptional, so if you've made it this far you can continue to do great things professionally!
 2. It is also important to consider why some have labeled the profession the “dismal science for women” and why we have this leaky pipeline. What can we do individually and as a group to avoid these leaks!



+ THE NEXT STEP?

- If you got tenured or you have advanced from economist to senior economist in the private or public sector, it means you have gone against the tide and you have figured how out how things work.
- A common comment I get is then, why does one need mentoring at mid-career then?
- However, we all need advise along the way:
 - More responsibilities, more choices.
 - Greater expectations.



+ MORE RESPONSIBILITIES



- As it turns out, as you get promoted you also get new responsibilities but you also have more choices to make:
 - If you are in academia, as an assistant prof, you probably had a reduced teaching load and were protected from admin work. When promoted to associate, teaching load may have increased, you are more sought after by students, and you get new admin duties.
 - If you are outside of academia, you may become a team leader, be in charge of projects yourself or be moved up and assigned managerial duties.

+ MORE CHOICES

- You may not only have more responsibilities doing your current job, but you may be sought after to do new things and you may have to consider shifts in your career:
 - From academia and non-academic research work into policy (and back).
 - From academia and non-academic work into administration (and back).
 - From academia to non-academic work (and back).



+ MORE RESPONSIBILITIES, MORE CHOICES

- How to deal with more responsibilities and choices:
 - Remind yourself what matters and motivates you. Allocate time to those activities that matter to you.
 - However, talk to your colleagues about what matters for promotion in the next step in your career and allocate time accordingly.
 - Talk to knowledgeable colleagues about their experiences as you choose new paths, but most importantly know yourself.
 - Don't close doors when you don't have to. Don't necessarily say no, but instead negotiate.

+ GREATER EXPECTATIONS

- As you get promoted in academia, you have to continue active in research, teaching and service, but another consideration for promotion to full is recognition and prominence in your field:
 - Appointments to editorial boards,
 - Appointments in professional organizations,
 - Getting invited to give talks and lectures,
 - Prominence and recognition of your research outside of your field and/or by the public.
- Outside of academia, you probably want to gain respect outside of your unit and outside of your organization and to take leadership roles.

+ GREATER EXPECTATIONS

- As other's expectations from you grow, so should your expectations of you towards your institution and profession:
 - Don't be afraid to ask for things that support your work.
 - Don't be afraid to come up with ideas and projects that will help you and your organization.
 - Learn to delegate.
 - Play to your strengths – remember that women have different leadership styles that may help them navigate some organizations better.



+ MENTORING AND NETWORKING

- How to deal with more responsibilities and need to achieve greater recognition:
- Seek Advise – we all continue to need advise, not just technical advise in our particular field, but also advise of how to navigate our institution, information on resources and grant opportunities (this is why several mentors, from different disciplines and at different levels are important).
- Build Networks – at all levels, so giving advise is important too. What goes around comes around. You need advocates and not only advise.
- Follow Role Models – while we have fewer women in the upper ranks than other professions, we are lucky to have superb role models.

+ **WORK-LIFE BALANCE!**

- **IMPORTANT:** just as you need balance in your professional life and you need to remind yourself about what matters to you, you must never forget what ultimately drives you.
- Balance doesn't mean everything is in perfect balance all the time, but that over the course of a week, month or year (or even over the years) you feel you have been able to devote time to the things and people who most matter to you.
- Give yourself a space where you can be truly yourself.

