



# Summary of Recommendations of WIA-II

January 8, 2004  
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National Radio Astronomy Observatory

January 2004 — AAS CSWA Meeting

# Breakout Groups

- Family Issues
- Outside Academia
- Changing the Culture
- How Women Can Achieve Success
- Small and Women's Colleges
- Responsibilities of Large Institutions
- Hiring

# Primary Recommendations - 1

1. Better data gathering
  - Need a systematic longitudinal study
2. Mentoring
  - Formal or informal, but not “sink or swim”
  - Training for mentors is important
3. Innovative career paths
  - Information needed
  - E.g., astronomy research + project management

# Primary Recommendations - 2

4. Families need flexibility
  - Childcare, leave
  - 16 yr for grad school, 2 postdocs, 3 yr tenure track
5. Professional training for decision-makers
  - Mentoring, recruitment, interviews
6. Best practices among consortia
  - AURA, NCAR, AUI, USRA meet to discuss and develop “best practices” for key issues
7. Hiring
  - Shorten career paths, proactive recruitment, two-body problem
  - Better statistics would help

# Childcare Questionnaire

1. Are you interested in attending an AAS meeting in the next two years?
2. Do you have children? What are their ages?
3. In the past, have you missed an AAS meeting that you wanted to attend, due to childcare issues?
4. Would an AAS contribution of \$100 toward your on-site childcare expenses help you to attend an AAS meeting that you might otherwise skip?
5. Please add any additional comments or suggestions you'd care to make on the issue of childcare at AAS meetings.