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Recommendations of WIA-II

Summary of
Breakout Groups

Hiring

Responsibilities of Large Institutions

How Women Can Achieve Success

Changing the Culture

Outside Academia

Family Issues

Small and Women's Colleges
Primary Recommendations

1. Better data gathering
   • Need a systematic longitudinal study
   • E.g., astronomy research + project management
   • Information needed

2. Mentoring
   • Formal or informal, but not "sink or swim"
   • Training for mentors is important

3. Innovative career paths
   • Training for mentors is important
   • Formal or informal, but not "sink or swim"
Primary Recommendations - 2

2. Families need flexibility
   - Childcare, leave
   - 16 yr for grad school, 2 postdocs, 3 yr tenure track

5. Professional training for decision-makers
   - 16 yr for grad school, 2 postdocs, 3 yr tenure track
   - Childcare, leave

6. Best practices among consortia
   - AURA, NCAR, ANU, USRA meet to discuss and develop

7. Hiring
   - Shorten career paths, proactive recruitment, two-body problem
   - "Best practices for key issues"

Better statistics would help
Childcare at AAS meetings:

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.

Childcare Questionnaire