

<1>Literature and Background<1>

The policy-oriented literature on women in academic SEM offers two rationales for focusing resources on ameliorating gender inequities in the

Table 2. Regression Analyses of Career Progression

<1>References<1>

Acker, Joan. 1990. Hierarchies, jobs, bodies: a theory of gendered organizations. *Gender & Society* 4(2):139-158.

Acker, Sandra. 2007. Women 'learning to labour' in

Konrad, Alison, and Jeffrey Pfeffer. 1991. Understanding the hiring of women and minorities in educational institutions. *Sociology of Education* 64:141-157.