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Pathways, Potholes, and the Persistence of Women in Science: Reconsidering the Pipeline

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Training for and pursuing a career in science can be treacherous for women; many more begin than ultimately complete at every stage. Characterizing this as a pipeline problem, however, leads to a focus on individual women instead of structural conditions. The goal of the book is to offer an alternative model that better articulates the ideas of agency, constraint, and variability along the path to scientific careers for women. The chapters in this volume apply the metaphor of the road to a variety of fields and moments that are characterized as exits, pathways, and potholes.
The scholars featured in this volume engaged purposefully in translation of sociological scholarship on gender, work, and organizations. They focus on the themes that emerge from their scholarship that add to or build on our existing knowledge of scientific work, while identifying tools as well as challenges to diversifying science. This book contains a multitude of insights about navigating the road while training for and building a career in science.
Collectively, the chapters exemplify the utility of this approach, provide useful tools, and suggest areas of exploration for those aiming to broaden the participation of women and minorities. Although this book focuses on gendered constraints, we are attentive to fact that gender intersects with other identities, such as race/ethnicity and nativity, both of which influence participation in science. Several chapters in the volume speak clearly to the experience of underrepresented minorities in science and others consider the circumstances and integration of non-U.S. born scientists, referred to in this volume as international scientists. Disaggregating gender deepens our understanding and illustrates how identity shapes the contours of the scientific road.

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