

# Personal Professional Development

Day 1 : Navigating Life : (Aimed at early career people) (2 hours)

- (1) Anita Mehta (India) : Gender Issues In Indian Science (20 minutes)

In this talk I will discuss gender issues of relevance to Indian science: given India's hugely emergent status in today's globalised world, there are often contradictions between the intentions of its more progressive citizens and the practice of rather feudal traditions. Such contradictions are manifest in every sphere of Indian society, that of gender in Indian science being only one of the many examples. After giving some examples, I will suggest ways in which this can be corrected to make Indian science truly gender-neutral, in the hope that there will be common threads with situations that are internationally prevalent.

- (2) Nutan Chandra (India) : Why Use Only Half The Brain? (20 minutes)

Women constitute half the population but women in Physics are far less. To enhance and enrich the diverse flavour of Physics, it is imperative that those women who have an intrinsic liking for the subject be encouraged to pursue it professionally. In a survey carried out with four batches of undergraduate students of the college, the inherent reasons for the low enrolment and their indifference to pursuing higher studies and profession in Physics were investigated. On the basis of the analysis, some remedial measures were carried out and it has opened new vistas. Inducting girls into Physics and retaining them calls for iterative initiatives by the faculty. It also demands sustained collaboration with the Industry and Research Institutes.

- (3) Participatory Workshop : It's YOUR career. Take ownership to get where you want to. (1 hour)

Presenter : Beverly Hartline (USA)

In this participatory segment of the workshop we will discuss planning career goals and navigating the opportunities and barriers to achieve them. What is important to you is not the same as what is important

to others. And physics, as a field, along with the institutions where physics is practiced (universities, research laboratories, government institutes, and others), has typical practices and mindsets, which vary from country to country, but have often been experienced as unwelcoming to women. If you understand these practices and mindsets and use them to your advantage, you can accomplish much more, feel greater satisfaction and accomplishment, achieve more work/life balance, and get where you want to go.

Day 2 : Negotiation to get what you Need and Want ( 2 hours)

- (1) Participatory Workshop : Negotiation to get what you Need and Want (1.5-2 hours)

Presenter : Anne J. MacLachlen (U.S.A)

Women in many cultures (including the U.S.) are usually socialized not to speak up directly for what they need and want - even in professional settings. It is frequently a dilemma. If women wait until forced to speak up, then do so with great emphasis, then they can be perceived as pushy or worse. Negotiation for a new position, for winning your colleagues to your point of view, or for budget increases does not have to be painful. Behavioral scientists have identified various strategies for women to adopt which makes them highly successful negotiators. How to do this successfully is the focus of this workshop and includes handouts, scenarios, and acting out. The expectation is that this is a workshop in which everyone present will be asked to participate, so please come with an idea of what aspect of negotiation you find difficult and we will use it to demonstrate how to deal with it. Handouts will be provided.

Day 3 : Transitioning into Leadership Positions (Aimed at senior women)  
( 2 hours)

- (1) Participatory Workshop : Transitioning into Leadership Positions (1.5 hours) Presenter : Kelly Mack (U.S.A)

While women faculty have made significant strides in the academy, there still remains a paucity of representation of women in upper levels of academic administration. It has been reported that women make up only as little as 20% of all chief executive officers at all institutions in the United States, yet they make up over 50% of the undergraduate student population. The disparity in women leadership in the academy is recognized as having a profound impact on an institution's intellectual capital. Thus, it is imperative that women faculty, particularly in the male dominated science and engineering disciplines, develop meaningful survival skills that will prepare them for achieving their career priorities and maximizing their personal and professional resources.

Emphasis during this workshop will be placed on expanding intra- and inter-institutional networks, appropriate selection of role models and mentors, effective communication skills, personal development, stress management and conflict resolution. The workshop will utilize personal and professional introspection, dynamic exchange among all participants as well as meaningful handouts and related materials, and small group discussions. As a result of this workshop, it is expected that women will develop essential survival skills effective in overcoming biases and barriers related to gender, as well as personal reflection, networking, time management and self-marketing.

- (2) Final concluding remarks (.5 hours)