

Knowing Her Place

Positioning Women
in Science

Valerie Bevan
Caroline Gatrell

NEW HORIZONS IN MANAGEMENT

Knowing Her Place

'Valerie Bevan and Caroline Gatrell have written a fascinating book about women in science. Whilst much has been said in the media about the lack of women in senior science roles nobody has really provided the story behind the woeful figures. These authors form a terrific partnership in that one of them is a working scientist and the other is a highly regarded academic who writes about women and leadership. Together they have crafted a book which captures the actual experiences of mainly women but also men in science and together theorise why the underrepresentation of women in leadership positions in science continues. This is both an informative and engaging book and deserves to be read widely.'

Susan Vinnicombe CBE, Cranfield University, UK

'Knowing Her Place: Positioning Women in Science is a book we should have had 20 years ago. It is an outstanding book about the issues that affect women working in science; the problems, dilemmas, their careers, motherhood, etc. It is the best book ever written on this subject, and makes a major contribution to the field of women at work. This is a must buy for anyone interested in science, more generally, and how we can get more women into science.'

Sir Cary Cooper, University of Manchester

More women are studying science at university and they consider themselves as men. Yet, still, significantly fewer women than men hold prestigious jobs in science. Why should this occur? What prevents women from achieving as highly as men in science? And why are so few women positioned as 'creative genius' research scientists?

Drawing upon the views of 47 (female and male) scientists, Bevan and Gatrell explore why women are less likely than men to become eminent in their profession. They observe three mechanisms which perpetuate women's lowered 'place' in science: subtle masculinities (whereby certain forms of masculinity are valued over womanhood); motherhood (in which women's potential for maternity positions them as 'other'), and the image of creative genius which is associated with male bodies, excluding women from research roles.

Valerie Bevan is an Honorary Teaching Fellow at Lancaster University Management School and **Caroline Gatrell** is Professor of Organization Studies at the University of Liverpool Management School, UK.

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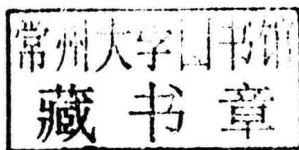
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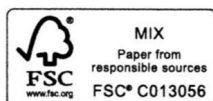
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Series Editor: Professor Sir Cary L. Cooper, CBE, *50th Anniversary Professor of Organizational Psychology and Health at Alliance Manchester Business School, University of Manchester, UK and President of the Chartered Institute of Personnel and Development and British Academy of Management*

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Knowing Her Place

Positioning Women in Science

Valerie Bevan and Caroline Gatrell

For women scientists, past, present and future

For Byron and Henry
Valerie Bevan

For Tony, Anna and Emma
Caroline Gatrell

About the authors

Valerie Bevan is an Honorary Teaching Fellow at Lancaster University Management School, UK. She is a microbiologist who has worked in public sector organizations including the NHS where her main national and international contribution has been leading the development of standardized methods in diagnostic microbiology.

For many years during Valerie's long career she was steeped in the expectation that she should 'know her place' and not threaten the status quo. She came to feminist and critical management studies late when undertaking a management course at the University of York, followed by a PhD in Management Learning and Leadership at Lancaster University. It was during this time that she came to realize that science itself could be questioned and she found a new freedom to challenge how accepted masculine scientific norms influenced the multiethnic workforce where women were in the numerical majority but few made it to the top jobs.

Valerie has been a keynote speaker on the subject of women in science many times and has facilitated at various workshops. She is also a member of the Advisory Board to the Critical Studies Research Group at Durham University. Valerie has been a member of the council of the Institute of Biomedical Science, and has contributed to the Science Council on diversity and equality. She currently chairs the British Society for Microbial Technology.

Caroline Gatrell is Professor of Organization Studies at University of Liverpool Management School, UK. Caroline's research centres on family, work and health. From a socio-cultural perspective, Caroline examines how working parents manage boundaries between paid work and their everyday lives. In so doing she explores interconnections between gender, bodies and employment, including theorizing on masculinity and employment, as well as development of the concepts of 'maternal body work' and 'pregnant presenteeism'.

Her work is published in leading journals including: *Human Relations*; *British Journal of Management*; *Gender, Work & Organization*; *Social Science & Medicine*; *International Journal of Management Reviews*; and *International Journal of Human Resource Management*.

Caroline enjoys teaching research development and capacity building among PhD students and early-career scholars.

Preface

This book has been almost ten years in the making. Following initial collection and analysis, we took a step back from our data. We sought to attain critical distance, enabling us to see the bigger picture regarding women's position in science. We have spent time reflecting on how we might interpret our findings, and how we might best articulate and explain the persistent 'placing' of women scientists in roles that offer limited opportunities for research leadership.

As a team we bring together Valerie's insider knowledge as a senior scientist and Caroline's experience as a management sociologist. We believe this combination has allowed us to develop a framework and a perspective (see Figure 1.1 in Chapter 1) that have potential to shed light on women's status beyond the arena of science.

We suggest that Figure 1.1 'Knowing her place – positioning women in science' offers potentially wider application and anticipate that it may, in future, make a contribution more broadly in the context of research on women's work.

Valerie Bevan and Caroline Gatrell

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There are many friends and colleagues who have assisted in the shaping of this book. In particular we would like to thank Byron and Henry Bevan, Tony Gatrell and Mark Learmonth for their critical reviews and insightful comments on earlier versions of the book as we developed our line of thought. We would also like to thank Maggie Vearey for reading the whole manuscript twice over for polish and proofing. We are grateful to Sarah Patterson for all her support over many years.

We owe a special debt to the anonymous scientists who kindly gave up their time to be interviewed as part of our research and without whom the book would not have been written.

Abbreviations

AAUW	American Association of University Women
AHSSBL	arts, humanities, social sciences, business and law
A Level	General Certificate of Education Advanced Level
AWIS	Association for Women in Science
BSc	Bachelor of Science
CEO	chief executive officer
DfE	Department for Education
EC	European Commission
ECU	Equality Challenge Unit
EHRC	Equality and Human Rights Commission
EU	European Union
F/T	full-time
GCSE	General Certificate of Secondary Education
HCPC	Health and Care Professions Council
HCS	healthcare scientist/science
HoCSTC	House of Commons Science and Technology Committee
IBMS	Institute of Biomedical Science
MBA	Master in Business Administration
MSc	Master of Science
NHS	National Health Service
OECD	Organisation for Economic Co-operation and Development
O Level	General Certificate of Education Ordinary Level, now GCSE

ONS	Office for National Statistics
PhD	Doctor of Philosophy
P/T	part-time
RC Path	Royal College of Pathologists
R&D	research and development
SET	science, engineering and technology
STEM	science, technology, engineering and mathematics
STEMM	science, technology, engineering, medicine and mathematics
STFC WiSTEM	Science and Technology Facilities Council, Women in Science, Technology, Engineering and Maths Network
UKRC	UK Resource Centre for Women
WISE	Women in Science and Engineering
WWC	Women & Work Commission

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