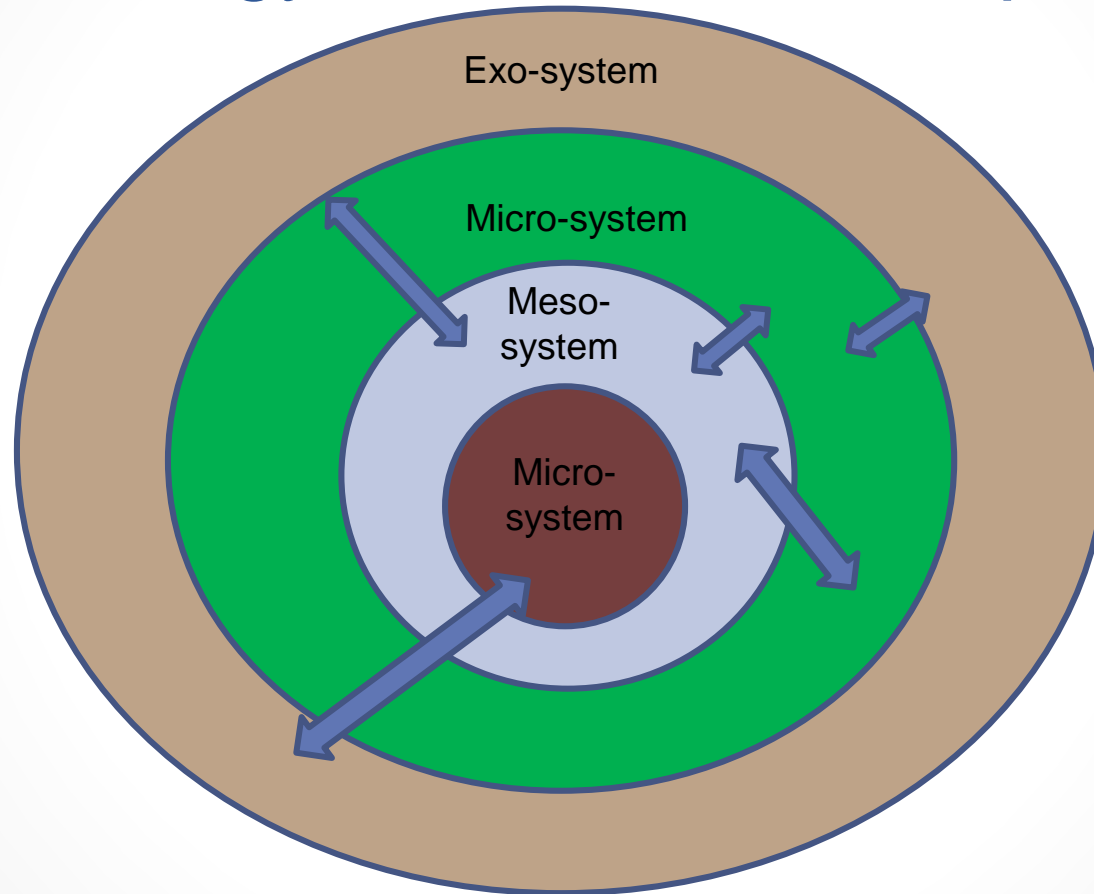


TEL AVIV אוניברסיטת
UNIVERSITY תל אביב

**FROM THEORY TO PRACTICE:
PROFESSIONAL SOCIALIZATION OF
WOMEN IN STEM**

PROF. RACHEL ERHARD
Dean of Women

Gender inequality in light of The ecology of human development



* Bronfenbrenner (1979)

Exo

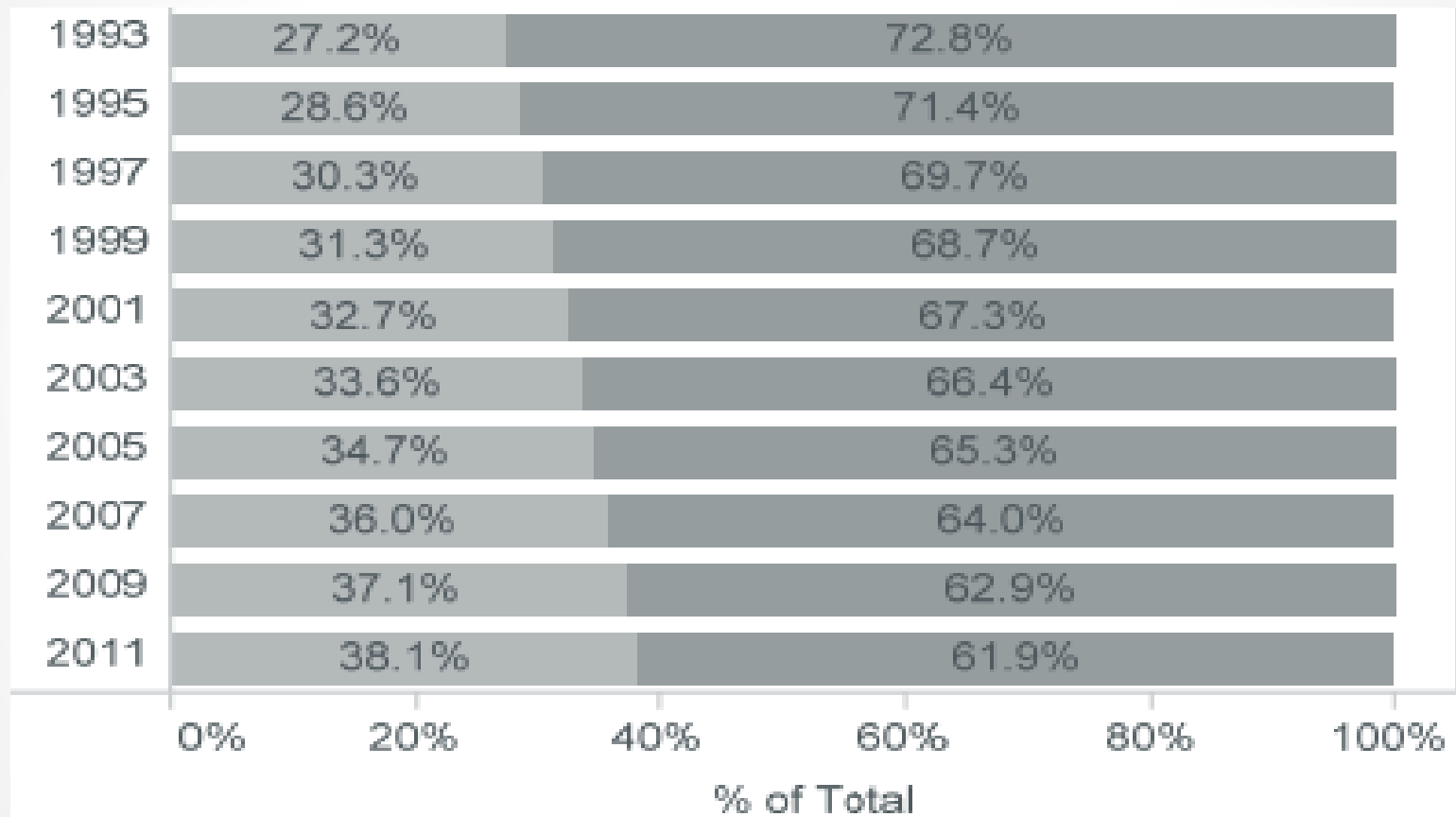
The gender gap in academia:

A universal phenomenon

Typical of the Western world

Worse in **STEM**

Tenure Track Faculty Research Universities in the U.S



*AAUED, 2013



Macro

Gender Equity in Israel STEM

29% women in general

10% women in Math and Computer Science

14% women in Engineering



Macro

Cultural characteristics:

- Pro-natal culture
- Post doc abroad

Meso - TAU

30,000
STUDENTS



TAU

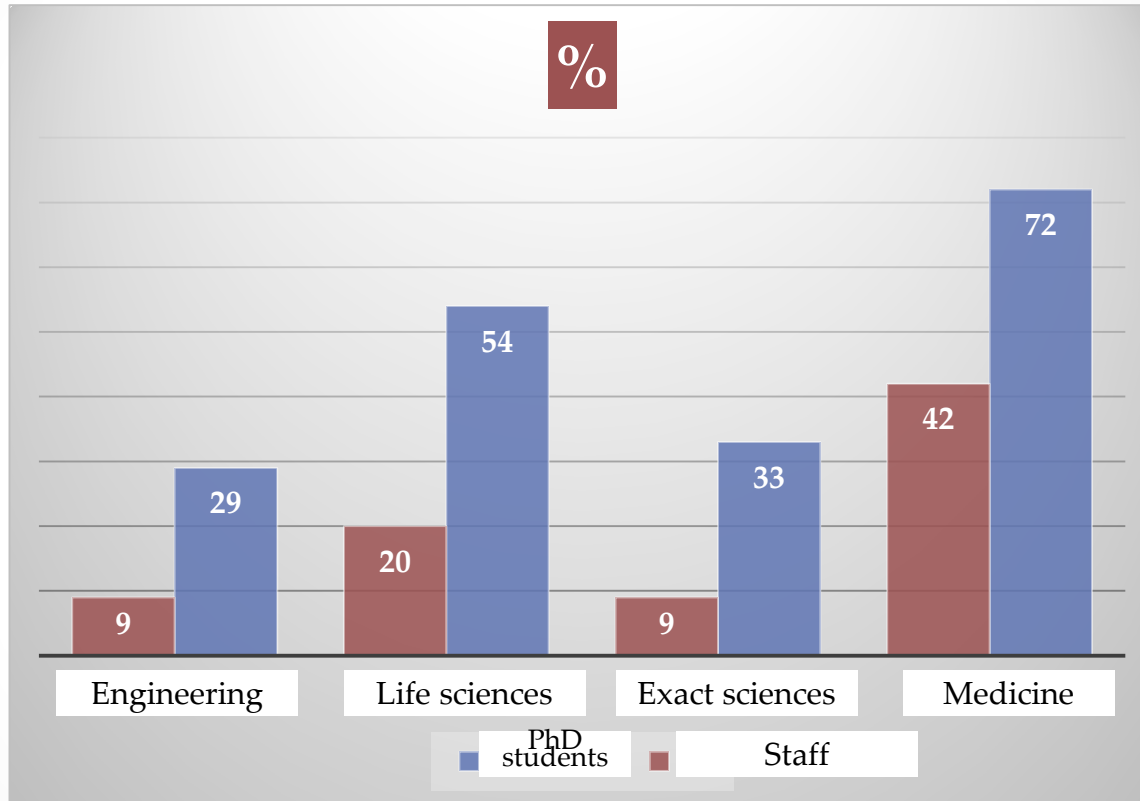
300 PHD CHAQUE ANNEE

55% women





Staff - Doctoral Graduates STEM



Micro

**Professional
Socialization**

```
graph TD; PS(Professional Socialization) <--> BS[BECOMING A SCIENTIST]; PS <--> DR[Depressive Realism]; BS <--> DR;
```

The diagram illustrates a conceptual model with three main components. At the top is a blue oval with a red border containing the text 'Professional Socialization'. Below it are two light blue rectangular boxes. The left box contains the text 'BECOMING A SCIENTIST' and the right box contains 'Depressive Realism'. Double-headed blue arrows connect 'Professional Socialization' to both 'BECOMING A SCIENTIST' and 'Depressive Realism'. A double-headed blue arrow also connects 'BECOMING A SCIENTIST' and 'Depressive Realism'.

**BECOMING
A SCIENTIST**

**Depressive
Realism**



The Career Workshops Program



Developmental

B.Sc

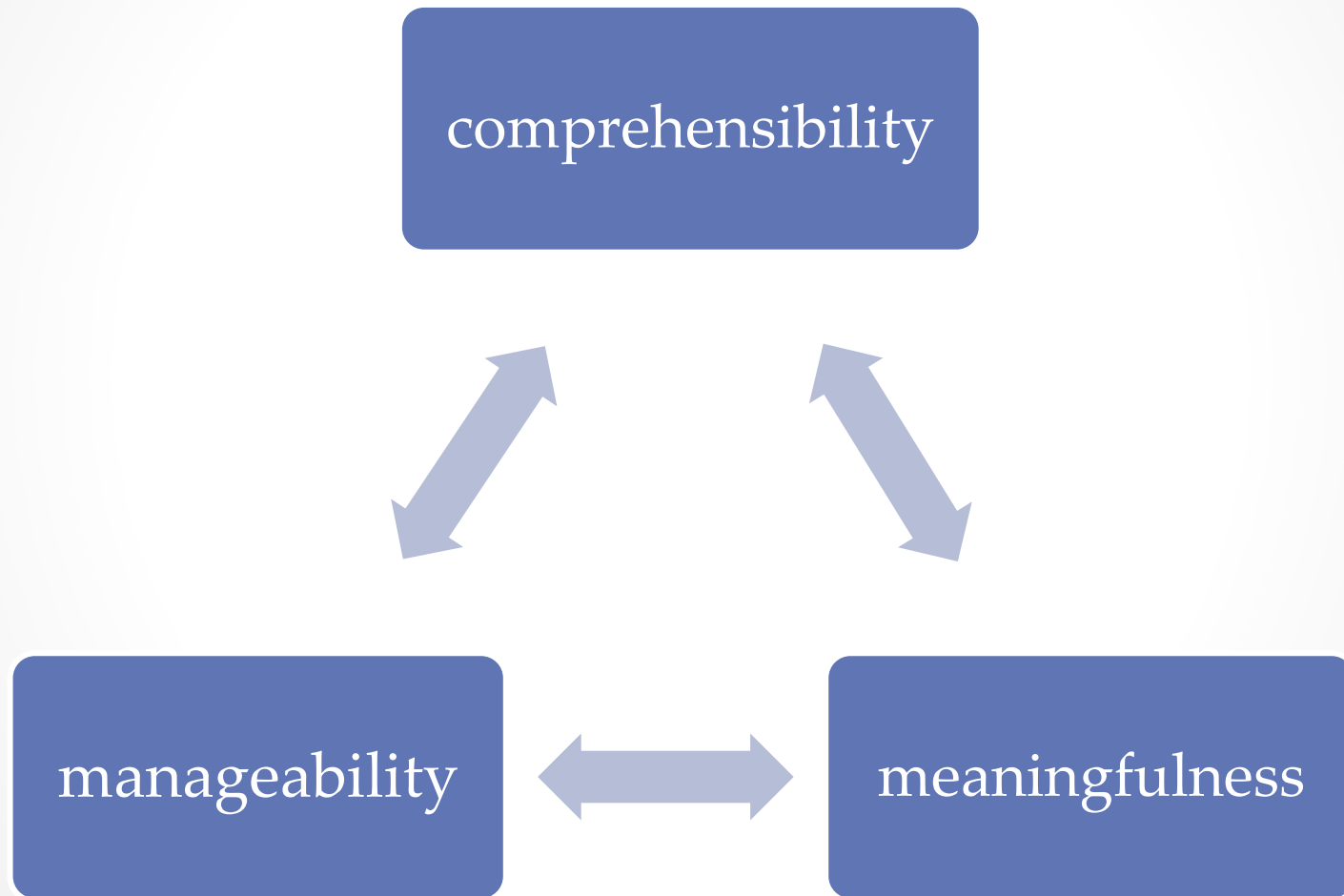
M.Sc

PhD

Multidimensional

- Attitude and perceptions
 - Emotions and feelings
 - Skills, knowledge and information
- 
- 

Conceptual Framework: Sense of Coherence



*Antonovsky (1987)

Comprehensibility

The degree to which an individual perceives elements in a situation as understandable and predictable

Manageability

The degree to which an individual perceives himself as being in control of the situation and being able to cope and solve problems that occur

Meaningfulness

the degree to which an individual finds meaning in a specific goal and as a result feels motivated to achieve it

Thank you!

