

Becoming Leaders

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Becoming Leaders

**A Practical Handbook for
Women in Engineering,
Science, and Technology**

Second Edition

**F. Mary Williams, Ph.D.
Carolyn J. Emerson**

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This second edition of *Becoming Leaders: A Practical Handbook for Women in Engineering, Science, and Technology* is dedicated to F. Mary Williams who lived her life and inspired others with vision, values, and courage.

Photographs are courtesy of the following:

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Submitted by subject: pages 3 and 152

Women in Science and Engineering Newfoundland and Labrador: pages 19, 26, 35, 54, 75, 104, and 185

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Roadmap

The chapters in this book may be read in any order. The first and last chapters (*Introduction* and *Women in Engineering, Science, and Technology: A Special Case*), however, are recommended for all to read. Following are subsets of special interest to particular career stages:

Students

- Strategies for Students in STEM (Chapter 3)
- Graduate Studies (Chapter 4)
- Time Management (Chapter 10)
- Job Hunting and Gender (Chapter 5)
- Sexual Harassment (Chapter 16)
- Networks, Mentors, and Sponsors (Chapter 7)

Career Women

- Career Path and Progress (Chapter 6)
- Women in the Public Service (Chapter 14)
- Work–Life Balance (Chapter 8)
- Time Management (Chapter 10)
- Networks, Mentors, and Sponsors (Chapter 7)
- Women Are Leaders (Chapter 2)

Faculty Members

- Tenure Strategies for New University Faculty (Chapter 12)
- Career Path and Progress (Chapter 6)

- Work–Life Balance (Chapter 8)
- Time Management (Chapter 10)
- Networks, Mentors, and Sponsors (Chapter 7)
- Women Are Leaders (Chapter 2)

Deans/Heads/Chairs

- Proactive Diversity for Academic Deans and Departments Heads (Chapter 13)
- Promoting Women’s Participation (Chapter 19)
- Sexual Harassment (Chapter 16)
- Work–Life Balance (Chapter 8)

Managers

- Diversity Management and Accountability (Chapter 15)
- Promoting Women’s Participation (Chapter 19)
- Sexual Harassment (Chapter 16)
- Work–Life Balance (Chapter 8)