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**Staying in the Academic Pipeline: Growing Professionally in an Economic Drought**

Economic conditions are placing unprecedented pressures on universities and funding agencies. For young scholars, this translates into fewer postdoctoral and faculty lines. For highly experienced senior scholars, it emerges as fewer opportunities for new programs of research and collaborations, and this in turn limits the options available to senior scientists for training young scientists. Research and economic analyses expect the impact of the economic crisis to be more detrimental for females than for males (see, e.g., the 2009 ILO Report on Women and the Economic Crisis). In this climate, it becomes essential to find creative ways to stay visible and to fund new and potentially transformative lines of research, and this may be particularly true for female scientists. Given the high level of interaction at the annual WICS workshops held at professional meetings and the active participation and involvement of both junior and senior scientists (in addition to the anonymous written evaluations after the session indicating that this interaction among junior and senior scientists is highly appreciated), WICS is in a unique position to address the concerns of junior as well as senior scientists. In the coming year, we intend to

- 1) Conduct panel discussions at three professional meetings that focus on strategies for maintaining visibility and productivity during the current economic realities, including:
  - i. Predoctoral, Postdoctoral, and early career grant application writing
  - ii. Creating opportunities and optimize mechanisms to sustain research productivity

These themes will be addressed by a panel of six participants in three meetings hosted by Women in Cognitive Science (WICS). Meetings will take place at the Psychonomic Society, the Cognitive Science Society (CSS) and the Association for Psychological Science (APS). In the past, meetings whose timing is coordinated with the Psychonomic Society have provided a public forum at which WICS has implemented a speaker-panellist format to initiate discussion about best practices for the professional advancement of women at the individual and at the institutional level; discussion that ultimately provides a model as it spreads to the home institutions with which individuals are affiliated.

- 2) Reinitiate and extend a program of travel for collaboration and mentorship between junior and senior scientists. Travel awards will be initiated by junior scientists to enhance their visibility and potential for collaborative research. Mentoring awards will be initiated by junior or senior (male or female) scientists to facilitate and mentor the career of a female junior scientist

**Intellectual Merit.** Activities focus on strategies for scientists so that they can stay in the academic pipeline and grow professionally during an economic drought. They address issues of particular relevance to junior scholars who are embarking on their scholarly careers in a period

of limited resources. The proposed initiative not only fosters professional development by distributing specific suggestions but also models how local discussion about best practices can spread to the home institutions with which individuals are affiliated.

The **Broader Impact** of this proposal arises from the interweaving of science and research culture that will enhance the success of all researchers but especially female researchers who continue to be underrepresented in senior academic positions in the cognitive sciences.