

# MSCS MESS

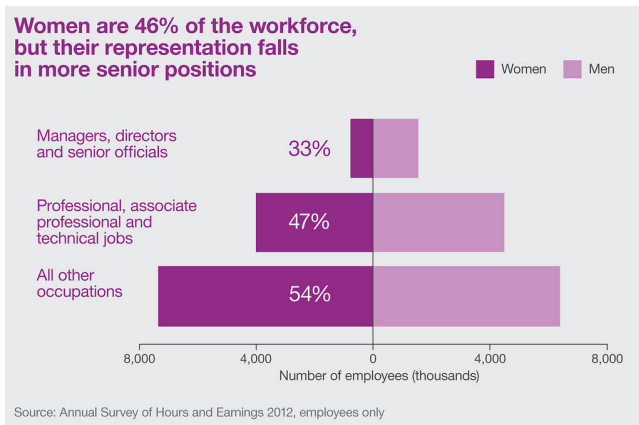
Department of Mathematics, Statistics, and Computer Science  
St. Olaf College, Northfield, MN 55057  
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## Next Monday's Colloquium

Title: Gender Parity in Professional Hierarchies  
Speaker: Incoming TT Prof. Sara Clifton  
Time: 3:30 PM  
Date: May 13  
Place: RNS 310

utive officers are female, 20% of US congress is female, and 34% of practicing physicians are female. The decreasing representation of women at increasing levels of power within hierarchical professions has been called the “leaky pipeline” effect, but the main cause of this phenomenon remains contentious. Using a mathematical model of gender dynamics within professional hierarchies and a new database of gender fractionation over time, we quantify the impact of the two major decision-makers in the ascension of people through hierarchies: those applying for promotion, and those who grant promotion. The model is the first to demonstrate that intervention may be required to reach gender parity in some fields.

**About the Speaker:** Sara Clifton is an incoming Tenure-Track Mathematics Professor! She grew up on a cattle and hay farm in Colorado and completed her undergraduate degree in Applied and Computational Mathematics at the Colorado School of Mines. She earned her PhD at Northwestern University in Engineering Sciences and Applied Mathematics under the supervision of Danny Abrams. Her current research interests are mathematical modeling of complex social and biological dynamical systems. Outside of academic pursuits, Sara enjoys rock climbing, playing the French horn, and vegan cooking.



**About the talk:** Women constitute approximately 50% of the population and have been an active part of the US workforce for over half a century. Yet women continue to be poorly represented in leadership positions within business, government, medical, and academic hierarchies. As of 2018, less than 5% of Fortune 500 chief executives

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