

# Leadership Excellence and Gender in Organizations

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## Preparing leaders for industry: The role of graduate education and early career training in the career trajectories of female STEM PhDs

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## **Preparing Leaders for Industry: The Role of Doctoral Education and Early Career Management Training in the Leadership Trajectories of Female STEM PhDs**

### **Abstract**

Although the participation of women in STEM doctoral education has steadily increased, women are still underrepresented in leadership positions across employment sectors. Using data from the National Science Foundation Survey of Doctorate Recipients, this study examines the role of doctoral education preparation in communication and management skills, as well as post-PhD early career management training, on PhDs' attainment of leadership positions in industry. Research findings indicate that women are more likely than men to participate in management training. Women who participate in management training are more likely than women who did not participate to obtain leadership positions and to earn higher salaries. Research findings suggest the importance of doctoral education preparation and increased access to professional development opportunities and training in reducing gender gaps in employment outcomes.