

# *Women in Science*



# *Evelynne GIL*

PROFESSOR MATERIALS SCIENCE

France - Université Clermont Auvergne - CNRS

Institut Pascal Laboratory

60-year old this year

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## MY EXPERIENCE

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### **Researcher**

Epitaxy - Vapor Phase Epitaxy

*1988 - Present*

### **Teacher**

Physics - Materials Science

*1992 - Present*

### **Head of laboratory**

Institut Pascal - Materials Science and Engineering

*2017 - Present*

# Education

Engineer in Physics

PhD in Materials Science - Epitaxy



**ASK FOR A FEMALE ENGINEER**

and you will get a supermodel



**ASK FOR AN ENGINEER ON THE INTERNET**

and you will get pictures of men



**GOING A LITTLE BIT FURTHER**

you will finally get diversity

**THERE IS STILL A LOT TO DO**







**Wanted to teach also**



## *Childhood-Science?*

**Wanted to know how the world worked**

helped by my father, he was a car mechanic and quite unconsciously, he never saw me as a girl, but as someone who must stand up in all circumstances







Ella Fitzgerald, a discreet figure of the condition of women and civil rights for all. With Cyd Charisse, they embody the unwavering strength of the Voice, of the eternal grace and feminine elegance.



Simone Veil survived concentration camps, defended women's rights, was a founding mother of Europe.



Marie Skłodowska-Curie, not only because she was one of the most brilliant scientist, but also for her life as a citizen (in times of war) and her personal life as a free woman.







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## *Obstacles?*

If so, if there were obstacles or more or less sexist hostilities, I didn't see them or I didn't want to see them. No time, no energy to devote to the annoying ones.

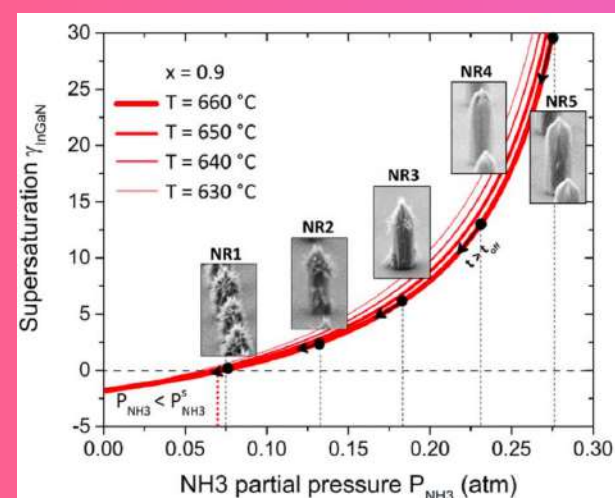
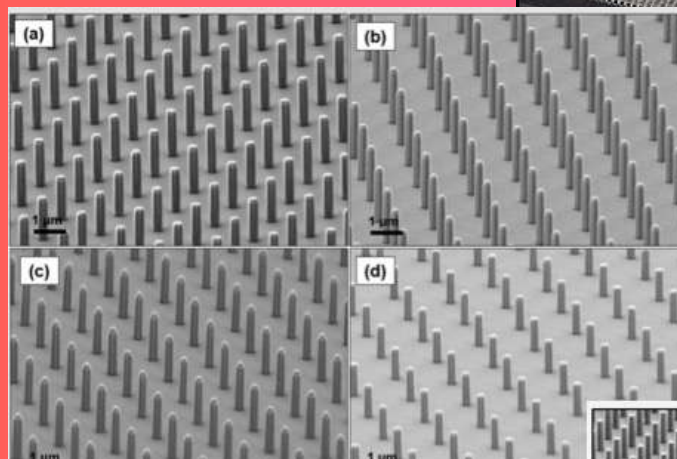
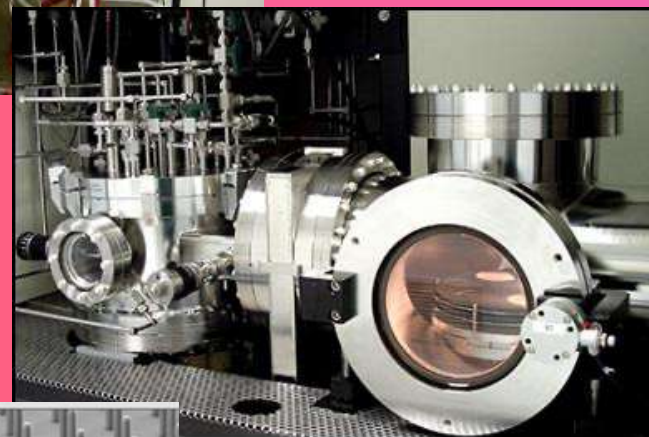
Finally, our road is paved with people we meet, people who trusted you: "I'll give you the keys, you'll know how to do it." I've had four mentors in my professional life, one woman and three men. I thank them again, because without them, the trajectory would have been different.





don't take no for an answer

Editors/Journals.  
Beware of the quote race.

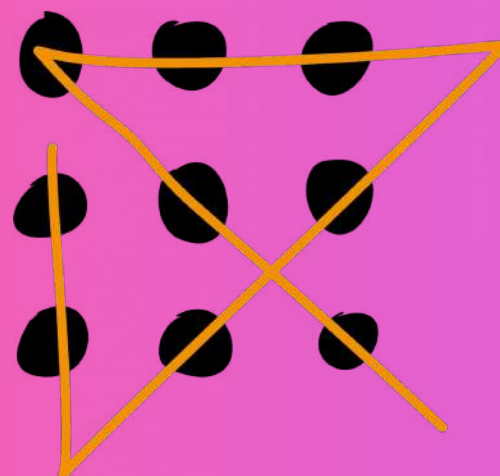


*teaching*

what: knowledge  
how: energy, enthusiasm,  
be epic

*doing research*

think outside the box







Long process.  
Start with small responsibilities: a team, a group, then a lab,  
to practice, to endure, to learn who you are  
without complacency but always with kindness.



If you have to decide between four people for a single winner,  
remember that three will be bitter and one will be ungrateful.  
You will receive little thanks and a lot of blame, regardless of the true outcome.  
Always listen to everybody, included the one you don't expect that much.  
Sometimes, this very one gets the key.



Doubts? Failures? ... of course  
on Monday you act as a Queen,  
on Thursday as an idiot.  
For we are humans and that goes with the condition.

## *running a laboratory*

400 people

25% of whom are women

130 of whom are PhD students

You have a vision, an agenda, big goals for the collective.  
You won't be able to accomplish all of them.

Don't blame yourself, because this is a collective accomplishment that does not depend solely on you.  
You have control (more or less) over yourself, but not over all external parameters.  
Sometimes, these parameters drive the story.

You commit to giving the best of yourself, and this does not mean to be successful every time.

Be honest, know how to apologize in public; it's not a sign of weakness, it's a strength.  
Because only the bravest do apologize. Respect is earned that way.



Running a laboratory means having to process 120 files at the same time, all of them different in nature and at varying stages of completion. They all have to be in your head. So it's a big mess in your brain. This intellectual dispersion is very tiring.



Reactivity?  
 If a task takes less than 5 minutes, you have to do it right away. Easy doing, maximum return. It impresses everyone you answer so fast, and you'll be known and appreciated for your responsiveness.



Parallel processing.  
 Multitasking... is screwing up several things at once  
 ... unless you organize



Your physical (office) and digital environments must be tidy, so that you can find anything in less than 10 seconds.  
 For instance, it comes with the names of your files. You must name them from the general information to the specific one.  
 Use \_ instead of -: it's better for the eye. Use capital letters.

Précédent/Suivant <b>NOT GOOD</b>	
Nom	
2023_Application_File_AAP_POP.rtf	
AAP_POP_Information_File_2022.rtf	
application AAP_2023-POP.rtf	
Application_File_AAP_gen-2024.rtf	
Application_File_aap-pop_2022.rtf	
file_AAP-GEN_2025-application.rtf	
Inf-File_AAP_GEN_2024.rtf	
Information_File_AAP_GEN_2025.rtf	

Précédent/Suivant <b>GOOD</b>	
Nom	
AAP_GEN_2024_Application_File.rtf	
AAP_GEN_2024_Information_File.rtf	
AAP_GEN_2025_Application_File.rtf	
AAP_GEN_2025_Information_File.rtf	
AAP_POP_2022_Application_File.rtf	
AAP_POP_2022_Information_File.rtf	
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*running a laboratory*

some practical tips



Your to do list:  
the Eisenhower matrix?



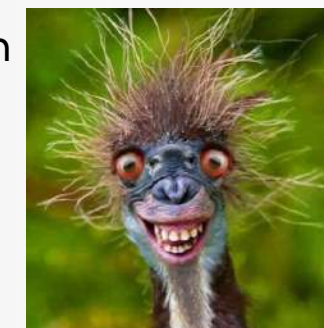
Forget it.

Start every task/file as soon as you can.  
Even a file supposed to be due within 3 months.  
For you don't know if you will be able to process it within the 48 hours before the dead line you planned to do it

... because when you are the director, be sure something will happen during these 48h that will prevent you from processing the file.

Besides, each file/task completed, frees up space in your brain and reduces stress.

From



to



*running a laboratory*

some practical tips



Biker advice: the bike goes where the eye is placed,  
so look far ahead.

Banish the inner, very feminine voice of imposter syndrome:  
Am I legitimate and capable?

Be aware that being a girl brings something new, something offbeat.

When it comes to riding responsibilities, no quality is gender-specific.

If you feel ready, you go for it based on your own values.

*running a laboratory*

The world needs the complementary leadership of women,  
to evolve for the better.

# Before going, remember

**Being a girl is a gift offered to the world.**

This is a non-negotiable starting premise.

The firefighter, the baker, the farmer, the surgeon, the engineer, the mathematician, the biologist, the physicist... practice a profession that we hope will be as passionate as possible, and which calls for no other comment, specifically regarding supposed gender limitations.

It is **she** who will set the boundaries.

She will dare to make new combinations, **she will dare to make mistakes often.**

A woman is a fighter, invincible.

**She bears the responsibility for balance, serenity, the long term, and the profound intelligence of Life, for human society and for planet Earth.**

