

Working on Women in Science

Patricia J. Byrns, MD

Associate Dean – Office of Research and Faculty Development

School of Medicine

University of North Carolina

Chapel Hill, NC



WOWS - Specific Aims

- 1. Assist in the recruitment of women faculty
- 2. Facilitate the retention of women faculty
- 3. Enhance the likelihood of professional success and representation within the institutional leadership of women in science



WOWS Background

NSF grant application in 2006 led to:

- » Baseline data for 20 basic science departments
- » New collaborations between College of Arts and Sciences and Health Affairs
- » Raising the consciousness of institutional leaders in regard to the issues of recruitment, retention, and progression of women in science









WOWS Background (continued)

Our pipeline in SOM is primed...career development awards

- » NIH: Building Interdisciplinary Careers in Women's Health (2000-) and other K12
- » Intramural: Simmons Scholars and Translational Program
- » ELAM













WOWS Preliminary Studies

New data -- there are now more PhD in clinical departments in the School of Medicine than in basic science departments in School of Medicine -> broaden scope

Preliminary Studies

- New Provost
- New Vice-Dean Medicine





Seed funding





• Steering Committee





WOWS Methods

SA 1: Recruitment of Women Faculty

Goal: recruitment should be proportional to pool of potential applicants.



CLRT Players – University of Michigan – four performances for women faculty, mixed faculty, and administrators in November 2007



SA 1: Recruitment of Women Faculty (continued)

Goal: recruitment should be proportional to pool of potential applicants.



- ...and School of Medicine
- ...and School of Dentistry (TBN)











WOWS Methods (continued)



Victoria Fraser, MD WUSTL – SOM WOWS - November



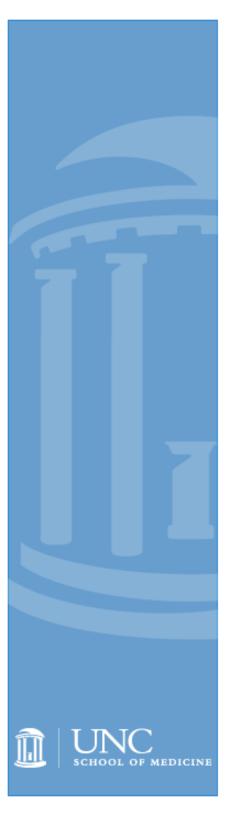




Juanita Merchant, MD PhD CAS WOWS – March 2008

Specific Aim 2: Retention of Women Faculty

Women in Science Lectures



SA2: Retention of Women (continued)

Special projects...2007-08: Implementation of paid family leave for faculty

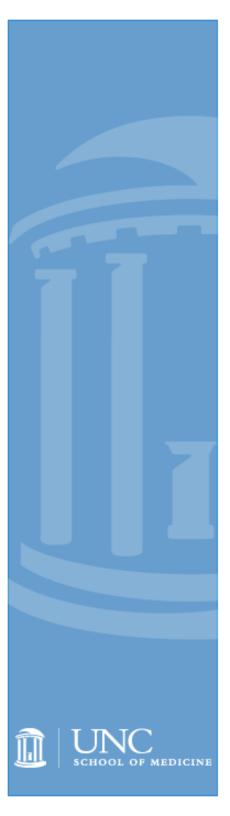
 Lunch for women faculty - associate and full professors with Vice Dean, Steering Committee, and Associate Provost – September 2007

 Ongoing study: defining departmental risk, looking at business models, best practices



SA2: Retention of Women (continued)

Funding for transitions - Support temporary instructional and administrative personnel to replace women on leave for family responsibilities.



WOWS Methods (continued)

Specific Aim 3 – Enhance the likelihood of professional success and leadership

Leadership training – co-sponsoring AAMC
 MidCareer attendance – December 2008

Sustain senior leadership training - ELAM



Next steps: Re-apply for NSF

- Things for which NSF important:
 - » University of Washington leadership workshops
 - » Funding researchers and studies that will transition us from being an implementation site to a transformation site
- Recognition by NSF will both affirm and lead to increased recognition by institution

Summary



Small investments in mentoring can have big dividends