

ADVANCES & INSIGHTS: *The NIH Women in Science Newsletter*

This e-newsletter is brought to you by the NIH Working Group on Women in Biomedical Careers.



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womeninscience.nih.gov

Recent Research and Perspectives

Reducing implicit gender leadership bias in academic medicine with an educational intervention





Girod, S., Fassiotto, M., Grewal, D., Ku, M. C., Sriram, N., Nosek, B. A., & Valantine, H. (2016). *Academic Medicine*. Advance online publication. <http://www.ncbi.nlm.nih.gov/pubmed/26826068>

Implicit bias refers to our subconsciously held stereotypes and prejudices and is therefore especially difficult to overcome. Girod et al. developed an educational intervention and tested it on 281 faculty members in clinical departments across Stanford University. Faculty of both genders were more aware of their own implicit biases after a single 20-minute session. The intervention also moderately reduced the implicit bias that favored men in leadership positions. The authors conclude that the intervention could be useful in increasing the number of women in leadership positions at academic health centers.

Women in academic medicine: measuring stereotype threat among junior faculty

Fassiotto, M., Hamel, E. O., Ku, M., Correll, S., Grewal, D., Lavori, P., Periyakoil, V. J., Reiss, A., Sandborg, C., Walton, G., Winkleby, M., & Valantine, H. (2015). *Journal of Women's Health*. Advance online publication. <http://www.ncbi.nlm.nih.gov/pubmed/26555562>

Women make up 47% of medical students but just 21% of full professors in academic medicine. Stereotype threat, in which a person fears confirming negative stereotypes, may play a role in this attrition. Supported by an NIH

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Women in academic medicine: measuring stereotype threat among junior faculty

Stereotypes about gender and science: women ≠ scientists

Coaching to augment mentoring to achieve faculty diversity: a randomized controlled trial

Pathfinder Award, Stanford researchers created the first metrics to study stereotype threat in junior faculty. Analysis of 174 junior faculty in the Stanford School of Medicine found that women were much more exposed and vulnerable to stereotype threat than their male colleagues were but had yet to experience the consequences of stereotype threat, such as isolation or disinterest, in their careers.

Stereotypes about gender and science: women ≠ scientists

Carli, L. L., Alawa, L., Lee, Y. A., Zhao, B., & Kim, E. (2016). *Psychology of Women Quarterly*. Advance online publication.

<http://pwq.sagepub.com/content/early/2016/01/05/0361684315622645>

Research shows that people associate leadership with stereotypically male traits, but less is empirically known about stereotypes of scientists and gender. In this study, 315 undergraduate students described the characteristics of a man, a woman, and a successful scientist. There was greater similarity between stereotypes about scientists and stereotypes about men, with high scores for agentic characteristics such as independence and risk-taking. Women were perceived as more communal, passive, and lacking the traits needed to be successful scientists. The authors conclude that this perceived mismatch in traits likely contributes to gender discrimination in science.

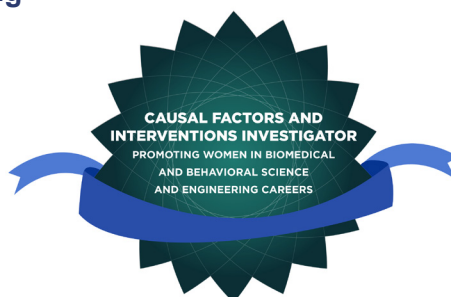
Coaching to augment mentoring to achieve faculty diversity: a randomized controlled trial

Williams, S. N., Thakore, B. K., & McGee, R. (2015). *Academic Medicine*.

Advance online publication.

<http://www.ncbi.nlm.nih.gov/pubmed/26675187>

Researchers at Northwestern University developed an innovative coaching program for graduate students in the biomedical sciences. The researchers evaluated the program's ability to change perceptions of academic careers in 121 late-stage Ph.D. students across the United States. A year after starting the program, students thought their career goals were much more achievable, while students who did not participate felt less certain about achieving their goals. The results suggest that supplemental coaching outside the lab may help retain underrepresented minority and female students in the biomedical sciences.



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Spotlights

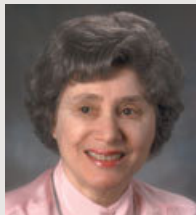
NIH Celebrates Women's History Month

March was Women's History Month. All month long, NIH celebrated women who have helped shape America through service and government leadership.



Bernadine Healy, M.D.

From her work as a cardiologist to her pioneering role at NIH, Bernadine Healy, M.D., will long be remembered as a champion for women's health who changed the way the medical profession viewed heart disease. Dr. Healy received her medical degree from Harvard Medical School in 1970, one of 10 women in a class of 120...(read more)



Ruth L. Kirschstein, M.D.

Ruth Kirschstein, M.D., was a fixture on the NIH campus for more than 50 years, guiding the National Institute of General Medical Sciences at pivotal turning points. She was well known for her determination, attention to detail, and mentoring, and has served as a role model for generations of female scientists. The first woman to head an Institute at NIH, Dr. Kirschstein...(read more)

Scientist Spotlights



Susan Bonner-Weir, Ph.D.

Susan Bonner-Weir, Ph.D., is a senior investigator with the Joslin Diabetes Center and a professor of medicine at Harvard Medical School. Her research focuses on beta cells—cells in the pancreatic islets that produce insulin. After graduating from Rice University, Dr. Bonner-Weir earned her doctorate in biology from Case Western Reserve University. She has published more than 180 peer-reviewed...(read more)



Marianne Bronner, Ph.D.

Marianne Bronner, Ph.D., a developmental biologist at Caltech, studies a cell type called the neural crest, found only in vertebrate embryos. Dr. Bronner earned her Ph.D. in biophysics from Johns Hopkins University in 1979. From 1985 to 1996, she was a professor at U.C. Irvine. She has been a professor at Caltech since 1996...(read more)



JoAnn Trejo, Ph.D.

JoAnn Trejo, Ph.D., is an internationally renowned scientist who conducts basic research on cell signaling. She is best known for her groundbreaking discoveries that reveal how cellular responses are regulated by G protein-coupled receptors, the largest class of drug targets for Food and Drug Administration–approved therapeutics. She recently became Associate Dean for Health Sciences Faculty Affairs...(read more)

Did you know?

To increase awareness and encourage participation in the many supportive programs and resources at NIH, the Women's Employment Committee has created an NIH Workforce Resource Eligibility Matrix. The tool provides a centralized location for employees to find information on available resources.

To learn more, please visit <https://hr.od.nih.gov/workingatnih/worklife/matrix.htm>.

Current News and Reports

Civil Rights Protections in NIH-Supported Research, Programs, Conferences, and Other Activities

Written by the National Institutes of Health. Released Sept. 8, 2015.

NIH's ability to help ensure that the nation remains a global leader in scientific discovery and innovation is dependent upon a pool of highly talented scientists from diverse backgrounds who will help to further NIH's mission. See, Notice of NIH's Interest in Diversity, NOT-OD-15-053. It is expected that grantees eliminate barriers and provide equal access to the opportunity to participate in NIH supported research, programs, conferences and other activities.

The purpose of this Notice is to make all stakeholders aware of the Federal civil rights laws, Department of Health and Human Services (HHS) regulations, and policies that apply to all NIH funded activities. The Notice also provides contacts for additional information.

See also: <http://www.nature.com/nature/journal/v531/n7592/full/531035b.html>

Women in STEM Research: Better Data and Information Sharing Could Improve Oversight of Federal Grant-making and Title IX Compliance

GAO-16-14. Published Dec. 3, 2015. Publicly Released Dec. 14, 2015.

The United States Government Accountability Office (GAO) analyzed research grants awarded by federal agencies between 2009 and 2013 to assess the success rates of male and female applicants in STEM fields. There were no disparities in the success rates at NIH, NSF, or the National Institute of Food and Agriculture. There was evidence of inequality at the Department of Defense and the Department of Energy, but incomplete data prevented comprehensive analysis. Data was also incomplete for the National Aeronautics and Space Administration. GAO recommends 13 actions for federal agencies to improve representation of women in science.

Great Meetings Require Great Speakers: Finding the Women Speakers You Need

Written by Sandra K. Masur for the American Society for Cell Biology, Dec. 3, 2015

Half of the symposia and keynote speakers at this year's American Society for Cell Biology (ASCB) meeting were women. Dr. Sandra Masur, chair of ASCB's Women in Cell Biology committee, recognizes other organizations, such as the American Society for Microbiology, for leading the way in providing gender-balanced scientific meetings. She provides advice to meeting organizers as well as resources for identifying excellent female speakers who are experts in the field.