Status of Research on Advancement of Women in Academic Science Careers

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Status of Research on Advancement of Women in Academic Science Careers

- Only 1 NIH RFA focused on examining this issue
- Observations from our longitudinal study
  - Early career support is strong predictor of subsequent work
  - The challenges of work/life balance for women scientists have not been resolved, and may be worse than 15–20 years ago
- Few interventions to date with clear institutional success

http://orwh.od.nih.gov/career/casualfactorinterventions.asp
Findings of National Faculty Survey

- 15 year longitudinal follow-up of faculty in 24 (1/5) US medical schools
- MD and PhD faculty
- Looking at advancement of women compared with male colleagues
Work/Life Balance

- Not utilized even when processes in place to support maternity leave/child care
- Women don’t know about them
- Senior faculty responsible for faculty affairs don’t know their own policies
- Still requiring individual women to negotiate their own support/maternity leave
Career Advancement After 15 Years

- Grant funding in our sample looked similar in numbers between women and men
- However...
  - Academic advancement
  - Senior Leadership
  - Salaries
  - Did not.

Are Publications the Reason or on the Causal Pathway?

- Much of gender differences explained by differences in publication rate
- Does this difference reflect differing understandings of impact of publication?
- Does this reflect journal bias (e.g. rare that reviews are blinded to authors)?
- Does this reflect support to get papers completed?
  - Work support vs. home responsibilities

How Can We Intervene?

- Socioecology Framework to consider interventions
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- Negotiating Skills
- Additional Support to Overcome Early Career Challenges
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- Socioecology Framework to consider interventions
- Implicit Bias Training
How Can We Intervene?

- Socioecology Framework to consider interventions
- Departmental Oversight, Training of Search Committees, Training on Implicit Bias
How Can We Intervene?

- NIH/ Foundation oversight/ in grant process
- Socioecology Framework to consider interventions
How We Can Intervene

- Training on implicit bias
  - Greater personal bias awareness, and some change in behavior
- Training and departmental redesign
  - Redesign to promote family friendly policies
  - Additional support to junior women faculty.

Collaborators

- MPI - Phyllis Carr, MD – Massachusetts General Hospital
- Co-I - Anita Raj, PhD – University of California, San Diego
- Co-I - Samantha Kaplan, MD, MPH – Boston University School of Medicine
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