

ABSTRACT: 2014 ELAM Institutional Action Project Poster Symposium

Project Title: Penn Women in Basic Science Leadership Group

Name and Institution: Sarah E. Millar, PhD, Perelman School of Medicine (PSOM), University of Pennsylvania

Collaborators: Penn Women in Basic Science Leadership Group members; Eve J. Higginbotham, MD, Vice-Dean for Diversity and Inclusion; Judy Schueler, Chief Human Resources Officer; Linda Mills, Mills Consulting Group; PSOM Child Care Task Force Members; Penn FOCUS group; Kevin B. Mahoney, Senior Vice President, UPHS.

Background, Challenge or Opportunity: In the PSOM, promotion approval rates on the tenure track are significantly lower for women than for men, and while women represent 28% of tenure track Assistant Professors, only 16% of tenured Full Professors are women.

Purpose/Objectives: The goal of my project is to improve success and promotion rates for basic science women faculty in the PSOM.

Methods/Approach: I organized a group of senior women basic science faculty members. We identified several underlying factors contributing to women's relative lack of success: (i) inadequate career counseling; (ii) lack of nominations for honors and awards; (iii) admitted bias by top scientific journals against women authors; (iv) PSOM lacks onsite daycare. To address these issues we are organizing: informal women faculty networking and career counseling; committees charged with nominating women for honors and awards; and a half day Symposium on Gender Bias in Scientific Publishing with proposed speakers Veronique Kiermer, PhD, Executive Editor and Head of Researcher Services at *Nature*, Deborah Sweet, PhD, Editor of *Cell Stem Cell* and *Developmental Cell*, and Nancy Hopkins, PhD, Professor, MIT. I am also chairing the PSOM Child Care Task Force whose purpose is to establish an onsite Child Care Center in the PSOM. This initiative is included in the PSOM's Strategic Plan and is supported by the Dean.

Outcomes and Evaluation Strategy: We will conduct annual surveys to evaluate satisfaction with the counseling network and monitor success rates of nominations for honors and awards; we will determine the success of the Symposium by surveying attendees. Our survey of needs assessment for the Child Care Center had >2,000 respondents. 54% of respondents with young children (885 respondents) indicated a preference for child care close to work. 82% of respondents with young children (1,360 respondents) indicated they were likely or very likely to use a Child Care Center on PSOM's campus. We identified a potential site in a new on-campus building. The Task Force interviewed 7 potential vendors on March 18-19, 2014 and will conduct site visits in April, 2014. A vendor will be selected in May-June, 2014, at which time contract negotiations will begin. Estimated opening of the Center is December 2016. The short-term goal is for this project to proceed along the proposed time line. Mid-term outcomes will be evaluated by monitoring enrollment and finances, and through annual surveys of the Child Care Center staff and parents.

The long-term success of these initiatives will be evaluated annually by the Penn Women in Basic Science Leadership Group using metrics on promotion provided by the Penn FOCUS on Leadership for Women in Medicine group.

Collaborators: Penn Women in Basic Science Leadership Group members; Eve J. Higginbotham, MD, Vice-Dean for Diversity and Inclusion; Judy Schueler, Chief Human Resources Officer; Linda Mills, Mills Consulting Group; PSOM Child Care Task Force Members; Penn FOCUS group; Kevin B. Mahoney, Senior Vice President, UPHS.

Background Challenge

Women represent 39% of Standing Faculty Assistant Professors at PSOM, but only 19% of Full Professors (Fig. 1).

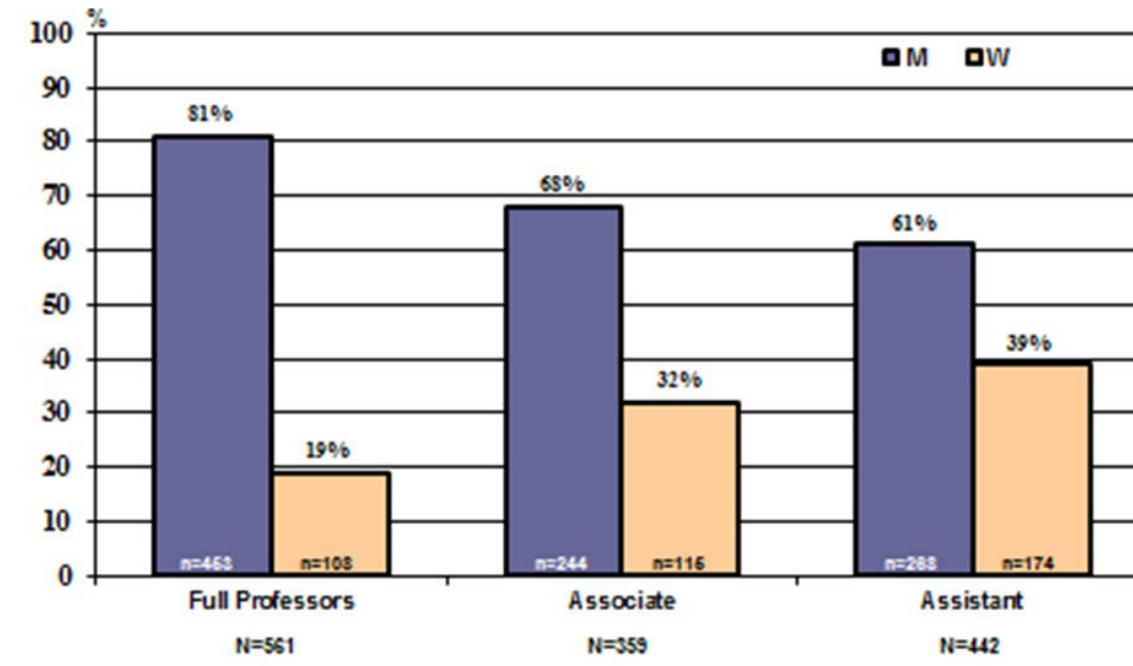


Fig. 1: Gender Distribution within Ranks of PSOM Standing Faculty, 2012-13 (includes Tenure and Clinician-Educator Tracks)

On the tenure track, promotion rates are lower for women than for men (Fig. 2).

Women by Track					
TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	5	1	48	54	88.89%
Clinician-Educator	3	0	83	86	96.51%
Research	0	0	13	13	100.00%
Academic Clinician	0	0	60	60	100.00%
Total	8	1	204	213	95.77%

Men by Track					
TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	6	1	133	140	95.00%
Clinician-Educator	6	1	150	157	95.54%
Research	2	0	20	22	90.91%
Academic Clinician	0	0	83	83	100.00%
Total	14	2	386	402	96.02%

Fig. 2: Outcomes of Consideration for Appointments and Promotions by Track for Full Time Faculty, PSOM, 2008-13

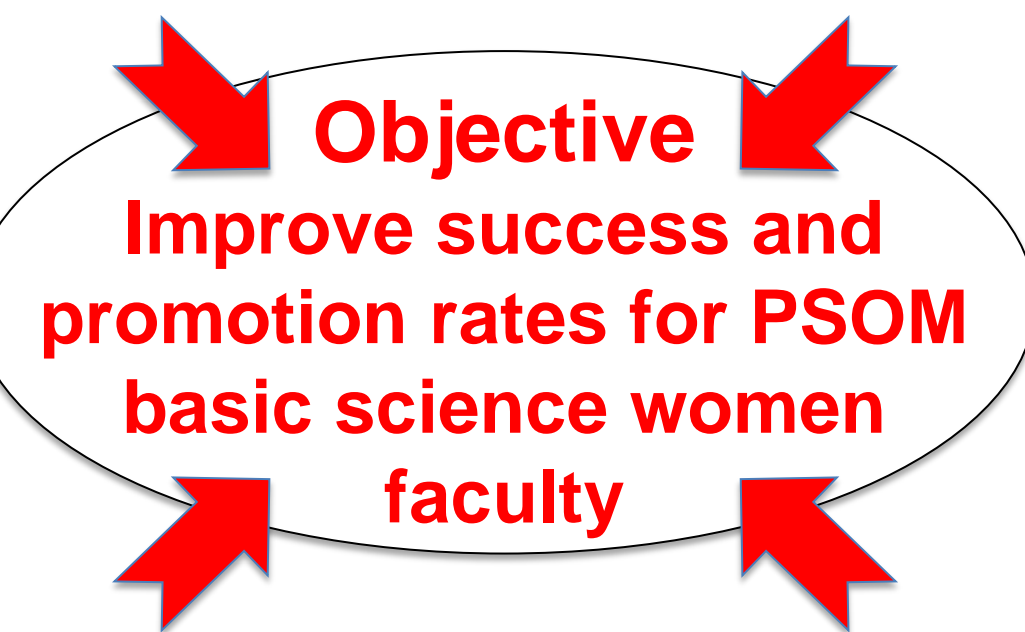
I organized a group of senior women basic science faculty members to tackle these problems. We identified several factors contributing to women's relative lack of success:

- (i) inadequate career counseling
- (ii) lack of nominations for honors and awards
- (iii) admitted bias by top scientific journals against women authors
- (iv) PSOM lacks onsite daycare which disproportionately affects women faculty with young children

Approaches

Organize informal women faculty networking and career counseling

Set up committees charged with nominating women for honors and awards



Organize a half day Symposium on Gender Bias in Scientific Publishing.

Proposed speakers:
 Veronique Kiermer, PhD, Executive Editor, *Nature*;
 Deborah Sweet, PhD, Editor, *Cell and Developmental Cell*;
 Nancy Hopkins, PhD, Professor, MIT

Establish an onsite Child Care Center in PSOM.

I am chairing the PSOM Child Care Task Force. This initiative is included in the PSOM's Strategic Plan and is supported by the Dean.

Outcomes and Evaluation Strategies

1. Informal women faculty networking and career counseling: We will conduct annual surveys of junior, mid-level and senior women faculty to evaluate satisfaction with the counseling network and request suggestions for improvement.

2. Nominations of women faculty for honors and awards: We will review the success rates of faculty nominations annually.

Outcomes and Evaluation Strategies cont'd

3. Symposium on Gender Bias in Scientific Publishing: We will determine success of the Symposium by asking attendees to rate the program, venue, food, and ease of registration. We will ask for suggestions of topics for future symposia.

4. Onsite PSOM Child Care Center:
(i) Needs Assessment Survey: We carried out this survey in December 2013. The survey had >2,000 respondents. 54% of respondents with young children indicated a preference for child care close to work (Fig. 3).

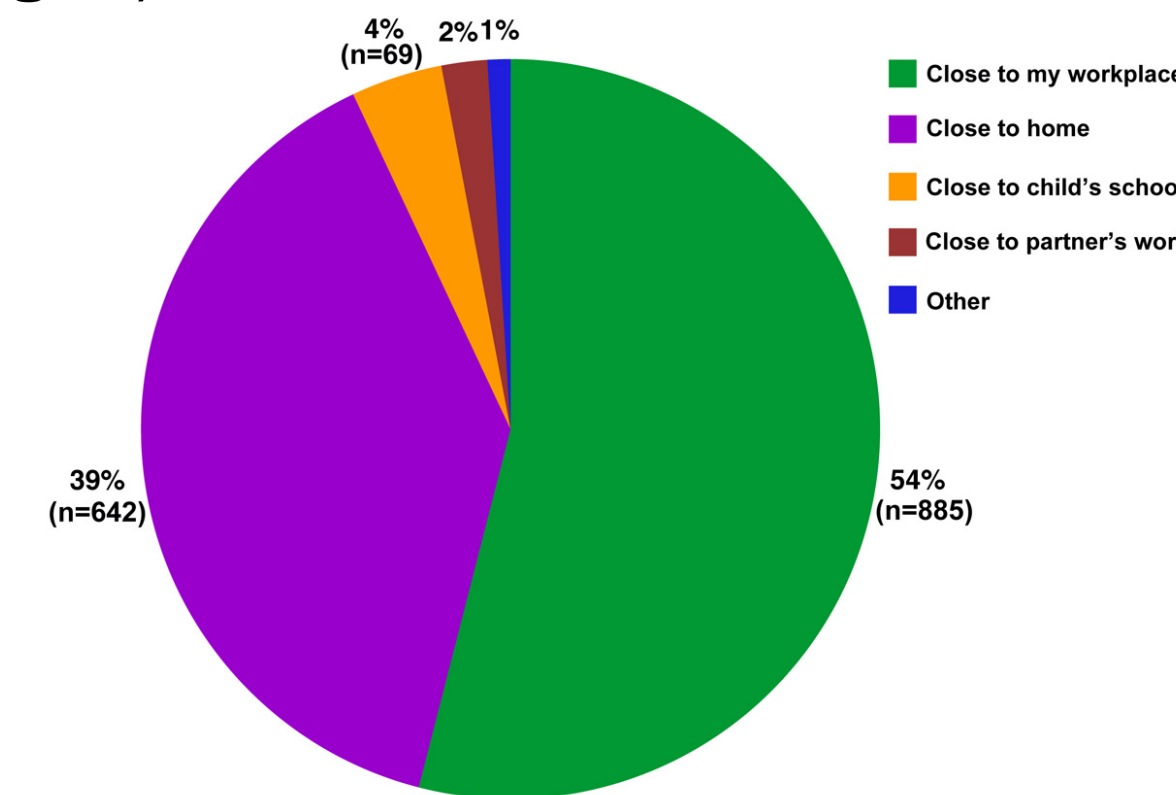


Fig. 3: Preferred Location for Child Care

82% of respondents with young children indicated they were likely or very likely to use a Child Care Center on PSOM's campus (Fig. 4).

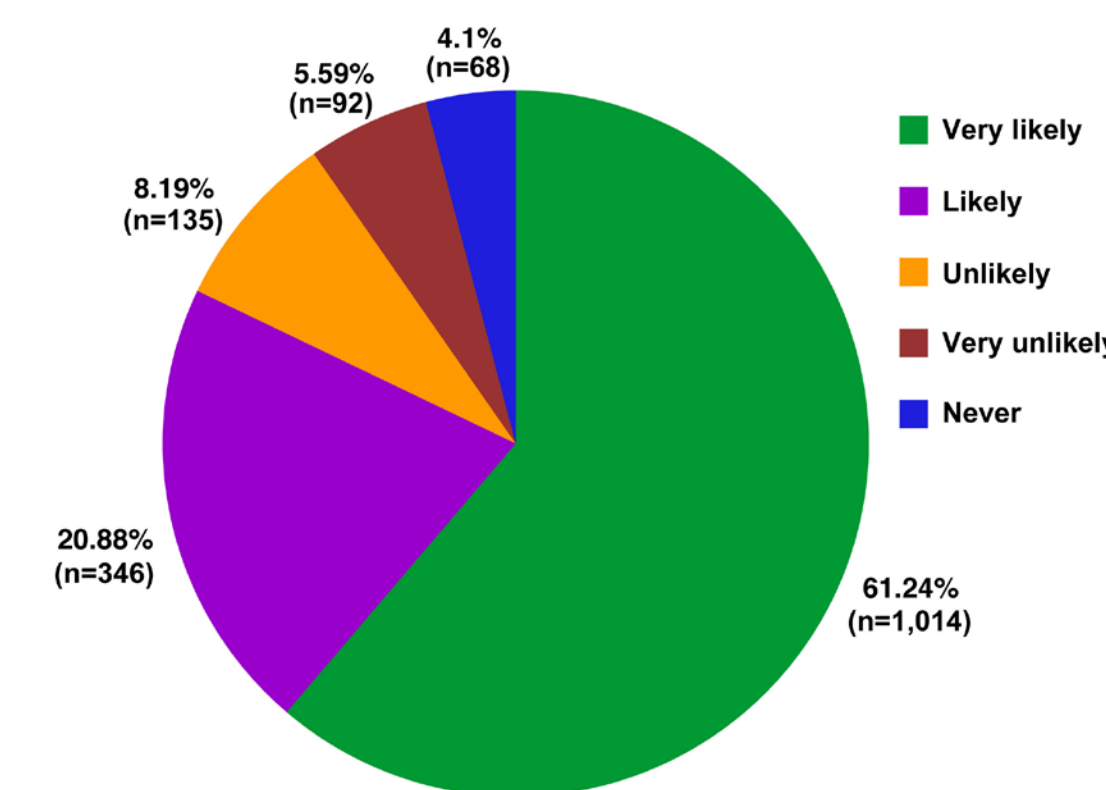


Fig. 4: Likelihood of Using a Child Care Center on PSOM Main Campus

Outcomes and Evaluation Strategies cont'd

(ii) Location: Second floor of a new on-campus building (Fig. 5, red arrow).



Fig. 5: Floor Plan and Artist's Rendition of New On-Campus Building. Child Care Center will be located on the 2nd floor.

(iii) Timeline for Child Care Center:



(iv) Goals/Outcomes: The short-term goal is to proceed along the proposed time line. Mid-term outcomes will be evaluated by monitoring enrollment and finances, and through annual surveys of Center staff and parents.

Discussion

The long-term impact of these initiatives will be evaluated annually using metrics on promotion provided by Penn FOCUS. Additional strategies will be adopted in response to feedback from surveys.

Summary

A 4-pronged approach is proposed to improve promotion success rates for women faculty. Future goals include negotiating child care subsidies for young faculty and trainees, and philanthropy to support Child Care Center scholarships.