



Eye Opening Conversation about Women at UCSF

Wednesday, September 16, 2015



Suggested Reading List

ABSTRACTS

- 1. Gender Differences in Salary in a Recent Cohort of Early-Career Physician–Researchers [Jagsi et al., 2013]**

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3816636/>

In this recent cohort of elite, early-career physician–researchers, a gender difference was found in salary that was not fully explained by specialty, academic rank, work hours, or even spousal employment. Creating more equitable procedures for establishing salary at academic institutions is important.

- 2. Science faculty’s subtle gender biases favor male students [Moss-Racusin et al., 2012]**

<http://www.pnas.org/content/109/41/16474.full>

In a randomized double-blind study (n = 127), science faculty from research-intensive universities rated the application materials of a student—who was randomly assigned either a male or female name—for a laboratory manager position.

Faculty participants rated the male applicant as significantly more competent and hireable than the (identical) female applicant. These participants also selected a higher starting salary and offered more career mentoring to the male applicant. The gender of the faculty participants did not affect responses, such that female and male faculty were equally likely to exhibit bias against the female student.

- 3. Bias in student evaluations of faculty [MacNell et al., 2015]**

<http://link.springer.com/article/10.1007/s10755-014-9313-4>

Student ratings of teaching play a significant role in career outcomes for higher education instructors. Although instructor gender has been shown to play an important role in influencing student ratings, the extent and nature of that role remains contested. While difficult to separate gender from teaching practices in person, it is possible to disguise an instructor’s gender identity online. In our experiment, assistant instructors in an online class each operated under two different gender identities. Students rated the male identity significantly higher than the female identity, regardless of the instructor’s actual gender, demonstrating gender bias. Given the vital role that student ratings play in academic career trajectories, this finding warrants considerable attention.

- 4. Sponsorship: A Path to the Academic Medicine C-suite for Women Faculty? [Travis et al., 2013]**

http://journals.lww.com/academicmedicine/Abstract/2013/10000/Sponsorship_A_Path_to_the_Academic_Medicine.12.aspx

The challenges of today and the future require novel approaches and solutions that depend on having diverse leaders. Such diversity has been widely shown to be critical to creating initiatives and solving complex problems such as those facing academic medicine and science. However, neither formal mentoring programs focused on individual career development nor executive coaching programs focused on individual job performance have led to substantial increases in the proportion of women in academic medicine’s top leadership positions.

Sponsors differ from mentors and coaches in one key area: They have the position and power to advocate publicly for the advancement of nascent talent, including women, in the organization. Although academic medicine differs from the corporate world, the strong sponsorship programs that have advanced women into corporations’ upper levels of leadership can serve as models for sponsorship programs to launch new leaders in academic medicine.

- 5. Seven Actionable Strategies for Advancing Women in Science, Engineering, and Medicine [Smith KA et al., 2015]** <http://www.sciencedirect.com/science/article/pii/S1934590915000685>

Achieving gender equality in science will require devising and implementing strategies to overcome the political, administrative, financial, and cultural challenges that exist in the current environment. In this forum, we propose an initial shortlist of recommendations to promote gender equality in science and stimulate future efforts to level the field.



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6. **Nature Special Issue on Sexism in Science [Women and Bias in Science and Scientific Careers] [March 2013]**
<http://www.nature.com/news/specials/women/index.html>
MIND THE GENDER GAP: Despite improvements, female scientists continue to face discrimination, unequal pay and funding disparities. [Shen, 2013] <http://www.nature.com/news/inequality-quantified-mind-the-gender-gap-1.12550>

Female scientists have made steady gains in recent decades but they face persistent career challenges. US universities and colleges employ far more male scientists than female ones and men earn significantly more in science occupations.

7. **Climbing the Ladder, Holding the Ladder: The Mentoring Experiences of Higher Education Female Leaders [Searby, Ballenger and Tripses, 2015]**
http://awljournal.org/Vol35_2015/Searby_Climbing_the_Ladder_Holding_the_Ladder.pdf
Female administrators in comprehensive research universities were surveyed to gain their perceptions on their mentoring experiences. The females affirmed they had informal mentors in roles of sponsor, counselor, coach, and teacher, and they are also mentoring others. The findings both confirmed and contradicted former studies on females in higher education

COMMENTARIES

1. **Practical policies can combat gender inequality [Hilton D., 2015]**
<http://www.nature.com/news/practical-policies-can-combat-gender-inequality-1.17856>
Mechanisms to help researchers to balance work and home lives have made a positive difference to the gender balance at my institute, says Douglas Hilton.
2. **When Talking About Bias Backfires: Adam Grant and Sheryl Sandberg on Discrimination at Work [Grant and Sandberg, 2014]**
<http://www.nytimes.com/2014/12/07/opinion/sunday/adam-grant-and-sheryl-sandberg-on-discrimination-at-work.html?action=click&contentCollection=Opinion&module=RelatedCoverage®ion=Marginalia&pgtype=article>
<http://www.nytimes.com/2015/02/08/opinion/sunday/sheryl-sandberg-and-adam-grant-on-women-doing-office-housework.html?ref=opinion&ref=opinion>

ADDITIONAL RESEARCH PAPER LINKS

1. **Double Jeopardy?: Gender Bias Against Women of Color in Science [Williams, Phillips, Hall, 2014]**
<http://www.uchastings.edu/news/articles/2015/01/double-jeopardy-report.pdf>
2. **The State of Women in Academic Medicine: The Pipeline and Pathways to Leadership [Association of American Medical Colleges, 2014]**
http://www.hopkinsmedicine.org/education/women_science_medicine/pdfs/The%20State%20of%20Women%20in%20Academic%20Medicine%202013-2014%20FINAL.pdf
3. **Shattering the Glass Ceiling: The Leadership Development of African American Women in Higher Education (Davis and Maldonado, 2015)**
http://awljournal.org/Vol35_2015/Davis_Shattering_the_Glass_Ceiling.pdf
4. **How stereotypes impair women's careers in science [Reuben, Sapienza, Zingales, 2014]**
<http://www.pnas.org/content/111/12/4403.abstract>