Women and Minorities in STEM: From Pipeline to Retention
November 18, 2016

- Professor Susan Girdler (Psychiatry and Psychology, Association of Professional Women in Medical Sciences)
- Professor Kevin Jeffay (Computer Science)
- Professor Sheila Kannappan (Physics and Astronomy)
- Professor Mike Crimmins (Chancellor’s Science Scholars)
- Layla Dowdy (Office of UNC Research)
UNC School of Medicine Initiatives to Support Women in the Sciences

Caregivers at Carolina: Support for Physician Scientists

Funded by the Doris Duke Charitable Foundation (DDCF)

Program Directors: Amelia Drake, M.D. and Susan Girdler, Ph.D.

Goal: To retain early career physician investigators whose research productivity is being threatened due to transitory extraprofessional caregiving demands

- DDCF provides supplemental research funds
- Mentoring, networking, career development and administrative support
- 90% of program participants are women

UNC is 1 of 10 U.S. medical schools to have received this award
The Association for Professional Women In Medical Sciences (APWIMS) was created to support equitable practices and facilitate the professional development of all women in the school of medicine. APWIMS aims to:

- provide **support** for professional women in the School of Medicine;
- facilitate **communication** among women faculty, graduate and medical students;
- increase **awareness** in the School of Medicine with regard to issues that significantly impact women;
- promote **the recruitment and retention of women** in the School of Medicine;
- promote **equality** for all people at all levels in the School of Medicine;
- work with the administration in the accomplishment of **gender equity** at this institution;
- promote **interaction** between other health affairs schools on campus.

http://apwims.web.unc.edu/
Choosing Resilience: The Key to Thriving at Work and Home for Busy Female Faculty

Topics included:
• Burnout and Female Professionals
• Realistic Coping Roadmaps
• Leadership Style Self-Assessments
• The “Psychological Underbelly” of Changing for Good (including work/life integration)
• The Leadership Resilience Toolkit

Wayne M. Sotile, Ph.D. and Rebecca Fallon, M.S.W., CWC
Choosing resilience (continued)
Carolina Seminar Series

The Attrition of Women Faculty From STEM Disciplines: Developing Targeted Research Mentoring Strategies

Conveners:
• Susan Girdler, Psychiatry and Psychology
• Jaye Cable, Marine Sciences; Environment and Ecology
• Patricia Parker, Communication
• Sohini Sengupta, Center for Faculty Excellence
• Donna Surge, Geological Sciences

This seminar series facilitates discussions among women and other marginalized faculty researchers in STEM and solicits input from influential research mentors.

**Goal:** To develop and disseminate best research mentoring practices for women and underrepresented faculty in STEM.
Attracting & Retaining Women and Minorities

- statement → webpage
  (diversity + outreach/social life/support resources... >20% female faculty)
- UG Women In Physics (approval, speakers, transparency, LGBTQ)
- CAP REU Program, APS Bridge Program Partnership
- grad admissions & faculty hiring
  (unconscious bias awareness, rubrics, observers, visit plans)
- first-year grad mentoring; program reform
- distributed leadership: Associate Chair; faculty, staff, & grad student diversity liaisons; 10-person committee; department listserv
- challenges: sexual harassment, climate, opportunity inequity, faculty mentoring/networking, university policies (GRE, fees; faculty promotion)
WOMEN IN SCIENCE
WEDNESDAY

47 WOMEN

11 Undergraduate Students
3 Graduate Students
9 PhD Students
4 Postdoctoral Researchers
1 Physician Scientist
1 Doctoral Candidate
1 Research Associate
7 Administrative Leaders
10 Professors

29 DEPARTMENTS
8 CENTERS & INSTITUTES
5 SCHOOLS & THE COLLEGE OF ARTS & SCIENCES

20 featured women have received more than 9,000 impressions on Twitter.
8 of the 11 months so far this year, our WSW posts took the “Top Tweet” spot on Twitter.
UNC Research has received more than 285 Facebook likes since starting the WSW series.

L. Dowdy, UNC Research
Resources

- Association of Professional Women in Medicine (APWIMS): http://apwims.web.unc.edu/
- Chancellor’s Science Scholars: http://chancellorssciencescholars.web.unc.edu/
- Sotile Center for Resilience: http://www.sotile.com/
- Women in Science Wednesdays: http://endeavors.unc.edu/category/wsw/
- APS Bridge Program: http://www.apsbridgeprogram.org/
- Caregivers at Carolina (Contact Erica Nouri at erica_nouri@med.unc.edu)
- Women in Science Deserve Opportunities and Mentoring (WISDOM): http://wisdom.web.unc.edu/