



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

# 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**

Caregivers at Carolina  
Funded by the Doris Duke Charitable Foundation

home about us archive contact

CHILD CARE ELDERCARE SELF-CARE FAMILY POLICIES

WELCOME TO CAREGIVERS AT CAROLINA

This website is meant to provide timely information and direct access to resources for any UNC faculty or staff member who is a caregiver.

**EVENTS**

Event 1: what it is  
Date and time  
[www.urlurl.org](http://www.urlurl.org)

Event 2: what it is  
Date and time  
[www.urlurl.org](http://www.urlurl.org)

**CAREGIVER OF THE MONTH**

NAME NAME  
Brief info brief info, a link to more and Caregiver archive.

**WHERE WE ARE**

f



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

Susan S. Girdler, Ph.D., FABMR  
UNC Department of Psychiatry



# APWIMS

*Association for Professional Women In Medical Sciences*

**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.



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

<http://apwims.web.unc.edu/>

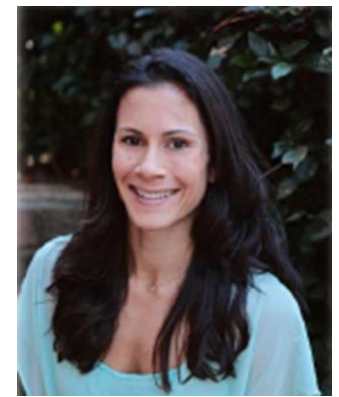
# Choosing Resilience: The Key to Thriving at Work and Home for Busy Female Faculty

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



SOTILE CENTER FOR RESILIENCE  
Center for Physician Resilience



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.

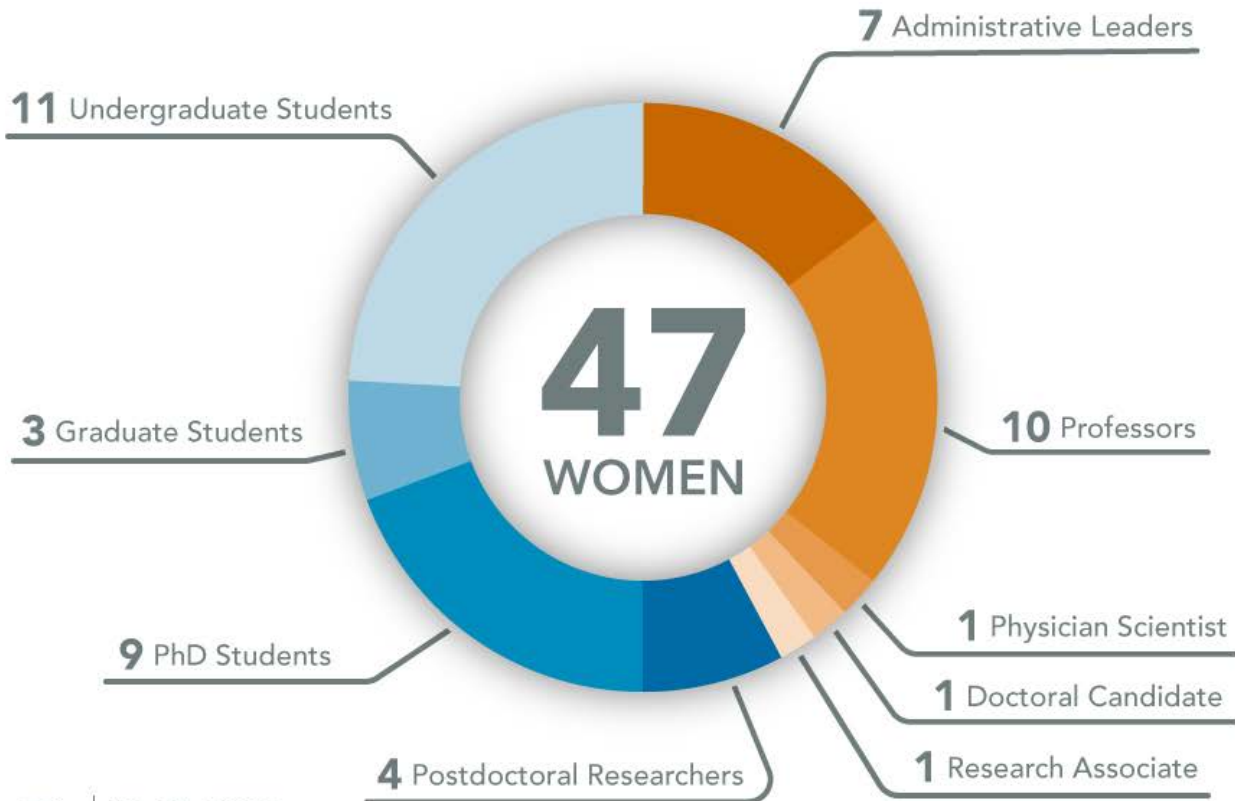


# Attracting & Retaining Women *and* Minorities



- 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)





**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.



# Resources

- Association of Professional Women in Medicine (APWIMS): <http://apwims.web.unc.edu/>
- Chancellor's Science Scholars: <http://chancellorsscience scholars.web.unc.edu/>
- Sotile Center for Resilience: <http://www.sotile.com/>
- Women in Science Wednesdays: <http://endeavors.unc.edu/category/wsw/>
- Undergraduate Women in Physics: <http://physics.unc.edu/undergraduate-program/student-organizations/women-in-physics/>
- APS Bridge Program: <http://www.apsbridgeprogram.org/>
- Carolina Seminars: <http://carolinaseminars.unc.edu/current-seminars-3/>
- Caregivers at Carolina (Contact Erica Nouri at [erica\\_nouri@med.unc.edu](mailto:erica_nouri@med.unc.edu))
- Women in Science Deserve Opportunities and Mentoring (WISDOM): <http://wisdom.web.unc.edu/>

