



THE UNIVERSITY  
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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**



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

Over 40% of early career physicians with fulltime faculty appointments at academic medical schools leave academics within 10 years. While the causes are multifactorial, one factor is that early career faculty, particularly women, face substantial extraprofessional demands such as child and eldercare.


So the goal is to help retain successfully funded physician scientists -

Proud to say that we are one of only 10 U.S. medical schools to have received this award

The award provides supplemental research funds to keep the research going or for buy out of some clinical time so that the physician scientist can spend more time caring for their loved one

In addition at UNC we have partnered with the School of Social work family support program and the Center for Women's Health Research to provide additional resources to our participants.

Although a gender neutral program, 90% of our participants are women.

The graphic features a header with a colorful geometric pattern in shades of orange, yellow, and blue. Below the pattern, the text 'APWIMS' is written in a large, bold, black serif font, with the full name 'Association for Professional Women In Medical Sciences' in a smaller, black sans-serif font underneath. The main body of the graphic is white with a thin black border, containing a paragraph of text and a bulleted list. At the bottom, there is a blue horizontal bar containing the university's logo and name on the left, and the website URL on the right.

**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.

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

APWIMS has been in existence for decades...a grass roots organization formed by.....  
It is currently comprised of XXXX members and we meet formally twice a year we support the professional development of women in the school of medicine, with an eye towards retention and advancement of women, and we do this in a variety of ways

Including the regular sponsoring of formal career development opportunities

## 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



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Such as this great event that occurred this past September that was focused on LEADERSHIP DEVELOPMENT for High performing female faculty

We partnered with the Carolina Seminar Series and Quintiles, with whom we have a small philanthropic relationship, to bring experts, to bring in top-notch facilitators from the Sotile Center for Physician Resilience located in Davidson NC

## Choosing resilience (continued)



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It was a day-long event attended by 130 women!

## 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.



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I, along with my colleagues from across the campus, are conveners of a three year Carolina seminar series focused on the attrition of women from STEM. In this, our second year, we are convening women in the STEM disciplines from diverse backgrounds in small groups as well as their most influential mentors as first steps in developing and disseminating best research mentoring practices for women in STEM.

## Attracting & Retaining Women *and* Minorities



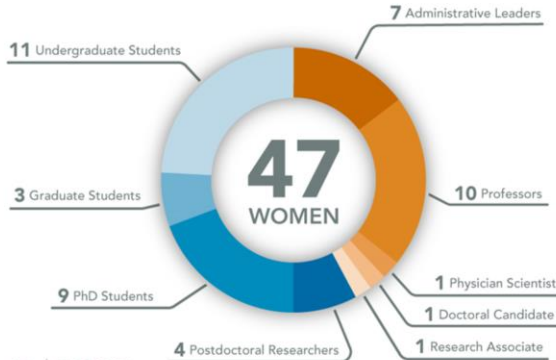
- statement → webpage  
(diversity + outreach/social life/support resources... >20% female faculty)
- UG Women In Physics (approval, speakers, transparency, LGBTQ)
- CAP REU Program, APS Bridge Program Partnership
- grad admissions & faculty hiring  
(unconscious bias awareness, rubrics, observers, visit 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)



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S. Kannappan, Physics & Astronomy

**W&W** WOMEN IN SCIENCE  
... WEDNESDAY ...



**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

**285** UNC Research has received more than 285 Facebook likes since starting the WSW series.

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L. Dowdy, UNC Research



## 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/>



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