

Gender bias in academic success

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YOUNG NEUROLOGIST - PROFESSIONAL CAREER PLANNING TC 8

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Disclosure

Nothing to disclose

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Aim of this presentation:

Introduction on gender differences in academic careers

Raise awareness on gender bias

Addressing gender issues on institutional basis

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Gender gap

Women are an increasing part of medical profession in Europe and North-America

Entered all fields traditionally occupied primarily by men

A number of studies however show discrimination of women in academic and non-academic medical positions

Riska et al, 2011
Carnes, Morrissey & Geller, 2008

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Indicators

Leadership

Salary

Resources in science

Mentoring

Family & Career success

Organisational issues

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Leadership

Lots of evidence that less women than men are in leadership positions

More time spent in patient care than in research

Research strongest predictor for an academic career

In academic medicine women more often in nontenure clinical tracks and education, less in tenured research tracks

Carr et al., 2015
DeSimone et al., 2015
Howell et al., 2014
Tohuku, 2015
Howell et al, 2014
Hoesli et al. 2013

Salary

Male doctors earn more than female doctors

- physician researchers
- Young physician researchers

Gender differences in salary in early career are likely to widen over time

Often no institutional oversight concerning compensation

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Funding

Female doctors in academic research get

- Less funding
- Less personal resources

Mentoring

Female doctors are less satisfied with mentoring than male doctors

A possible cause is that male mentors are often insufficient to recognize special necessities of women concerning career and parenthood

Parenthood

doctors with children have

- Lower rates of employments
- Less career success
- Less career support

The likelihood of women becoming medical specialists is inversely correlated with the number of children

Female doctors dissatisfied with work-life balance to a greater extent

Organisational issues

Organizational cultures often unconsciously support discrimination of women and men

There is only few evidence on organisational culture, even less on a more distal branch of organisation (e.g. department level)

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Summary

Women are interested in career advancement and assuming leadership roles

There are significant areas of dissatisfaction of female faculty based on gender biasing influences

Of utmost importance to raise awareness on the barriers preventing women to enter academic careers on an equal footing
