

# Brody Women Faculty Committee

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December, 2012 *Newsletter*

*The front page*

<http://www.ecu.edu/cs-dhs/bwfc>

## A few year end thoughts (from the United Nations Entity for Gender Equality and the Empowerment of Women, [www.unwomen.org](http://www.unwomen.org))

- Gender inequality is a major cause and effect of hunger and poverty: it is estimated that 60 percent of chronically hungry people are women and girls. (Source: WFP Gender Policy and Strategy.)
- Research indicates that when more income is put into the hands of women, child nutrition, health and education improves.
- Women make up more than two-thirds of the world's 796 million illiterate people.
- Every additional year of primary school increases girls' eventual wages by 10–20 percent. It also encourages them to marry later and have fewer children, and leaves them less vulnerable to violence.
- Data from 68 countries indicate that a woman's education is a key factor in determining a child's survival.
- Educated women are more likely to have greater decision-making power within their households.

## Reminder

Our first business meeting is Tuesday, January 22, 12-1:30pm. Dean Cunningham will join us at this meeting to talk with us about our shared goals and objectives for the Brody School of Medicine. Please join us for this meeting so that you may share your opinions, experiences, thoughts, goals, concerns, and accolades with Dean Cunningham.

Sometimes all it takes is one commonality to bring together two people with seemingly disparate backgrounds. The FaCeS of BrOdY is one step that the BSOM Office of Diversity Affairs is taking to bring people together to promote diversity awareness, inclusion, and appreciation of differences in our BSOM community. Please take the time to share your story of diversity with the rest of BSOM!

Contact Chanel Arrington ([arringtonc@ecu.edu](mailto:arringtonc@ecu.edu)) to obtain an information form and add your face to the FaCeS of BrOdY!

## Women of Distinction

Every other year the Chancellor's Committee on the Status of Women selects Women of Distinction. These women are selected because they demonstrate outstanding leadership through the type and quality of work inside and outside the University; breadth and diversity of that work; level of leadership in all aspects of life; mentoring; and commitment to diversity, empowerment, equality, equity, social justice, and/or social justice. Nominations are due 2/1/13.

Email Barbara Muller-Borer ([mullerborerb@ecu.edu](mailto:mullerborerb@ecu.edu)) to nominate a BSOM women. We would like to submit a nomination on behalf of the BWFC.

## 2012-2013 Brody Women Faculty Committee Event Schedule

Business Meeting, 12-1:30pm, 1/22/13, 2W-38  
*Annual BWFC meeting with Dean Cunningham*

Program Meeting, 12-1:30pm, 2/20/13, 2W-38  
*Topic: Negotiation...after you have the job*

Business Meeting, 4-5:30pm, 3/19/13, 2W-38

**Professional Leadership in Science & Medicine Conference,**  
12-5:00pm, 4/11/13, ECHI

*Topic: Strategies for success in the medical sciences*  
Speakers: Giselle Corbie-Smith, UNC-CH & Rodney Dietert, Cornell

Final Business Meeting of Year, 12-1:30pm, 5/15/13, 2W-38  
*Election of new BWFC officers*

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#### *Thoughts to contemplate between semesters...*

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Excerpts from the article below were published in the September 17, 2012 edition of *Proceedings of the National Academy of Sciences USA*.

#### **Abstract**

Despite efforts to recruit and retain more women, a stark gender disparity persists within academic science. Abundant research has demonstrated gender bias in many demographic groups, but has yet to experimentally investigate whether science faculty exhibit a bias against female students that could contribute to the gender disparity in academic science. 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. Mediation analyses indicated that the female student was less likely to be hired because she was viewed as less competent. We also assessed faculty participants' preexisting subtle bias against women using a standard instrument and found that preexisting subtle bias against women played a moderating role, such that subtle bias against women was associated with less support for the female student, but was unrelated to reactions to the male student. These results suggest that interventions addressing faculty gender bias might advance the goal of increasing the participation of women in science.

#### **Conclusions**

The dearth of women within academic science reflects a significant wasted opportunity to benefit from the capabilities of our best potential scientists, whether male or female. Although women have begun to enter some science fields in greater numbers (5), their mere increased presence is not evidence of the absence of bias. Rather, some women may persist in academic science despite the damaging effects of unintended gender bias on the part of faculty. Similarly, it is not yet possible to conclude that the preferences for other fields and lifestyle choices (9–11) that lead many women to leave academic science (even after obtaining advanced degrees) are not themselves influenced by experiences of bias, at least to some degree. To the extent that faculty gender bias impedes women's full participation in science, it may undercut not only academic meritocracy, but also the expansion of the scientific workforce needed for the next decade's advancement of national competitiveness (1).

Authors: Corinne A. Moss-Racusin, John F. Dovidio, Victoria L. Brescoll, Mark J. Graham, and Jo Handelsman. *PNAS*, 2012 (doi: 10.1073/pnas.1211286109).

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Something to contribute to the newsletter?  
Direct materials to Jamie DeWitt at [dewittj@ecu.edu](mailto:dewittj@ecu.edu).  
Thank you and have a wonderful end of the year and a great start to 2013!