Women faculty are paid less, are promoted more slowly, receive fewer honors, and hold fewer leadership positions than men. These discrepancies do not appear to be based on productivity, the significance of their work, or any other measure of performance.

Women only make up 12% of medical school deans and 13% of department chairs*

“In the biomedical disciplines women have been a high proportion of MDs and PhDs for the past 20 years” ***

“Faculty employment (tenured & tenure-track): the proportion of women at research universities reached a plateau at <60% of expected.... and is now declining.” ***

“Studies of brain structure and function, of hormonal modulation of performance, of human cognitive development, and of human evolution have not found any significant biological differences between men and women in performing science and mathematics that can account for the lower re-presentation of women in academic faculty and scientific leadership positions in these fields.”***

* AAMC An Overview of Women in U.S. Academic Medicine, 2005-06
** National Academy of Sciences: Beyond Bias and Barriers
*** Phoebe Leboy NIH Women in Biomedical Careers: Best Practices for sustaining success

Keynote Speakers

Dr. Joan Herbers- Joan Herbers PhD received her PhD from Northwestern and did her postdoctoral work at Stanford. Dr. Herbers, former dean of Ohio State’s College of Biological Sciences, joined Ohio State University in 2002. She previously served as chair of the Department of Biology at Colorado State University and associate dean of the Graduate College and professor of zoology at the University of Vermont. She is the principal investigator for a $3.6 million, five-year grant from the National Science Foundation for an initiative called Comprehensive Equity at Ohio State, designed to change academic departmental culture in ways that increase the presence and success of women faculty in the sciences. Dr. Herbers is the president of the Association for Women in Science (AWIS), and is leading a new three-year AWIS strategic plan that will include strengthening advocacy, breaking down barriers and growing capacity of women in science, technology, engineering and mathematics (STEM).

Dr. Michele Cyr- Michele G. Cyr, MD, is a Dartmouth alumna. She graduated from DMS in 1979 and did her residency at Maine Medical Center. Dr. Cyr is the Director of the Division of General Internal Medicine, Associate Dean of Medicine for Graduate Medical Education, Associate Dean of Medicine for Women in Medicine, and Professor of Medicine, Brown Medical School. She is also the Program Director for the general internal medicine residency program, Rhode Island Hospital/Brown Medical School as well as part of the steering committee of the ADVANCE grant at Brown. “Brown’s ADVANCE Program supports new initiatives for formal faculty development .... The overarching goals of the new programs are to provide faculty with institutional and departmental resources that enhance access to peer networks at Brown and in the wider academic community, foster leadership opportunities, and increase opportunities for collaboration and for obtaining grant funding.” Dr. Cyr is the recipient of multiple mentoring awards, has given multiple presentations on gender bias in hiring and recommendation letters as well as on increasing retention and advancement of women and minority scientists. Dr. Cyr is a clinician (and expert on women’s health), educator, and researcher.

Dr. Susan Case- Susan Case, PhD, received her M.Ed at the University of Illinois and her PhD at SUNY Buffalo. She is an associate professor in both the Weatherhead business school and the Department of Women and Gender studies at Case Western. Dr. Case researches a variety of topics in the field of gender and diversity in organizations. Dr. Case’s work with women focuses on managing priorities, understanding career-in-life issues and aligning expectations with values. She also studies differences in men’s and women’s communication patterns in organizations, the reasons they exist, and the contributions of women’s patterns. Dr. Case’s studies in nontraditional careers tackle the issues of discrimination, hostile work environments, harassment and ways to prevent them.

Dr. Diana Bilimoria- Diana Bilimoria,PhD is Professor of Organizational Behavior in the Department of Organizational Behavior at Weatherhead School of Management, Case Western Reserve University. She served as the 2010 Program Chair of the Gender and Diversity in Organizations Division of the Academy of Management. Her research has been used to facilitate the institutional transformation of research universities to become more inclusive of the success and contributions of women faculty. Dr. Bilimoria received the Flora Stone Mather Center for Women’s Spotlight Series Prize for Women’s Scholarship at Case Western Reserve University in 2007, and the Weatherhead School of Management’s Doctoral Teaching Excellence Award in 2002. She has been internationally recognized for her leadership, research and service.
What is LEAD?

The LEAD (Leadership, Equality And Diversity) symposium for October 28-29, 2010 is focused on the development of women in the areas of medicine and science.

This symposium is the first to bridge multiple departments and disciplines at Dartmouth to address the status of and issues important to the development of women leaders in medicine and science.

The goal of the LEAD symposium is to provide educational and career tools to generate diverse teams and leaders in science and in medicine both at DMS and at other institutions.

For registration and more information: http://www.dartmouth.edu/~leadsymposium10

This symposium is based off of research that has shown that diversity in teams leads to increases in productivity and outcomes. The symposium is geared for a diverse audience, composed of men and women from all stages in their careers.

The LEAD symposium: Women in Science and Medicine could not be possible without the generous support of the following organizations:

- Dartmouth Medical School
- Dartmouth Toxic Metals Superfund Research Program
- CEHS
- Office of Graduate Studies
- Dartmouth Undergraduate Science Education Program (HHMI)

Leadership Equality And Diversity Symposium on Women in Science and Medicine

Dartmouth Medical School
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Open to and welcoming attendance from the entire Dartmouth community