



At UNMC, only
3 out of 10 full
professors are
women.

Closing the Gender Gap

3 STRATEGIES TO PROMOTE GENDER EQUITY IN YOUR AREA

It's no secret that women in academia tend to be paid and promoted less frequently than their male counterparts. While this widespread issue needs to be addressed at the institutional level, **there are actions you can take to promote gender equity** in your area.

Rethink how you recruit

THE PROBLEM Applicant pools may not be diverse because the job posting does not appeal to women. Additionally, studies show both men and women prefer male candidates during the hiring process.

SOLUTION Reword job postings to use gender neutral wording. Additionally, have equal gender representation on search committees and have them all go through implicit (unconscious) bias training.

TIP Words like "competitive" make jobs less appealing to women, while words like "collaborative" appeal to women but not men. Instead, use "excellent" to appeal to both. If you would like to explore your own implicit biases, take a free test at implicit.harvard.edu.

Increase training on grant writing

PROBLEM Women tend to be judged more harshly on their grant applications. A study on NIH grants for first-time principal investigators revealed women grantees received \$40,000 less than male grantees. Further, male investigators in the Big Ten Universities receive more than double the funding as women.

SOLUTION Develop opportunities and workflows that increase gender equality when selecting internal grant awardees and allocating resources. Provide grant writing workshops to assist women faculty write powerful applications.

TIP Use the "Funding Institutional" tool on unmc.edu/vcr to locate female grant opportunities and filter by gender. The website also gives resources for grant writing.

Additional Resources

Ibrahim, H., Stadler, D.J., Archuleta, S. & Cofrancesco, J. (2018) Twelve tips to promote gender equity in international academic medicine. *Medical Teacher*, 40(9), 962-968, DOI: 10.1080/0142159X.2017.1388503

Flaherty, C. (2019). Smaller pots for women. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2019/03/06/new-study-nih-funding-says-women-get-smaller-grants-men>

Promote networking and mentoring opportunities

PROBLEM Women are more likely to feel isolated from peers and career advice, and have less access to female mentors.

SOLUTION Form women mentoring programs with a mix of senior-junior faculty mentoring and peer-to-peer mentoring. Host networking events (such as social gatherings, all-women panel discussions, P&T training, or book clubs) to engage women faculty.

TIP Contact FacultyAffairs@unmc.edu for more information about UNMC's women mentoring opportunities.



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