

FASEB

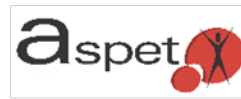
Federation of American Societies
for Experimental Biology

FASEB'S OUTREACH TO THE DEVELOPMENT AND PROMOTION OF WOMEN IN BIOMEDICAL CAREERS: THE SUCCESSES, CHALLENGES, AND BARRIERS

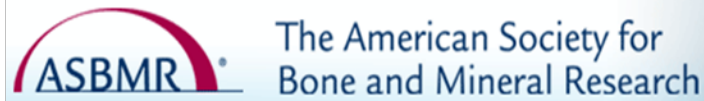
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What is FASEB?



SOCIETY FOR DEVELOPMENTAL BIOLOGY



American Federation
for Medical Research
Enhancing patient care by supporting innovative medical research

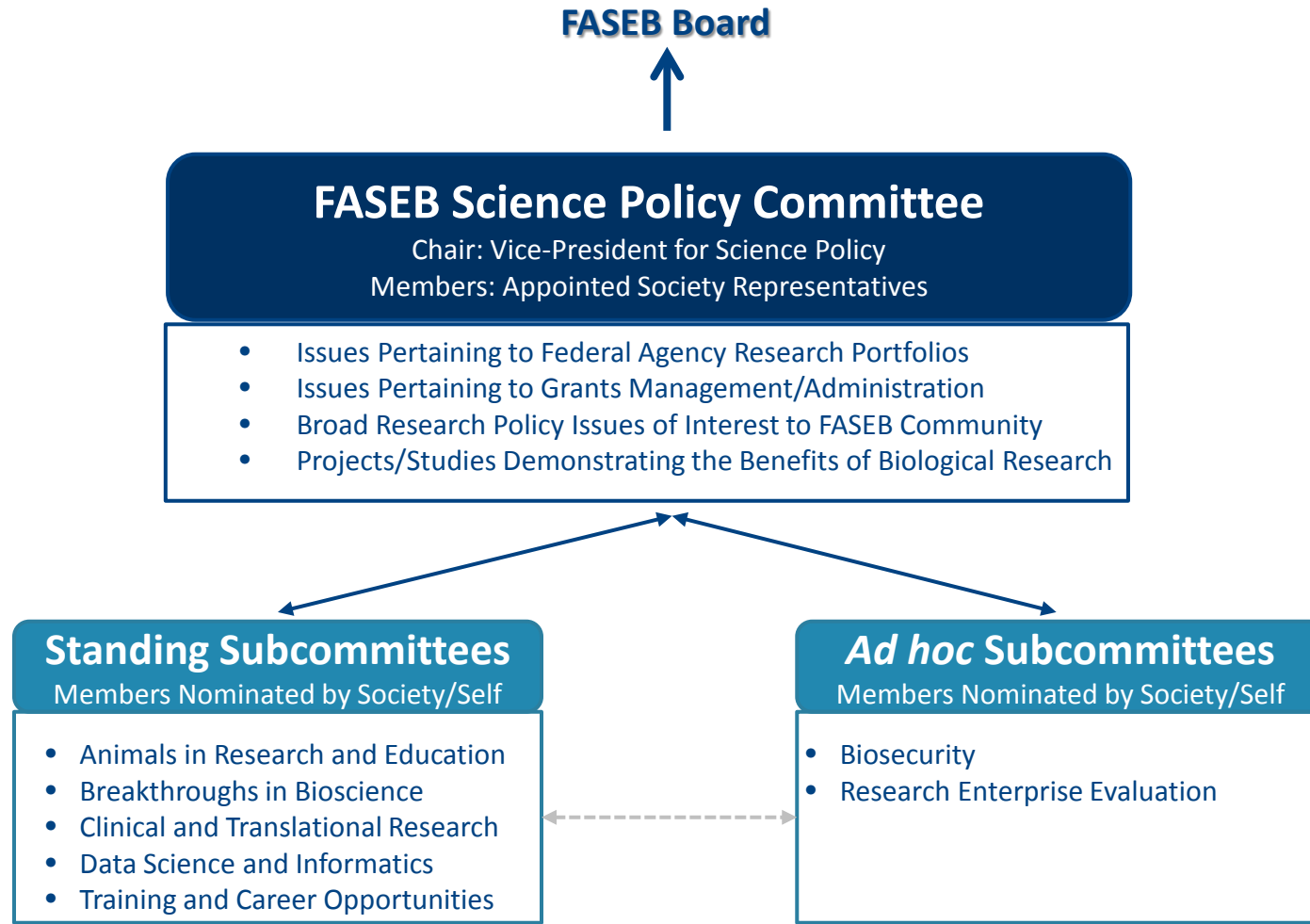


What Does FASEB Do?

□ Our Mission...

- **Advance health and welfare by promoting progress and education in biological and biomedical sciences through service to our member societies and collaborative advocacy.**
- It is accomplished through Public Affairs activities including...
 - Policy research and development
 - Advocacy and our role as government liaison
 - Coalition building
 - Communication and outreach

Science Policy at FASEB





Federation-Level Activities to Promote Women Scientists

FASEB Excellence in Science Award

- Award recognizes achievement in research, mentorship, and leadership by women researchers who are members of a FASEB society
 - ▣ Awarded annually since 1989
 - ▣ \$10,000 unrestricted research grant
 - ▣ Keynote lecture during annual meeting of FASEB society of awardee's choosing
 - ▣ Travel and other expenses associated with annual meeting attendance

FASEB MARC Program

- FASEB's has offered its Maximizing Access to Research Careers (MARC) program for over 30 years
- Supported by grant awards through NIGMS
- Diverse offerings for diverse audience:
 - ▣ Meeting Travel Awards
 - ▣ Peer Mentors Network
 - ▣ Grant Writing Training
 - ▣ Postdoc Workshop (Summer 2013)



Society-Level Activities to Promote Women Scientists

Benefits of Society Membership

- Discipline-specific conferences and meetings
- Discipline-specific journals
- Career development opportunities
- Leadership opportunities
- **RESEARCH NETWORK**

Common Offerings at Annual Meetings

- Career Development Workshops
- Networking Events
 - ▣ American Society for Bone and Mineral Research's "Speed Networking" event
- Co-localized Meetings
 - ▣ Endocrine Society and Women in Endocrinology

Career Development

- Mentoring Networks
 - ▣ American Physiological Society, Endocrine Society
- Awards
 - ▣ Professional Opportunity Awards (travel to conferences, pursue additional research training)
 - ▣ Distinguished Scientist Awards (recognize scientific achievement)
 - ▣ Mentorship Awards (recognition of role in fostering the careers of grad students/postdocs)

Leadership

- Society Committees focused on issues of particular importance to women scientists
- Monitoring of representation of women and underrepresented groups on society councils and committees
- Increased awareness of Federation-level leadership positions and committees

Research Network

- Society activities foster the development of a research network beyond the home institution
- Participation in Federation-level activities can help expand research network into other disciplines



Successes, Challenges, and Barriers

Successes

- Societies recognize the value of fostering women scientists at the bench and within leadership positions
- Societies recognize that effort is required to achieve and maintain equal representation of women in research and leadership positions
- Societies employ a range of offerings and activities to improve the representation of women in research and leadership positions

Challenges

- **Keeping women in the pipeline!**
- Many conferences still feature predominantly male speaker slates (American Association of Immunologists database)
- Women may not choose to run for leadership positions
- Successful programs may be expanded to serve the broader membership
- Limited reach of programs
 - Requires means to attend annual meetings
 - Awards help a small number of women
 - Network only works if people use it and bring others into it

Barriers

- Work-life balance of research career
- Funding environment
- Restrictions on conference travel

Recent FASEB Success Story



Judith S. Bond, PhD
FASEB President 2012-13



Margaret K. Offermann, MD, PhD
FASEB President 2013-14



Thank You!

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