

Changing Faculty Gender Bias

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Faculty as Gatekeepers

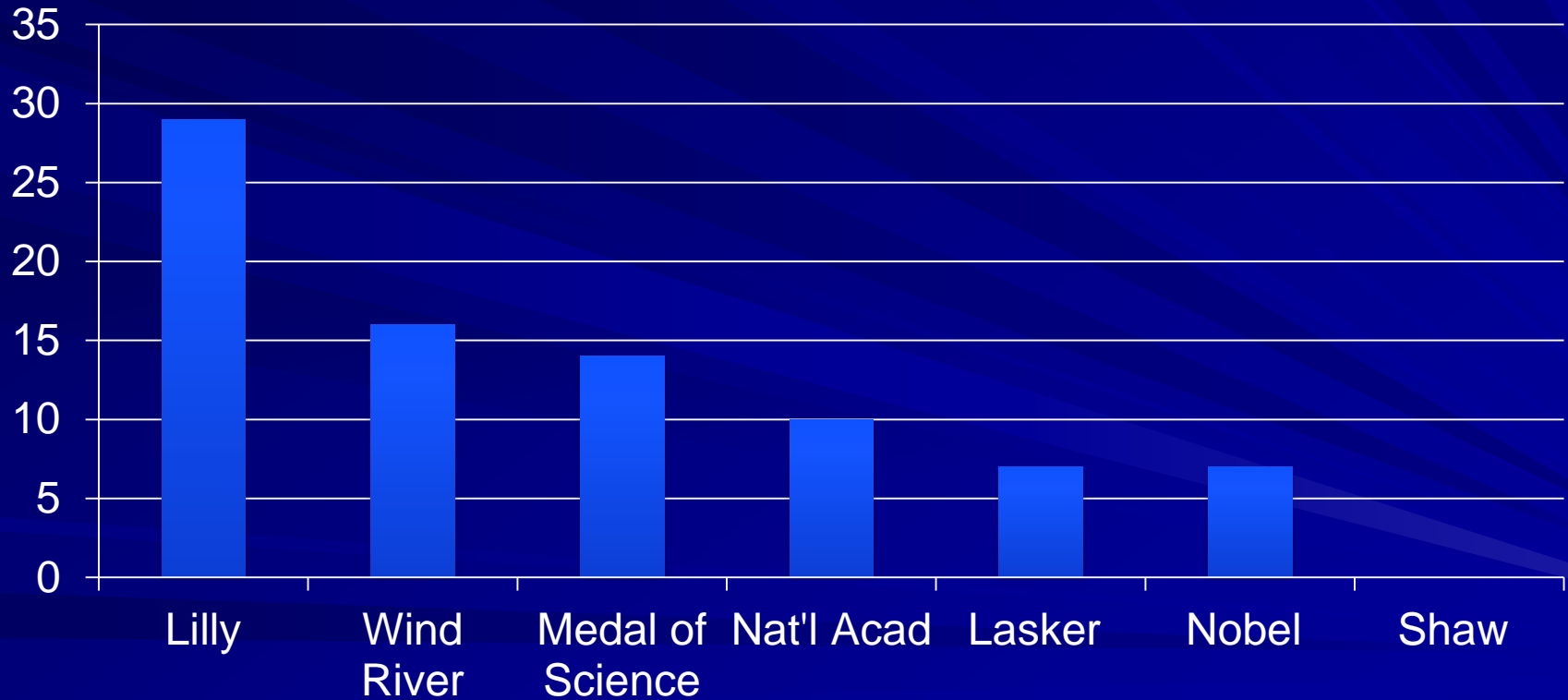
- Faculty provide students
 - Formal and informal advising
 - Access to opportunities
 - Feedback on their abilities
 - A vision of a professional path

Faculty as Gatekeepers

- Do we want to be fair?
- Why should we be fair?
- Are we fair?
- Can we change?

Is academic science a meritocracy?

% of Awards to Women
(end of 2010)



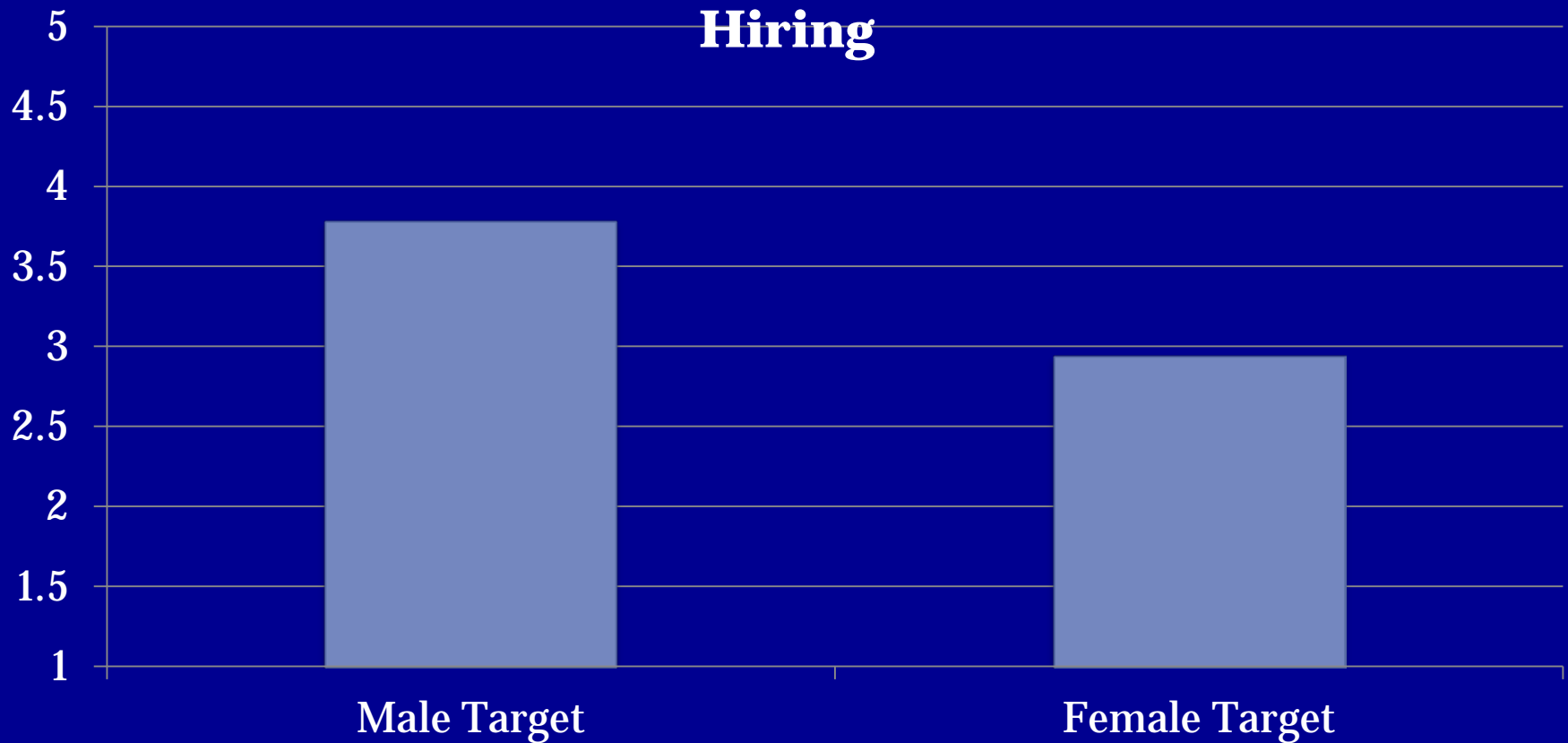
Our claim of objectivity

- “We’re scientists – we evaluate the data dispassionately
- “We only hire the best”
- “I know it when I see it”
- **“We’re trained to be objective, so the bias studies don’t apply to us”**

Our study of scientists

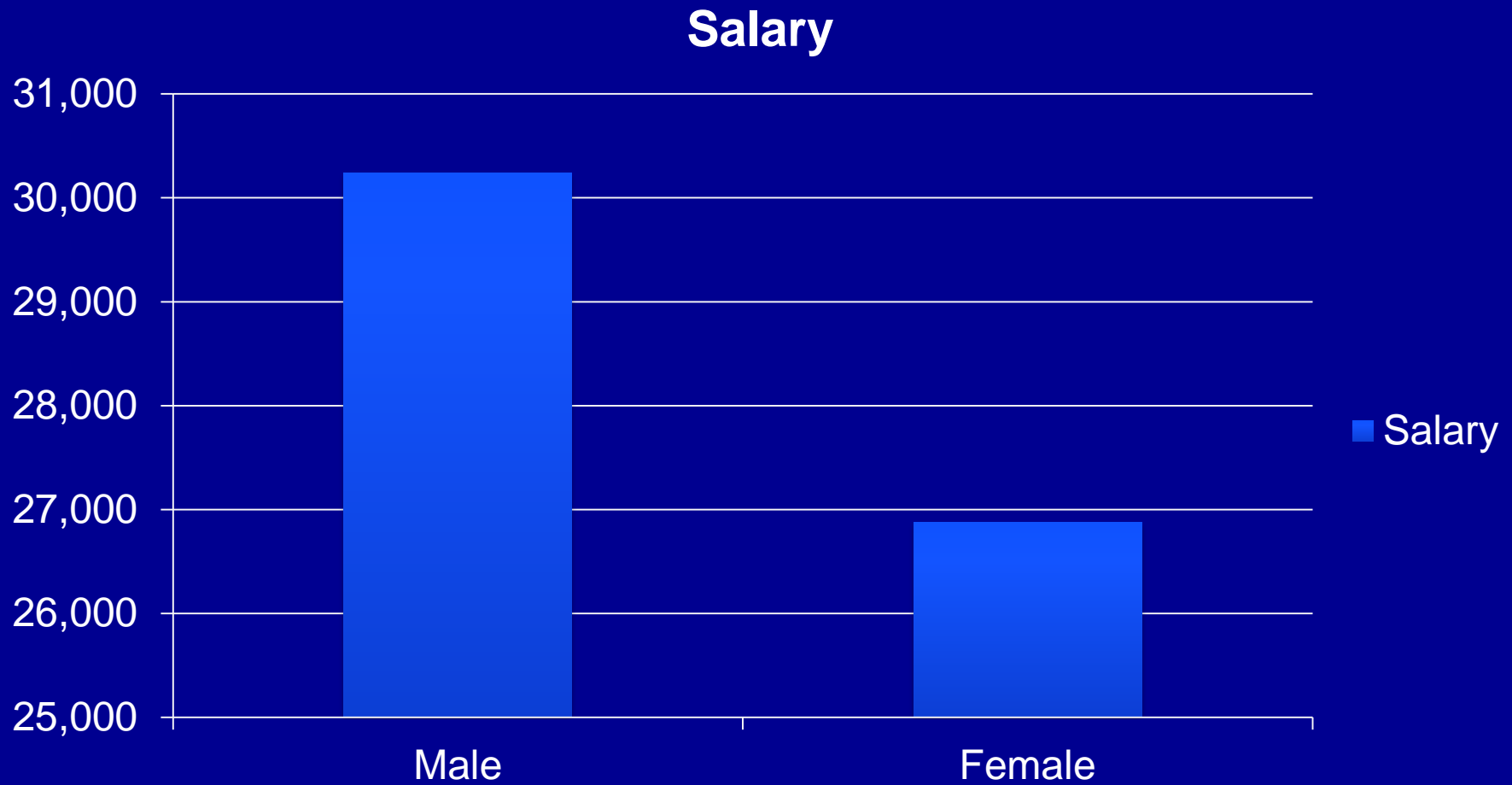
- 127 biologists, chemists, and physicists
- Six top research universities
- Sent participants a student description
- Randomly assigned name “Jennifer” or “John”
- Questions about student
 - Hire as lab manager?
 - Competent?
 - Provide mentoring?
 - Salary?

Results: Would Jennifer or John Be Hired?



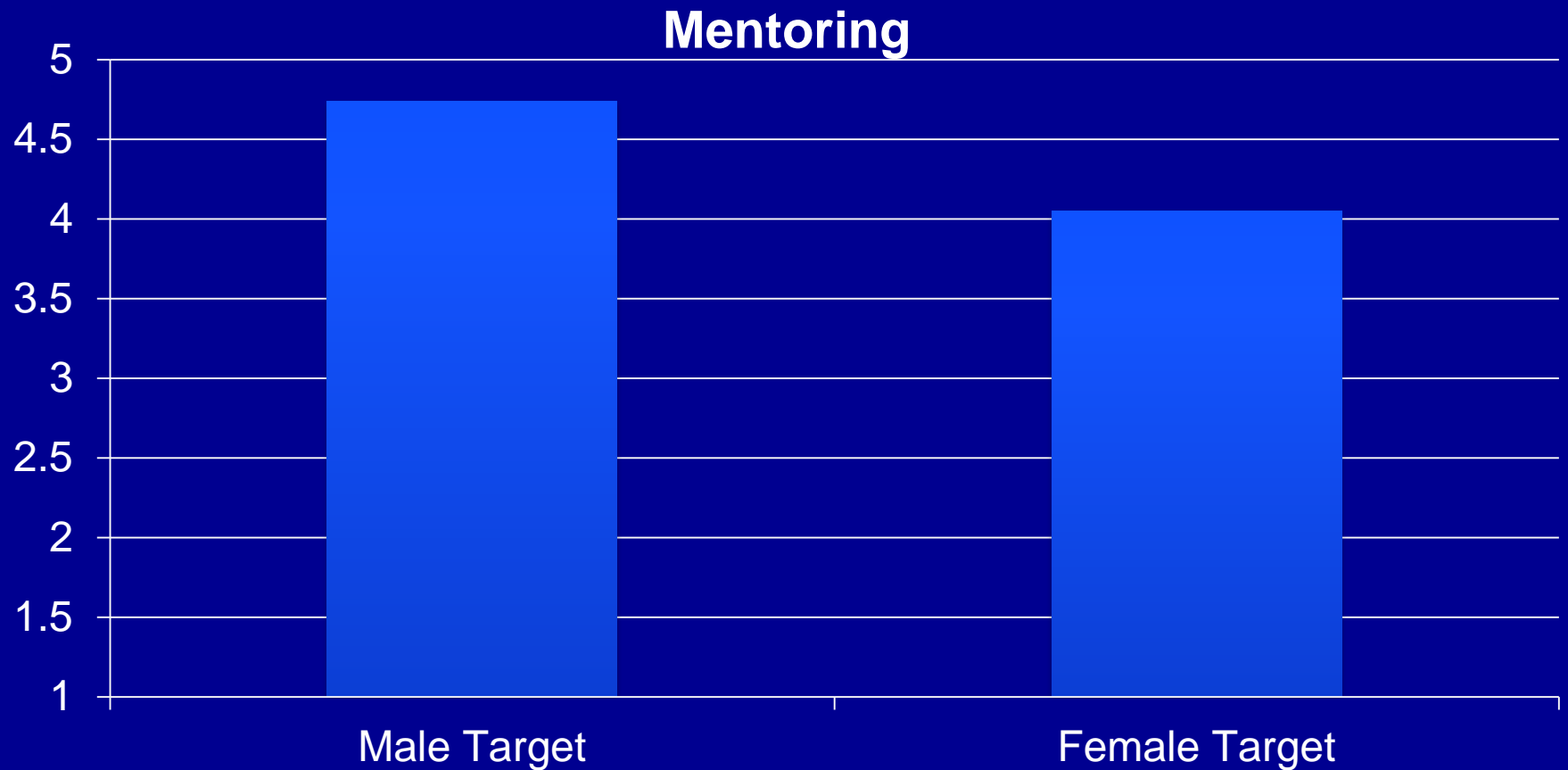
$t(125) = 4.22, p = .001, d = .70$

How much would Jennifer or John be paid?



$t(125) = 2.94, p < .01, d = .51$

Would Jennifer or John receive mentoring?

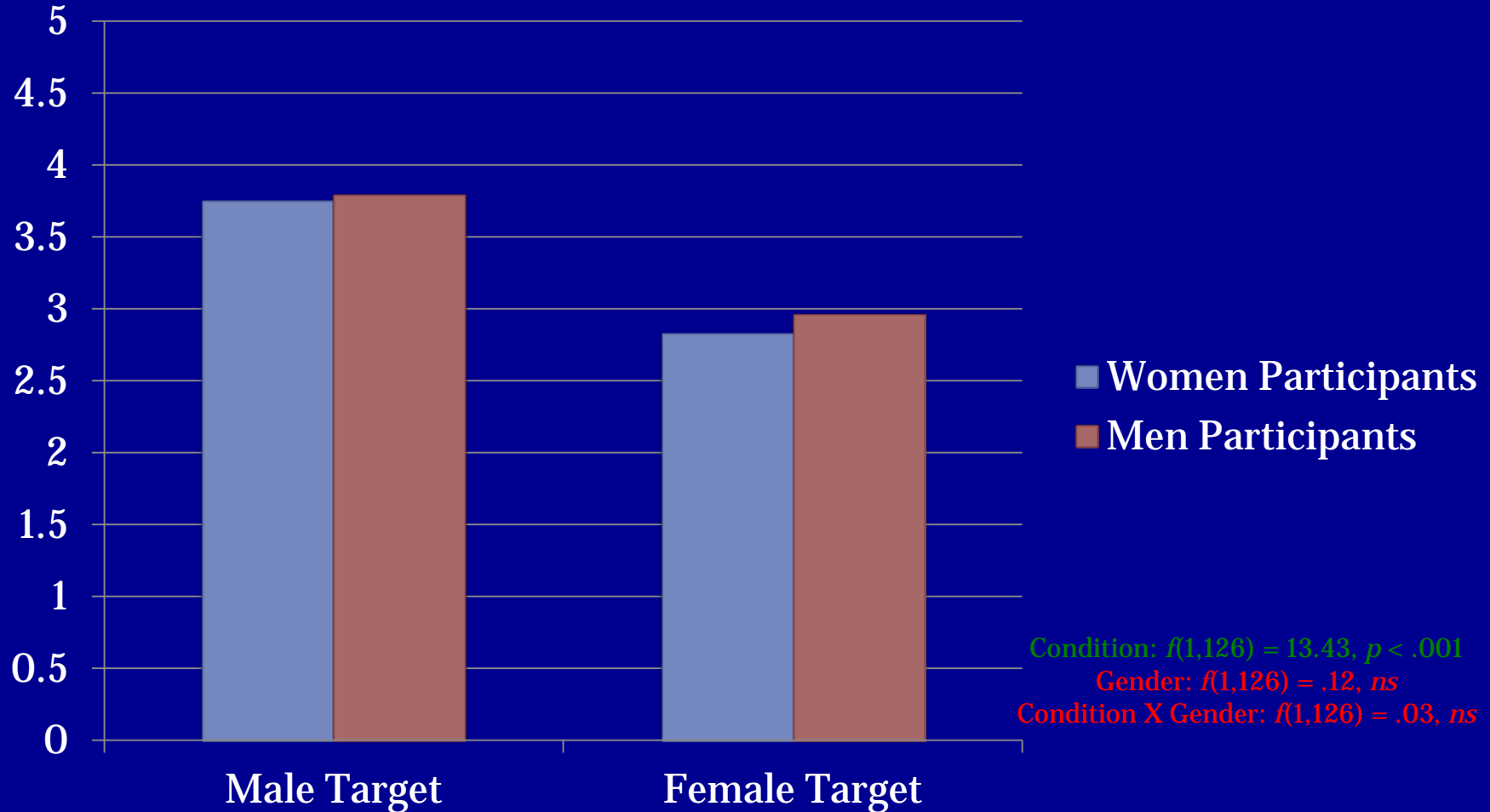


$t(125) = 3.43, p < .01, d = .60$

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Did faculty gender matter in their evaluation of Jennifer or John?



**What can we do to
minimize the impact of
bias?**

Examples of Actions

- WAGES board game
- Blind reviews – especially for two-tiered review (Science, Nature, PNAS, Cell)
- Evidence-based training of faculty and students supported by federal funds
- Images of famous women and minorities
- Artistic interventions?

Faculty as Gatekeepers

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