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Women in Science: From Panes to Ceilings

When I was in medical school in the 1960s, it was a widely held view that women should have children before age thirty. Illnesses like endometriosis were seen as punishment for delaying. Today, few in the biomedical professions would admit to holding such unscientific views. In fact, now the punishments come to women who do have their children while in their 20s, at least among women in the sciences.

One study of 460 former National Science Foundation postdoctoral fellows showed that women who had children during their postdoctoral years did not attain as high academic and leadership positions as other women and men. But let’s not blame the babies. Both married and single women scientists and engineers also have higher rates of unemployment and underemployment than their male counterparts. As in so many other fields, women in science eventually hit either the “mommy track” or a “glass ceiling.”

There is some heartening news: The disparity between men’s and women’s career advancement is lowest in biology, but high in physics, engineering, and mathematics. It is no mere coincidence that more women pursue careers in the biological sciences: Success leads to success. Thus, it is clear that one way to help women get ahead is to increase the numbers of women in other fields. Yet fewer women than men declare science as a major in college, and a greater proportion of women abandon science. Why do women drop out of science? A study by AAAS found that women in science classes are subject to more negative treatment than their male colleagues—by both faculty and other students. This is easier to understand—if not condone—when one considers that most science faculty are men. A 1990 NSF report shows a total of 151,400 men teaching in science departments at 4-year colleges and universities, and only 34,900 women; 60% of the men had tenure, but only 36% of the women.

My own field of medicine mirrors these trends. Although women now make up 38% of medical students, and women’s academic performance is virtually indistinguishable from that of men, women rarely achieve leadership positions. With some 14,171 women now teaching in medical schools, women represent 21.5% of all medical school faculty. However, they occupy what might be called an academic ghetto: 49.8% are clustered at the assistant professor level, only 9.8% are full professors, and there are no women deans.

Once they have survived the rigors of their education, the laboratory, and the faculty lounge, how do women scientists and M.D.’s fare in securing support for their research? The good news is that women’s share of research grant money from the National Institutes of Health has doubled since 1981 and, in 1990–91, women’s and men’s success rates for competing research project grants (RPG) became virtually equal. However, women submitted and received only 19% of these awards. Women’s research is a bargain: Women applicants for competing RPG’s receive less money than their male colleagues, on average about $30,000 less. Thus, in 1990–91, women received a mere 16% of competing RPG funds.

In view of some negative treatment in the classroom and discouraging employment and funding prospects, the astonishing thing is that young women pursue careers in science and medicine at all! But it is fortunate—and important—that they do. By the year 2000, women and minorities will account for 68% of new workers. And, if current trends continue, the United States will face a shortage of scientists and physicians by the end of the century. It is safe to say that sustaining America’s scientific preeminence will depend on attracting—and retaining—talented women and minorities.

When British women were trying to win the right to vote 80 years ago they played by men’s rules: They broke windows in Parliament Square. Their leader, Emmeline Pankhurst, defended the women’s action, saying, “Why should women go to Parliament Square and be battered about and insulted, and...produce less effect than when they throw stones?...After all, is not a woman’s life, is not her health, are not her limbs more valuable than panes of glass? There is no doubt of that, but most important of all, does not the breaking of glass produce more effect upon the Government?”

Although I am not advocating that American women resort to such behaviors—or even to the breaking of test tubes—it is clear that all of us in the scientific community have a lot of breaking to do—especially old rules, self-defeating habits, and glass ceilings.

—BERNADINE HEALY, Director, National Institutes of Health, Bethesda, MD 20892

1 A longer version of Dr. Healy’s essay, including complete references, is available from Science. Request by fax: 202-371-9821. E. Parkhurst, My Own Story (Hearst’s International Library, New York, 1914), pp. 212-213.
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REFERENCES

Science at EPA

The 10 January ScienceScope item “Better science at EPA?” (p. 147) quoted me out of context. The invidious comparison I was drawing between the Environmental Protection Agency (EPA) on the one hand and the National Institutes of Health (NIH) and the National Science Foundation (NSF) on the other did not have to do with the quality of the science being performed by in-house EPA scientists, which in many cases is world class. Rather, I was referring to the processes by which these organizations seek out and make funding decisions concerning extramural science. Almost by definition, those successful scientists in the academic community, whom EPA needs to enlist in their search for the best possible science to ensure credible decision-making, have had experience with the NIH and NSF processes. These processes are generally considered to be valid, in the sense that they are usually capable of finding the best scientist to do the best science. In comparison, EPA’s dealings with the academic community often seem to be characterized by ineptitude, cronyism, or politics. The only fully peer reviewed program, the External Grants Program, has never been consistently funded to any reasonable level by EPA and accounts for far less than 10% of total extramural funding. This criticism is not restricted to the Office of Research and Development, but is particularly pertinent to the wide range of scientific and technical activities performed by EPA program and policy offices. The disrespect engendered by the failure to recognize and enlist the best science affects the credibility of EPA.

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* McSween Magazine review, 9/90

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We recognize the differences in people whether they be gender differences or racial differences. We recognize it is the capabilities of the people that matter, not their style or the color of their skin.

Alice Hsuan  
PhD Statistics - Cornell University  
Vice President, Biostatistics and Clinical Data Management

On Science
There is a real commitment here to outstanding science. Management has set a goal for us to do the best science we can possibly do in pursuing our pharmaceutical company objectives.

Cynthia Maryanoff  
PhD Chemistry - Princeton University  
Director, Chemical Development Worldwide

On Professional Respect
The reason I like working at J&J is that there is endless opportunity, very strong intellectual challenge, and tremendous professional respect for each other.

Diane Bechtold  
BS Biology - Rosemont College  
Director, Quality Assurance AIDS and Hepatitis Business

Ortho Diagnostic Systems Inc.
On Work And Family

We're very sensitive to family responsibilities. The company is very good about providing services to meet special needs ranging from day care to personal health.

Jade Chin
PhD Basic Health Sciences
SUNY Stony Brook
Group Leader, Immunology
Ortho Diagnostic Systems Inc.

On Advancement

I honestly believe that I am judged on my capabilities when it comes time for promotional consideration. I am given the opportunity to participate to the fullest in all decisions and processes.

Ceile Hedberg
DVM - Tuskegee Institute
PhD Anatomy and Physiology
University of Pennsylvania
Director of Laboratory
Animal Science

On The Future

Building on the strength and talent of the 80,000 people who work with us around the world, and a year when we were able to realize record sales and earnings, we're most optimistic about our future. If you are interested in considering future opportunities and possess health care industry or academic experience and an advanced degree in Biology, Biochemistry, Biochemical Engineering, Chemistry, Immunology, Medicine, Microbiology, Molecular Biology, Pathology, Pharmacology, Statistics, Toxicology or equivalent, we invite you to forward your c.v. in confidence to: M.S. 300, 12 West 37th Street, 10th Floor, New York, NY 10018. We are an equal opportunity employer m/f/d/v and support diversity in the workplace.
An Argonne biochemist analyzes a DNA sequence gel pattern of the photosynthetic reaction center genes of the bacterium Rhodobacter capsulatus. Her work is determining which amino acids function in photosynthesis—furthering our research toward improved herbicides and alternative energy sources.

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---

**BIOLOGICAL RESEARCH**
- Biochemistry of metals
- Biostatistics
- Carcinogenesis studies in vitro and in vivo
- Cellular biology
- Environmental health
- Epidemiology
- Gene expression
- Low-level radiation effects
- Molecular biology
- Mutagenesis-heritable and somatic
- Neurobehavioral chronobiology
- Nuclear medicine
- Photobiology
- Protein mapping
- Radiation biology and genetics
- Radiation protection standards
- Toxicology

**ENERGY CONSERVATION**
- Community energy systems
- Electric and hybrid vehicles
- Energy conversion
- Federal energy management
- Industrial process efficiency
- Industrial cogeneration
- Transportation utilization
- Waste energy reduction
- Weatherization

**ENVIRONMENTAL RESEARCH**
- Atmospheric chemistry and physics
- Environmental effects
- Environmental geoscience and engineering
- Environmental impacts
- Fundamental molecular physics and chemistry
- Global climate change
- Instrumentation development
- Integrated assessments
- Site characterization and remedial action
- Waste management

**FOSSIL ENERGY**
- Advanced combustion systems
- Advanced environmental control technology
- Energy materials transport
- Environmental impact and the effects of coal conversion plants
- Erosion and corrosion
- Fuel cells
- Heat engines
- Heat transfer
- Improved combustion efficiency
- Instrumentation/control and materials technology for coal conversion
- Multiphase flow
- Open-cycle magnetohydrodynamic plasma systems
- System engineering/design of advanced fossil fuel technology

**RENEWABLE ENERGY**
- Applied superconductivity
- Battery storage
- Biomass energy
- Ocean energy systems
- Urban waste

**OTHER ADVANCED ENERGY PROGRAMS**
- Emergency energy conservation/planning
- Energy resource analysis
- Energy systems planning
- International energy systems analysis
- Maglev transportation
- Minority economic impact
- Policy planning/analysis
- Power supply/reliability

Argonne National Laboratory has taken a number of initiatives to ensure that our career environment is conducive to the personal and professional growth of women scientists. We invite you to learn more about us.

Send a resume in strictest confidence to: Susan M. Walker, Box WIS, Employment and Placement, Argonne National Laboratory, 9700 South Cass Avenue, Argonne, IL 60439. Argonne is an equal opportunity/affirmative action employer.
The National Institutes of Health is an institution dedicated to basic and clinical biomedical research. Thirteen research institutes, more than 4,000 scientists with doctoral degrees, and a clinical center that is home to half of all research beds in the country, combine to make the NIH the only facility of its kind in the world. The NIH’s campus in Bethesda, Maryland, is also home to two institutes of the Alcohol, Drug Abuse, and Mental Health Administration as well as a research center of the Food and Drug Administration, thus providing research opportunities in virtually every area of biomedical research. Over two thousand research projects are available to individuals training at the NIH.

Postdoctoral opportunities in basic biomedical science are available at the NIH through the Laboratory Research Pathway. This pathway provides an opportunity for trainees to receive postdoctoral training in one of the many disciplines that span biomedical research at the NIH. Candidates should have either a graduate doctoral degree (e.g., PhD, MD/PhD) or a professional degree (e.g., MD, DO, DDS, DMD, or DVM) accompanied by previous laboratory research experience. Postdoctoral fellows generally receive an initial appointment of two years with salary support available through a number of funding mechanisms. In addition, individuals interested in pursuing research training through the Clinical Investigator Pathway of the American Board of Internal Medicine (ABIM) may contact the Office of Education for details.

Listed below are a few of the many postdoctoral training opportunities in the basic sciences which will be available in 1992. If you would like to be considered for any of the following positions, please send a cover letter, Curriculum Vitae, bibliography, and statement of research interest to the address listed with each position. In addition, please arrange to have letters of recommendation sent from three scientists who can provide an evaluation of your qualifications.

**Cellular Signalling**

Joel Moss, MD, PhD • Martha Vaughan, MD

Mechanisms of signalling (transmembrane, intracellular) by guanine nucleotide-binding proteins using techniques of molecular genetics, biochemistry, and cell biology. Laboratory of Cellular Metabolism (OE-11), NHLBI, Building 10, Room 5N307.

**Connective Tissue Biology**

Joan C. Marini, MD, PhD

Molecular biology of connective tissue disorders, especially the effects of collagen mutations in fibroblasts and osteoblasts. Human Genetics Branch (OE-11), NICHD, Building 10, Room 9S242.

**Gene Expression**

Vincent Manganillo, MD, PhD

Regulation of expression of cyclic GMP-inhibited phosphodiesterase (cGMP PDE) genes and structure/function analysis of recombinant cGMP PDEs. Laboratory of Cellular Metabolism (OE-11), NHLBI, Building 10, Room 5N307.

**Gene Therapy**

W. French Anderson, MD


**Lipoprotein Metabolism**

H. Bryan Brewer, Jr., MD

Analysis of genetic defects in lipoprotein metabolism and atherosclerosis utilizing clinical, molecular and cell biology techniques. Molecular Disease Branch (OE-11), NHLBI, Building 10, Room 7N117.

**Molecular Endocrinology**

Sheue-yann Cheng, PhD

Structure and gene regulation of cellular thyroid hormone binding proteins using genetic, biochemical and molecular biological methods. Laboratory of Molecular Biology (OE-11), NCI, Building 37, Room 4B09.
Opportunities At
titudes Of Health.

Molecular Development
Heiner Westphal, MD
Gene expression in the developing mouse is currently being explored using transgenic mouse models. Experience in these technologies is required. Laboratory of Mammalian Genes and Development (OE-11), NICH, Building 6, Room 338.

Molecular Genetics of Meiosis
Michael Lichten, PhD
The molecular mechanisms of meiotic recombination and of chromosome pairing in S. cerevisiae are being examined using genetic analysis, physical characterization of recombination intermediates, and analysis of meiotic chromosome structure. Laboratory of Biochemistry (OE-11), NCI, Building 37, Room 4C19.

Molecular Immunology
B.J. Fowlkes, PhD
T cell development with particular emphasis on early T cell differentiation, thymic selection, and mechanisms for lineage commitment. Laboratory of Cellular and Molecular Immunology (OE-11), NIAID, Building 4, Room 111.

Neurobiology
Joan P. Schwartz, PhD
Synthesis and functions of neurotrophic factors in the developing, adult, and regenerating nervous system. Clinical Neuroscience Branch (OE-11), NINDS, Building 9, Room 1W115.

Neurolaryngology
Christy Ludlow, PhD
Integrative systems studies of animal and human laryngeal neurophysiology. Voice, Speech and Language Branch (OE-11), NIDCD, Building 10, Room 5D38.

Molecular Biology of Drug Resistance
Michael Gottesman, MD • Ira Pastan, MD
Molecular biology of drug resistance in human cancers and studies on the mechanism of drug transport by the multidrug transport protein. Biochemical or molecular biology experience required. Laboratory of Molecular Biology (OE-11), NCI, Building 37, Room 4E16.

Viral Immunology
Herbert C. Morse, III, MD
Contributions of viral superantigens to abnormal cellular interactions and cytokine production in response to retrovirus infection using a mouse AIDS model. Laboratory of Immunopathology (OE-11), NIAID, Building 7, Room 302.

Viral Pathogenesis
Janet W. Hartley, PhD
Murine leukemia viruses using a mouse AIDS model with emphasis on structure/function relationships and interactions with other pathogens. Laboratory of Immunopathology (OE-11), NIAID, Building 7, Room 302.

Additional Postdoctoral Fellowship Opportunities
For an on-line listing of additional postdoctoral openings you may access the NIH EDNET Bulletin Board’s POSTDOC conference via modem (1,301-4922221). The settings for modem access are “7,Even,”. When connected to NIH, type in “vrl00” at the connect message, “F5E” at initial, and “AJLI” at account.

Those interested in receiving a catalog featuring descriptions of NIH research laboratories and other postdoctoral opportunities, as well as information on clinical training opportunities, may contact the Office of Education, Building 10, Room 1C129. Phone: 301-496-2427.

National Institutes Of Health
9000 Rockville Pike, Bethesda, MD 20892
GRANTS FOR INTERNATIONAL JOINT RESEARCH IN THE AREAS OF MATERIALS, ENERGY AND GLOBAL ENVIRONMENT

The New Energy and Industrial Technology Development Organization (NEDO), a Japanese governmental implementing agency supervised by the Ministry of International Trade and Industry (MITI) of Japan, has been carrying out an International Joint Research Program since 1988. This program aims to contribute to the enhancement of the international level of industrial technology as well as to the advancement of international exchange by supporting international joint research teams which conduct superior research. In addition to supporting international joint research teams which conduct original and innovative basic research in the materials area, international joint research teams which conduct research in the energy area and the global environment area will be provided with grants from FY 1993. The program in the global environment area will be conducted jointly with the Research Institute of Innovative Technology for the Earth (RITE).

Research grants will be provided to “International Joint Research Teams” which fulfill the following main requirements:

1. Each team, in principle, must be composed of four or more researchers;
2. Each team must consist of researchers of two or more different nationalities;
3. The research organizations where the team members' major activities take place must be located in two or more countries.
4. Each team must appoint a research coordinator and an accounting coordinator. The accounting coordinator must be responsible for accounting matters and function as the liaison between the team and NEDO. The accounting coordinator's organization and research site must be located in Japan, and he/she must be able to communicate with NEDO in Japanese about all accounting matters. The research coordinator can also hold the post of accounting coordinator.

FY 1992's program is shown below.

<table>
<thead>
<tr>
<th>Research Area</th>
<th>Field of Research</th>
<th>Amount of Each Grant</th>
<th>Number of Themes to be Adopted</th>
<th>Recipients of Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Materials</td>
<td>1) Basic research concerning the investigation and elucidation of materials. 2) Basic research concerning the practical use of materials.</td>
<td>about 30,000,000 yen in FY 1992</td>
<td>5 themes</td>
<td>NEDO (Note a.)</td>
</tr>
<tr>
<td>Energy</td>
<td>Practical research on power generation technologies using oil-alternative energy, on load leveling technologies and on global environment conservation related to those technologies.</td>
<td>about 30,000,000 yen in FY 1992</td>
<td>3 themes</td>
<td></td>
</tr>
<tr>
<td>Global Environment</td>
<td>1) Basic research on conservation and improvement of the global environment. 2) Practical research concerning the production, generation and use of oil-alternative energy which contributes to the conservation and improvement of the global environment.</td>
<td>about 30,000,000 yen in FY 1992</td>
<td>1 theme</td>
<td>RITE (Note b.)</td>
</tr>
</tbody>
</table>

(Recipients of applications)

Note a. Materials and energy areas
International Joint Research Division, Industrial Technology Department. New Energy and Industrial Technology Development Organization (NEDO). Address: 21F, Sunshine Bldg. 3-1-1 Higashi-Ikebukuro, Toshima-ku, Tokyo, 170 Japan. Phone No.: 03-3987-9357. Telefax No.: 03-3981-1536

Note b. Global environment area

Please be informed that the amount of each grant and the number of themes to be adopted may be changed, and that this grant program is subject to government budget approval. The application period is from March 5, 1992 to June 5, 1992. No application will be accepted later than June 5th.

ATTENTION: If there are some discrepancies in a submitted application, for example, it does not follow the Application Guidebook or the research contents are different from the proposed research area, it will be considered invalid.
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<td>Four</td>
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