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USC Women in Science and Engineering Newsletter
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Issue 1.8

USC Women in Science and Engineering 10th Anniversary Celebration Reception

*Join WiSE this Thursday in
Celebration of our 10th Anniversary*

Thursday, May 6, 2010

3:00pm - 5:00pm

*Remarks at 3:30pm
by Provost C. L. Max Nikias*

Andrus Gerontology Center Courtyard

*Kindly RSVP at www.usc.edu/esvp, Password: WISE10
Email wiseprog@usc.edu or call 213-740-9584 for further details*

**Calendar: WiSE
Networking Meetings**

WiSE Faculty Networking Meetings

- Thursday, May 27th, 12pm, HNB 107
- Thursday, June 24th, 12pm, HNB 107
- Thursday, July 29th, 12pm, HNB 107

Opportunities

Please go to the [Opportunities of Interest](#) page of the WiSE website for a complete list of opportunities.

**News &
Articles of Interest**

NEWS at USC

WiSE Researchers take home awards from USC's 12th Annual Undergraduate Symposium for Scholarly and Creative Work

Congratulations to the following WiSE Undergraduate Fellows who received awards:



Rebecca Gibbs:
Second Prize,
Life Sciences



Negar Kahen (left):
Honorable Mention,
Life Sciences



Jasmine Thum:
Honorable Mention,
Life Sciences



Lesley Petrie:
Honorable Mention,
Physical Sciences & Engineering

Two WiSE Women are USC's 2010 University Salutatorians

USC News 4/2/10

Congratulations to two WiSE Undergraduates who are the USC University Salutatorians and will be honored at USC's 127th Annual Commencement on May 14, 2010.



Natasha Naik, WiSE Undergraduate Fellow, BS Biomedical Engineering 2010, has also been honored with the Bovard Award (women w/ highest GPA) and the Renaissance Scholar Award.



Lisa Werth, a 2009 Remarkable Women Award recipient, BS Biological Sciences 2010, is also a recipient of the Bovard Award.

[Click here for the announcement.](#)

USC Mellon Mentoring Awards

USC News 4/30/10



Congratulations to our own Andrea Armani and David D'Argenio of the USC Viterbi School of Engineering who both received Mellon Mentoring Awards for Faculty Mentoring Undergraduates!

[Click here for the full story.](#)

Other News & Articles of Interest

Activities, Productivity, and Compensation of Men and Women in the Life Sciences

April 2010, WICB Network Message 4

Prof. Susan Forsburg brought this study to our attention:

Subject: Activities, Productivity, and Compensation of Men and Women in the Life Sciences
DesRoches, Catherine M. DrPH; Zinner, Darren E. PhD; Rao, Sowmya R. PhD; Iezzoni, Lisa I. MD, MSc;
Campbell, Eric G. PhD

Abstract

Purpose: To determine whether professional activities, professional productivity, and salaries of life sciences faculty differ by gender. The authors undertook this study because previous studies found differences in the academic experiences of women and men.

In 2007, the authors conducted a mailed survey of 3,080 life sciences faculty at the 50 universities whose medical schools received the greatest amount of National Institutes of Health funding in 2004. The response rate was 74% (n = 2,168). The main outcome measures were a faculty member's total number of publications; number of publications in the past three years; average impact score of the journals in which he or she had published; professional activities; work hours per week; the numbers of hours spent specifically in teaching, patient care, research, professional activities, and administrative activities; and annual income.

Among professors, the women reported greater numbers of hours worked per week and greater numbers of administrative and professional activities than did the men. Female faculty members reported fewer publications across all ranks. After control for professional characteristics and productivity, female researchers in the life sciences earned, on average, approximately \$13,226 less annually than did their male counterparts.

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Discussion

Compensation and academic advancement in life sciences research depend largely on research productivity, which is partially gauged by the publication of original research. Our national survey found that female researchers of all ranks produced fewer publications than did their male counterparts. Nonetheless, even after we accounted for differences in publications, personal attributes, and other professional activities, female researchers still had annual salaries that were approximately \$6,000 to \$15,000 less than those of their male counterparts.

Although some may perceive these discrepancies as modest, the cumulative disparity over an academic career is substantial. During 30 years, for example, an average female faculty member with a PhD would earn \$214,470 less than would a comparable male faculty member. If this annual deficit were invested in retirement accounts that grew by 6% annually, the total difference would approach \$700,000; for department of medicine faculty, it would approach \$1.3 million dollars. Moving forward, with increasing numbers of female researchers reaching professional heights, it is critical to monitor compensation differentials and not to assume that the growing prominence of women means that salary inequity is resolved.

Our survey demonstrated that, especially once they become full professors, men and women have somewhat different jobs. **Compared with male full professors, female full professors worked more hours overall and spent significantly more time in administrative and professional activities and less time conducting research. Given the relatively small number of female full professors, the greater time spent on professional and other administrative roles could reflect efforts of institutions to increase the diversity of the individuals filling those roles. Female professors may feel compelled to accept these invitations, perhaps to serve as trailblazers or to fulfill some personal goal, but the possible consequence is that these activities are expanding the women's working hours.**