



Dr. Nancy Hopkins on Faculty Equity and Diversity

Nancy Hopkins, Ph.D., visited the Gladstone Institutes on April 22 to discuss issues relating to faculty equity and diversity. Dr. Hopkins is the Amgen, Inc. Professor of Molecular Biology at the Massachusetts Institute of Technology. The visit celebrated her being awarded this year's UCSF medal, given to individuals who have made outstanding contributions to the University's health science mission.

In 1995, Dr. Hopkins chaired a committee that undertook a systematic review of factors at MIT that are critical to faculty career advancement, comparing what was available to male versus female faculty. The now famous MIT report revealed inequity at many levels and led to a concerted effort to establish institutional changes at the highest level at MIT to correct these inequities.

During her visit, Dr. Hopkins met with Bob Mahley and the institute directors to discuss ways to improve faculty diversity. She also attended a presentation by Laura Napolitano and Teri Liegler at the Investigator/Admin meeting summarizing the results of a survey issued to all women at Gladstone, which served to clarify direction on future events and activities to advance the status of women.

The highlight of the day was Dr. Hopkins's lecture to members of Gladstone and SFGH, entitled "Faculty Equity and Diversity: Lessons Learned at MIT," where she outlined the findings of the MIT report and reviewed the progress that has been made in addressing her findings. Then, Ruth Greenblatt, MD, UCSF professor of clinical medicine and epidemiology, presented the findings of a recent report on the status of female faculty at UCSF. These presentations were followed by a reception with lively discussions of gender equity at the faculty level at UCSF, Gladstone, and SFGH.

According to Dr. Hopkins, several issues are key in attaining and maintaining gender equity:

- A diverse faculty is critical to the success of a department or institution.
- Gender inequity is not unique to a few institutions, but is global.
- Education and intention are not in and of themselves enough to institute and maintain diversity. Policy to mandate standards is essential.
- Issues concerning diversity must be dealt with at the highest levels of administration.

Many thanks to all the speakers, organizers, and participants in making this valuable symposium possible.