

Dr. Nancy Hopkins, UCSF Medal Recipient, to Speak at Gladstone



Dr. Nancy Hopkins

On **Tuesday, April 22**, Nancy Hopkins, PhD, will visit Gladstone. Dr. Hopkins is the Amgen, Inc., Professor of Molecular Biology at the Massachusetts Institute of Technology and a member of the Institute of Medicine. She will deliver a lecture, meet with Gladstone's president, directors, and investigators, and tour our laboratories.

On Founders Day, April 23, Dr. Hopkins will receive the prestigious UCSF Medal as a champion for gender equity. The UCSF Medal recognizes individuals who have attained preeminence and made outstanding personal contributions to the University's health science mission. The UCSF Medal is equivalent to an honorary doctorate given by many universities.

In her lecture at Gladstone, entitled "Faculty Equity and Diversity: Lessons Learned at MIT," Dr. Hopkins will discuss the status of women faculty in academic science and engineering and the progress that has been made at MIT to address issues of equity, marginalization, and family-work balance for women faculty. A concerted effort to address gender disparities was made after a committee chaired by Dr. Hopkins documented that often women were not treated equally to men at the prestigious institute. Through her groundbreaking research, Dr. Hopkins documented that discrimination—often unintentional and subtle—existed at many levels. Similar findings have been made at other institutions in the wake of the "MIT Report." Meanwhile, MIT raised women's salaries, boosted research support and space for women, and recruited

women to key administrative positions. They also revised hiring procedures to try to increase the numbers of women and minority faculty, including specifically minority women faculty.

In her scientific research, Dr. Hopkins studies the genetic basis of early development and simple behaviors in the zebrafish. She adapted insertional mutagenesis, a powerful technique thought impractical in vertebrates, by using retroviral vectors as the mutagen. With this technique, her laboratory hopes to identify about 20–30% of the genes that are required to allow a fertilized egg to develop into a free-swimming larva.

Dr. Hopkins's lecture will be given on **Tuesday, April 22**, from 1:15 to 3:00 p.m., in Carr Auditorium. Immediately after Dr. Hopkins' presentation, Dr. Ruth Greenblatt, UCSF professor of clinical medicine and epidemiology, will present results from the recent UCSF survey of faculty climate and will summarize the recommendations. We encourage all Gladstone staff to hear these presentations, which are open to all UCSF faculty at San Francisco General Hospital. A reception will follow in the GIVI 5th floor library.

More information on Dr. Hopkins is available at <http://www.thefutureoflife.com/speakers/hopkins.htm>.

This event is co-sponsored by Gladstone, the UCSF Center for Gender Equity, and the Chancellor's Advisory Committee on the Status of Women.

Photo by Donna Coveney/MIT