

2016

Symposium Schweizer  
Spitzenmedizin

# What's happening now in Pediatrics?

Prof. Klara Posfay Barbe  
Children's Hospital of Geneva  
University Hospitals & Medical School  
of Geneva

# As a student



- Mostly male professors
- Don't really remember a professional female role model
  - Marie Curie?
- Pediatrics: Dr Zsolt Koppányi
- Totally unaware of how careers are built
- Many comments from others on unrealistic project to have a career (as pediatrician, not even academic) & a family



# In Pediatrics



- Felt natural to have a female department head
- She was the boss
- We could go and talk to her & wanted to please her
  - Perceived as: intuitive, stable, “woman/family friendly”, didn’t want “war”, pragmatic, motherly-figure
- Mostly male senior doctors
- Mostly female residents
- My 3 female role-models



Susanne Suter



Claire-Anne Siegrist



Ellen Wald

# Female role models

- **Hope**
- Family-compatible
- Extremely organized
- Still women
- Highly respected as professionals & leaders
- Could be tough and stand strong
- Could be kind and understanding
- Open to discuss / listen
- The sky is the limit



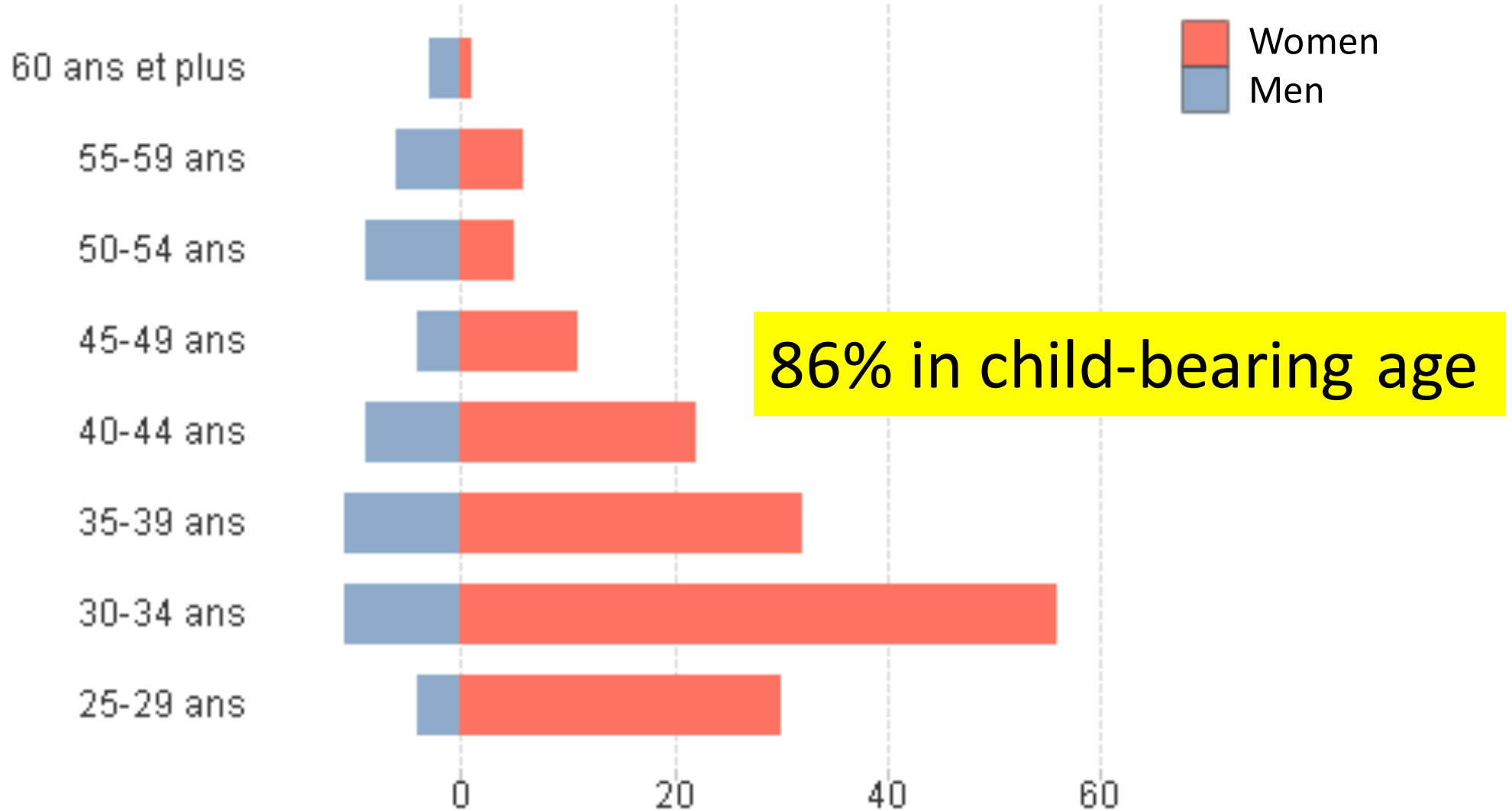


Super women!

# After Prof. Suter in Geneva

- New department heads
  - **Prof. Siegrist** ♀ (med faculty): pushed women forward
  - **Prof. Belli** ♂ (clinics): maybe less... aware?
- Still mostly female doctors becoming pediatricians:  
 $163/220 = 74.1\%$  female doctors
- 2016: 250 candidates
  - 40 interviewed = 87% women
  - 14 doctors hired = **86%** women (12/14)
- Still many pregnancies / year: organizational issues

# 2016, Doctors, Dept of Pediatrics, Geneva

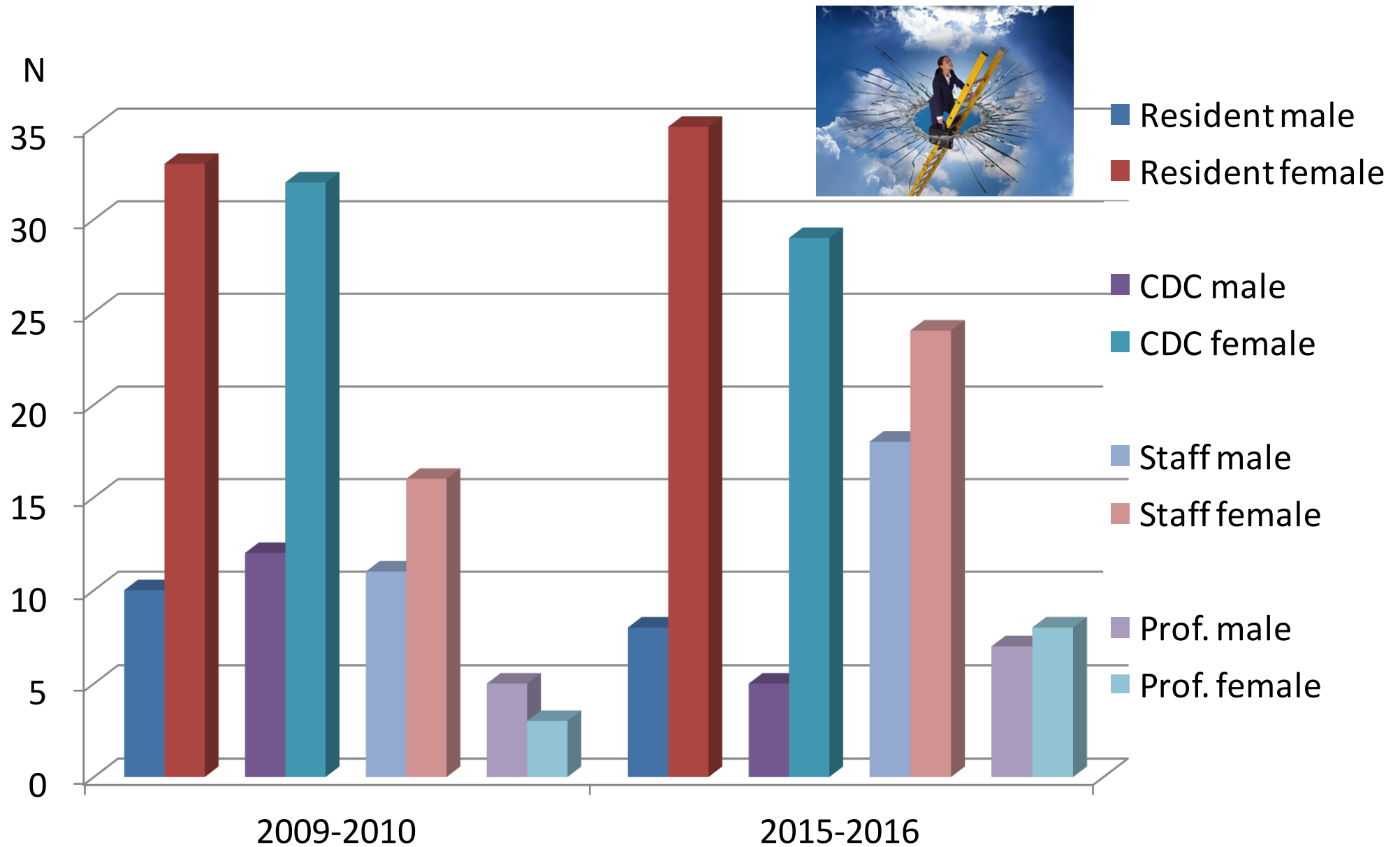




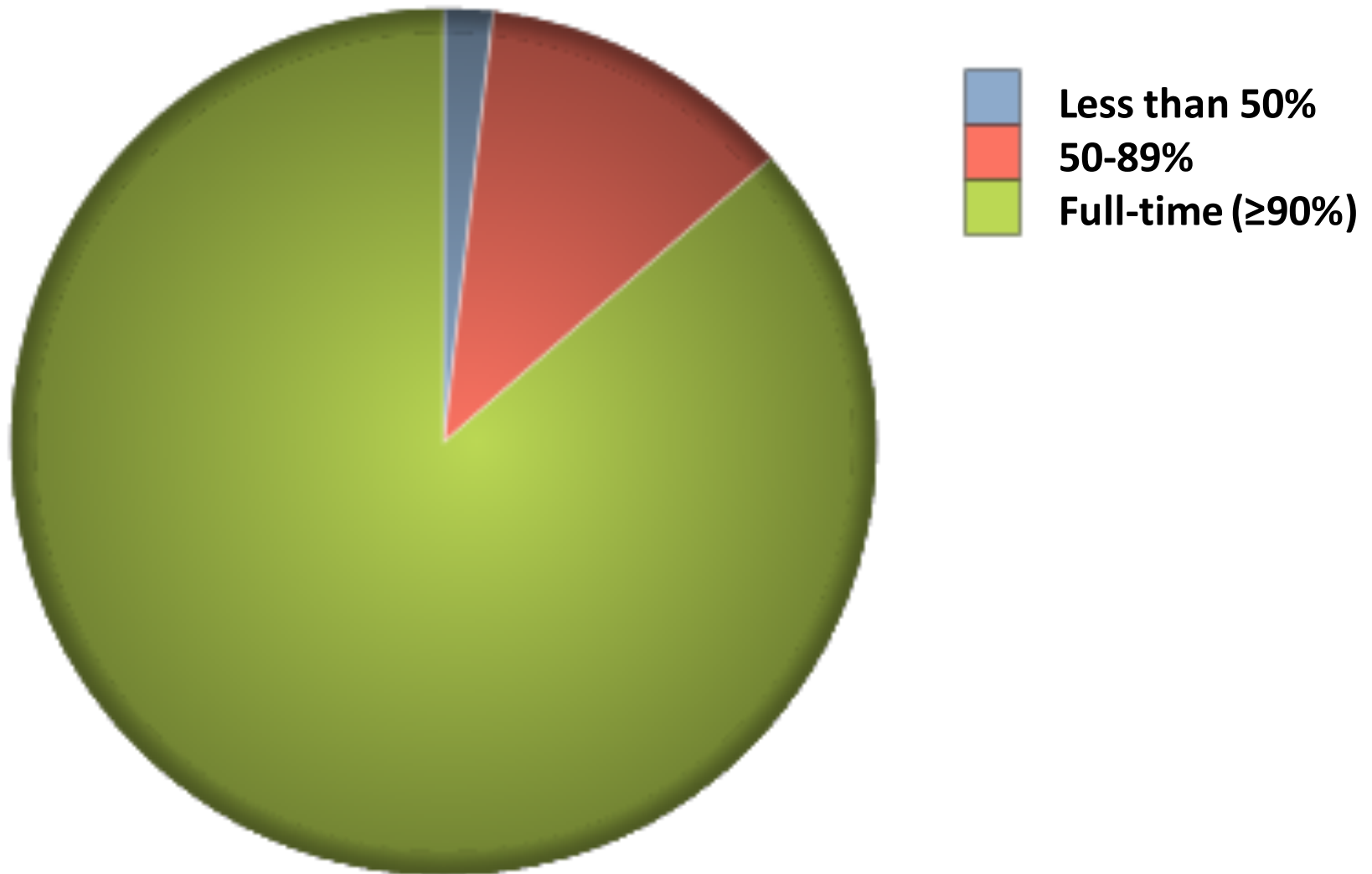
# What's happening now in Pediatrics in Geneva?

- Younger generation taking over leading positions, several women
  - Currently professors:
    - 7 men, 8 women
- Decrease in offered/accepted part-time jobs
  - But....more requests
- Career planning still working
- Male boss:
  - Less easy to announce pregnancies
  - Less easy to talk about personal issues
    - Usually done first with female Attending

# Female & male doctors, Gen. Ped., GVA



# Full-time / part-time work Dept. of Pediatrics, Geneva 2016



# Promotion of academia in Pediatrics

- CDC scientific position
- New training tracks with clinical research followed by clinical training
- Clinical research rotation during training possible
- Several residents do a CAS in clinical research
- One resident doing an MD-PhD in clinical research
  
- Pre-assigned mentorship for all residents (Success?)

# Medical school of Geneva

## Screening for the «sleeping beauty», etc..

- Department heads identified female researchers who could potentially be promoted to professor rank
- “Café carrière”
- “Role-model meetings”
- Individual consultations “woman-to-woman”

Faire carrière à l'Uni  
Inscrivez-vous jusqu'au 15 mars 2012

**SUBSIDE TREMPLIN**

**tremplin**  
**soutenir**  
**recherche**

se propulser  
chambre  
science

BUREAU DE L'ÉGALITÉ  
UNIVERSITÉ DE GENÈVE

Jeunes chercheuses: apprenez à viser haut!

**MENTORAT RELÈVE**

Inscrivez-vous jusqu'au 15 avril 2012

BUREAU DE L'ÉGALITÉ  
www.unige.ch/egalite  
UNIVERSITÉ DE GENÈVE

Chercheuses avancées: devenez indépendantes!

**boursières d'excellence**

Inscrivez-vous jusqu'au 31 juillet 2012

passion  
rayonnement

ambition  
indépendance  
compétences innovation  
recherche

BUREAU DE L'ÉGALITÉ  
UNIVERSITÉ DE GENÈVE

# StartingDoc

Mentoring de groupe pour bien démarrer sa thèse  
Cinquième voie

StartingDoc propose un programme de mentoring de groupe pour les doctorantes débutantes des universités de Lausanne, Genève, Neuchâtel et Fribourg et de l'EPFL. Il veut promouvoir la relève féminine en se focalisant sur le moment-clé que représente le démarrage d'un projet de thèse.

Pour toute information: [www.unil.ch/mentoring](http://www.unil.ch/mentoring)  
Délai d'inscription au 11 janvier 2012

VOUS TERMINEZ VOTRE DOCTORAT? QUELLE SUITE LUI DONNER?

**BIEN DÉMARRER sa thèse**  
GUIDE POUR DOCTORANTES

**AU-DELÀ du doctorat**  
2000 ANS DOCTORATS & GENÈVE  
LE DOCTORAT EN SUISSE

LE DOCTORAT VOUS TENTE? VOUS COMMENCEZ UNE THÈSE?

Un défi **egalite @unige**  
Ancrer et réaliser l'égalité dans les faits

UNIVERSITÉ DE GENÈVE

**StartingDoc**  
Mentoring de groupe pour bien démarrer sa thèse  
Cinquième Voie

Devenez mentore!  
StartingDoc est un programme de mentoring de groupe pour les femmes au tout début de leur parcours doctoral. Son but est de promouvoir la relève féminine en se focalisant sur le moment-clé que représente le démarrage d'un projet de thèse. StartingDoc s'adresse aux doctorantes débutantes des universités de Lausanne, Genève, Neuchâtel et Fribourg et de l'EPFL.

Pour toute information: [www.unil.ch/mentoring](http://www.unil.ch/mentoring)  
Délai d'inscription au 30 novembre 2012

**REALISER** l'égalité  
**ENCADRER** des doctorantes et doctorants  
**GERER** des ressources humaines  
**ACQUERIR** des connaissances  
**REUNIR** et créer des réseaux  
**DEVELOPPER** des compétences

Un programme d'ateliers proposé par les Bureaux de l'Égalité des hautes écoles de Suisse romande, 2012

*L'égalité entre femmes et hommes, vous y pensez, vous y croyez? 9 fois l'an, l'émilie ... aussi!*



Société, International, Politique, Histoire, Santé, Livres, Culture, Interview.

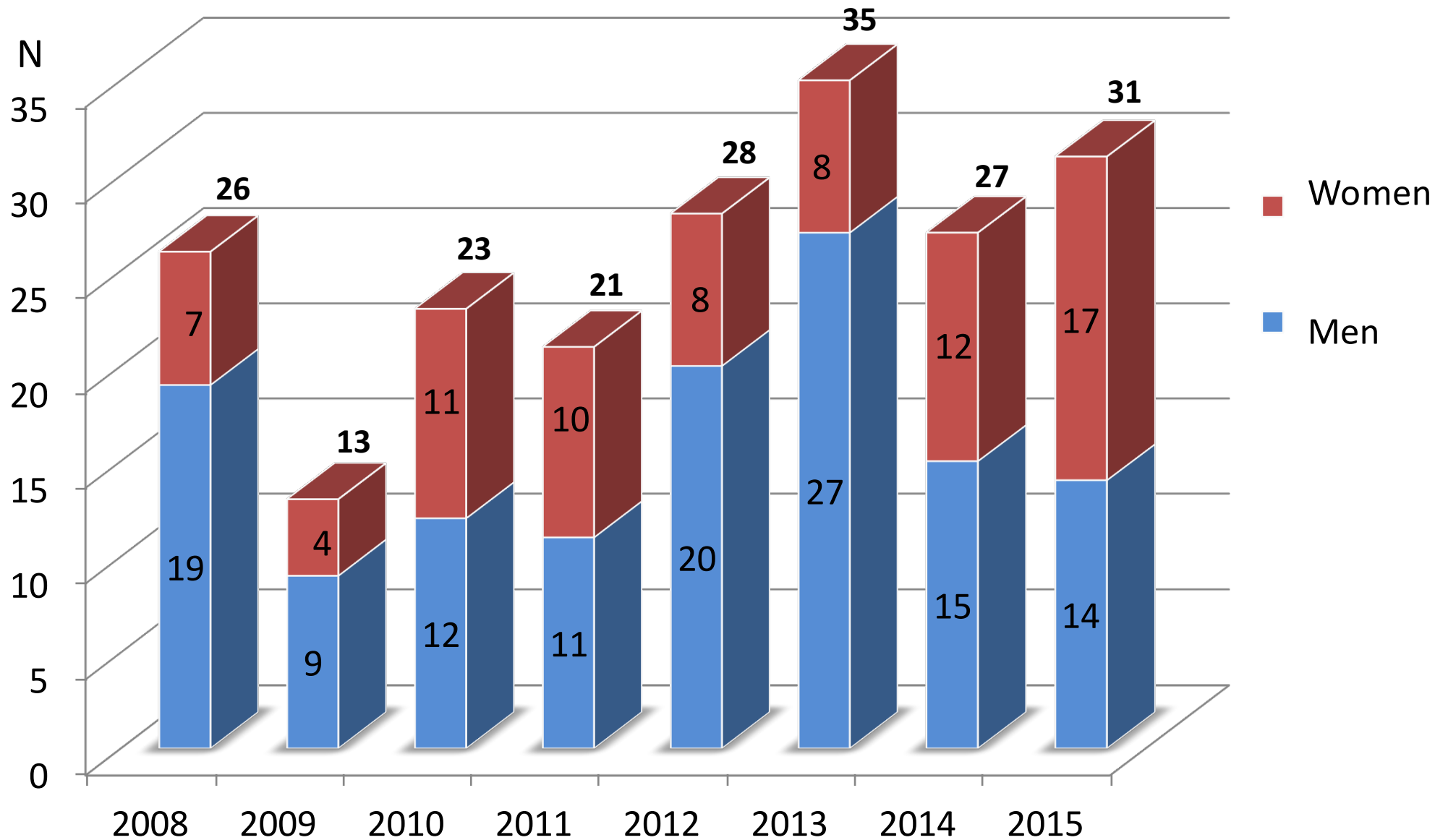
[www.lemilie.org](http://www.lemilie.org)

# Results: Medical School of Geneva

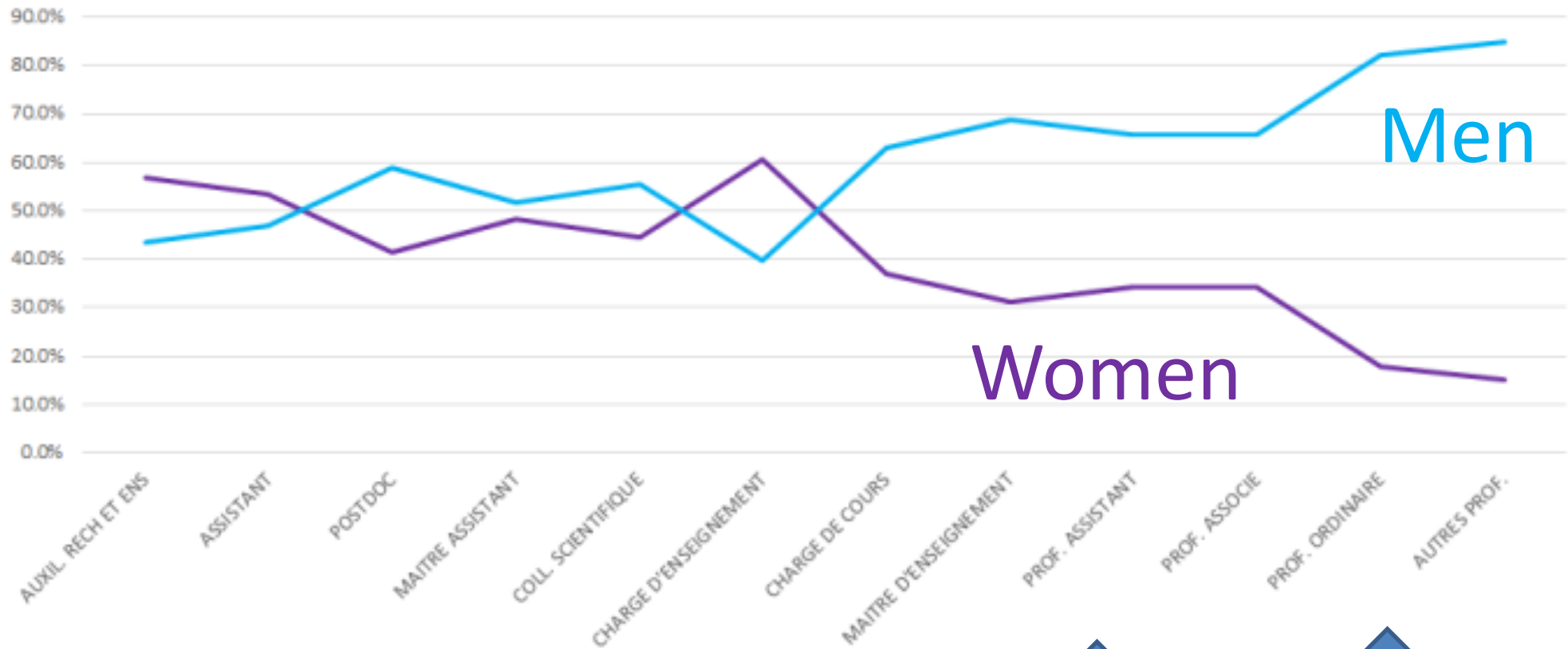
- 2012: Total of **14.8% women** with a professor rank
- **Summer 2014**, it had **25%** of female professors
- **Aim** of this project is to have **33%** of female professors, ideally until 2016



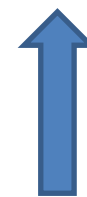
# Proportion men / women - privat-docent lectures



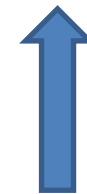
# University of Geneva: proportion of gender according to rank, 2015



Women = 62% of students  
but... 22% of professors



Assistant professor



Full professor



## **SPECIFIC TOPICS**



# Dual careers

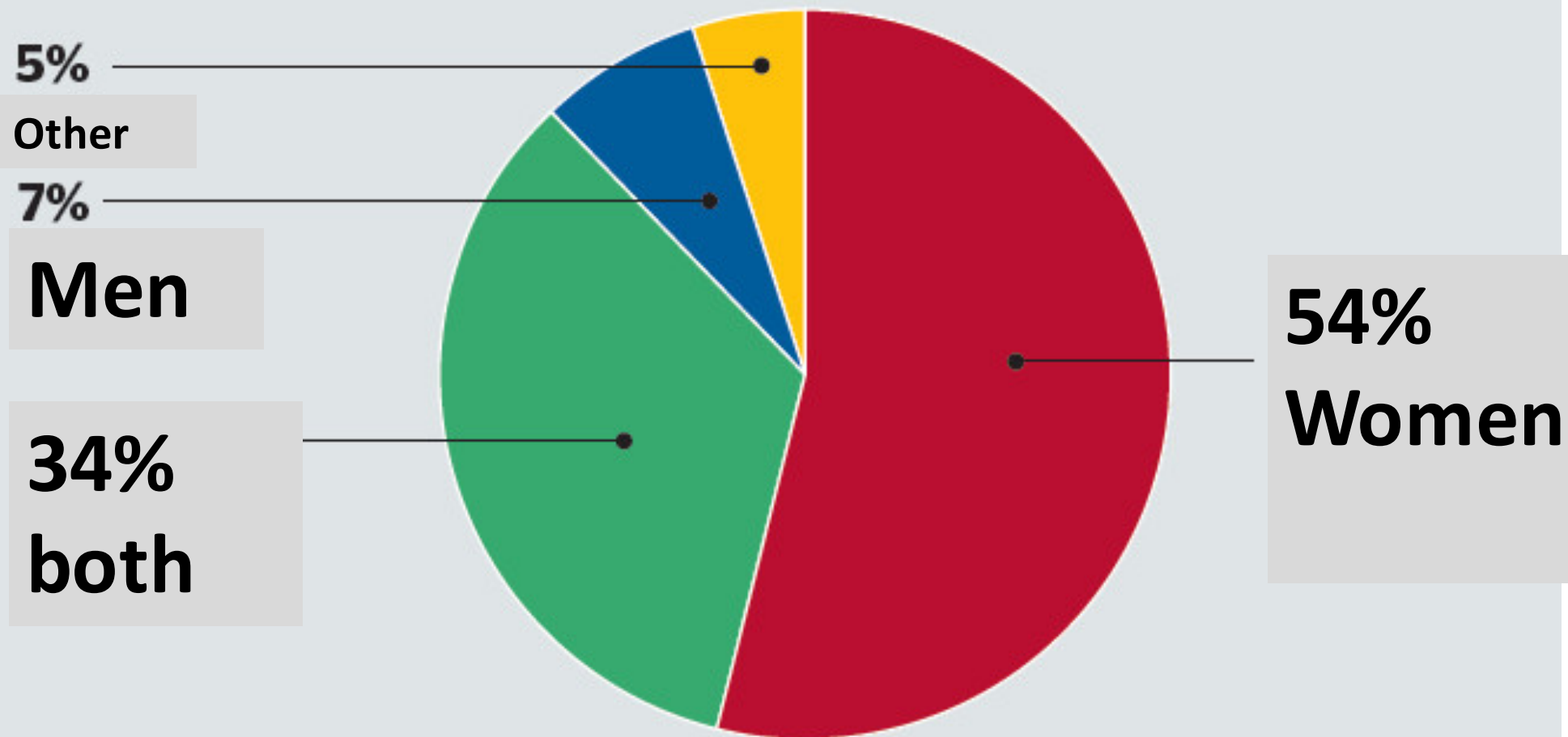


- Few examples in the hospital: some good, some less so

## Difficulties

- If ~same age: same timing in career « boost », difficult rotations, long hours, trips, etc.
- Other parent often not available for children
- Often not available for each other (e.g. on-call on alternate week-ends)
- Same training center or at least in same city
- Same timing of training abroad
- Funding for both
- Work mobility
- If one career works and the other less, strain on the couple
- People have fantasies about « pillow talk »

# Who takes care of the household?



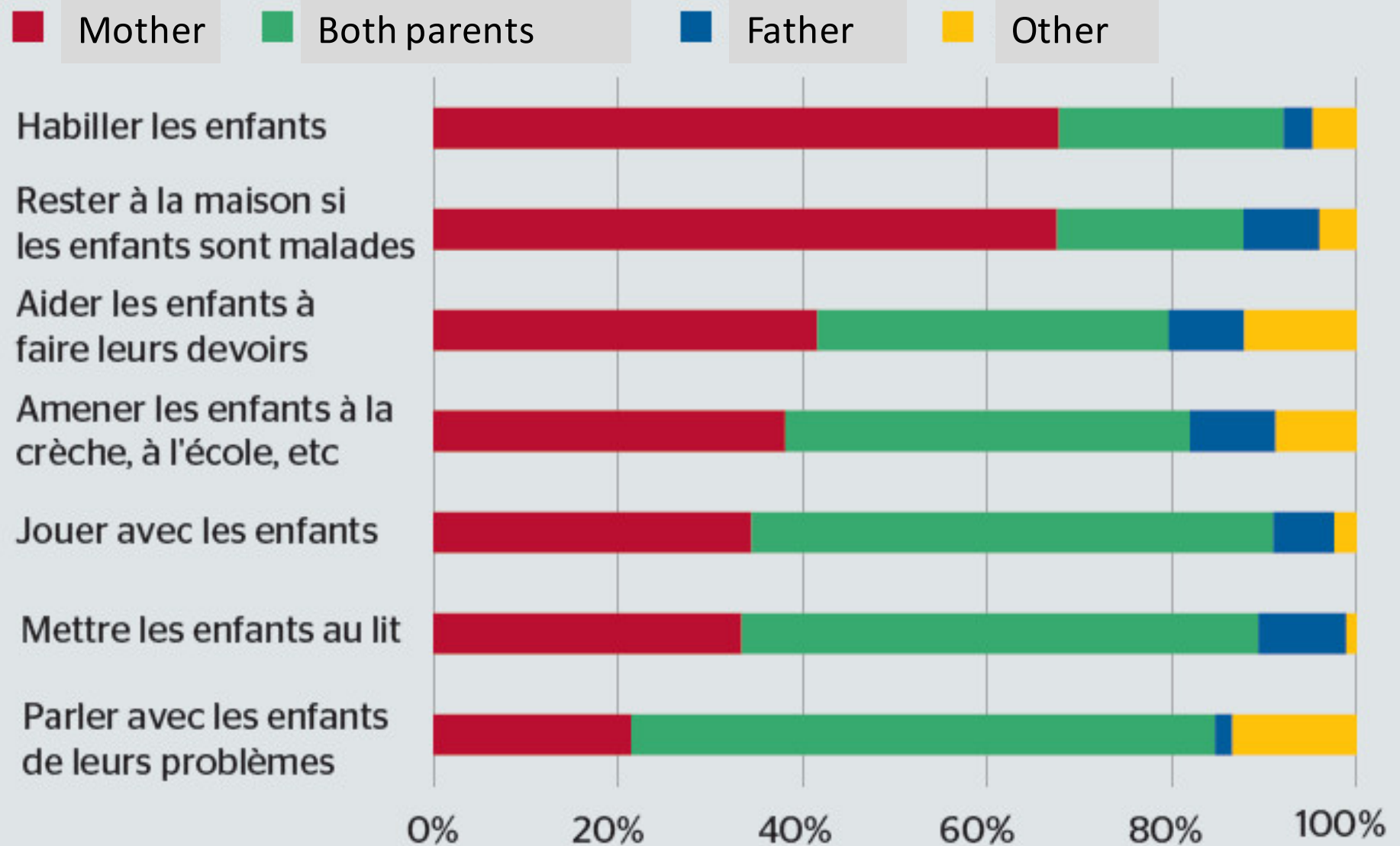
44% believed that the woman with part-time job is ideal

29%: both part-time

19% : house wife

Office Cantonal de la Statistique GE 2016

# Taking care of children, 2013



# Dual careers

## Advantages

- Understanding of our job and our job's pitfalls
- Understanding of the process of academic careers
- Helps a lot to think about job (strategies, priorities, information, experiences, sometimes double mentorship?, etc)





# Perceived differences from employer, patients, colleagues

Most agree that

- Male doctor's skills = female doctor's skills
- Salaries identical

But...

- In University Hosp. GVA: 1/13 dept head = woman
  - Funding for my husband and I (2001)
- In Pediatrics: 2/7 Division heads = women
- E.g. patients: Male student
- E.g. colleagues: with all male committee

# Funding bodies

- **Marie Heim-Vögtlin (MHV) grant** of the Swiss National Science Foundation
- **SNF: Family:** support for postdocs
- L'Oréal-UNESCO Fellowships and Awards for Women in Science
- Graduate Women International (Fellowships and Grants)
- Wellcome Trust: Career Re-entry Fellowships
- FASEB Excellence in Science Award
- American Association of University Women International Fellowship
- Nestlé Scholarship for Women

# Wishes & requests in the future

Not possible to be a super woman: can't be a super good:

- Clinician
- Researcher
- Teacher
- Administrator
- Human resources expert
- Budget expert, etc.
- ...and mother and wife



# Needs: women in academics

## 1. Mentor ♀ or ♂

### *Advice*

- Steps to follow for academic career
- Explain progression process / funding systems earlier
- Career planning
- Organization of training in site and out of site
- Goals of training and time abroad
- Organization of return from abroad
- Contact with other (research) groups
- Knowledge of grants

# What do we also need from mentors

- **Feedback** that isn't always aligned with their own experience or interest
- Altruistic **empathy**
- Sometimes, just a “**bravo!**, good job!”



# For clinicians

## 2. Time off clinical work (protected time)

- Subside Tremplin (UNIGE)
- AMBIZIONE (SNF)
- Marie-Heim Vögtlin (SNF)



# Other needs

- More part-time jobs (Clinical specialty?)
- More funding for women working part-time
- More funding for « older » women
- More funding for couples in academia
- More contacts with other research groups
- “Reinsertion” should be possible after longer stop
  
- In the community:
  - Accessible childcare with extended times
  - Shops open later, enrollment to after-school programs through internet, etc
- **Understanding life-partner**



# What do I tell my (female) mentees?

- It is possible to combine academia & family, but it is not easy & you will have to work hard
- Choose your life partner well
- Choose your mentor well and use him/her
  - Make a deal for regular meetings
  - Tell clearly what you need or don't understand
  - Ask what you need to do and when
- Choose your specialty well if you plan to work part-time
- Reassess your career plan regularly: it is OK to change your mind



**Charlotte Verolet**

2 years clinical research  
CAS in clinical research  
1st year clinical pediatrics  
Obtained funding for project

5 published papers  
Several in pipe-line

Doctorate in progress

Wants to have an academic  
career  
Just got married



**Laure Pittet**

2 years clinical research  
CAS in clinical research  
3 years clinical pediatrics  
Obtained funding for project

10 Published papers  
Several in pipe-line

Doctor in medicine  
MD-PhD in progress

Will go to Lausanne & Australia  
for Peds ID training



**Arnaud L'Huillier**

2 years clinical research  
CAS in clinical research  
3 years clinical pediatrics  
Obtained funding for  
projects

Submitted SNF grant

21 published papers  
Several in pipe-line

Doctor in medicine  
In Toronto for fellowship +  
research

# What did I learn until now

- Still love my job intensely
- There is not one way to do a career in academia. Individual solutions must be found
- Having a woman boss can be a plus
- Benefited tremendously from women before me and will carry on the torch
- Had to realize that I can't do everything perfectly
- Experience of last 3 weeks



# THANK YOU!

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