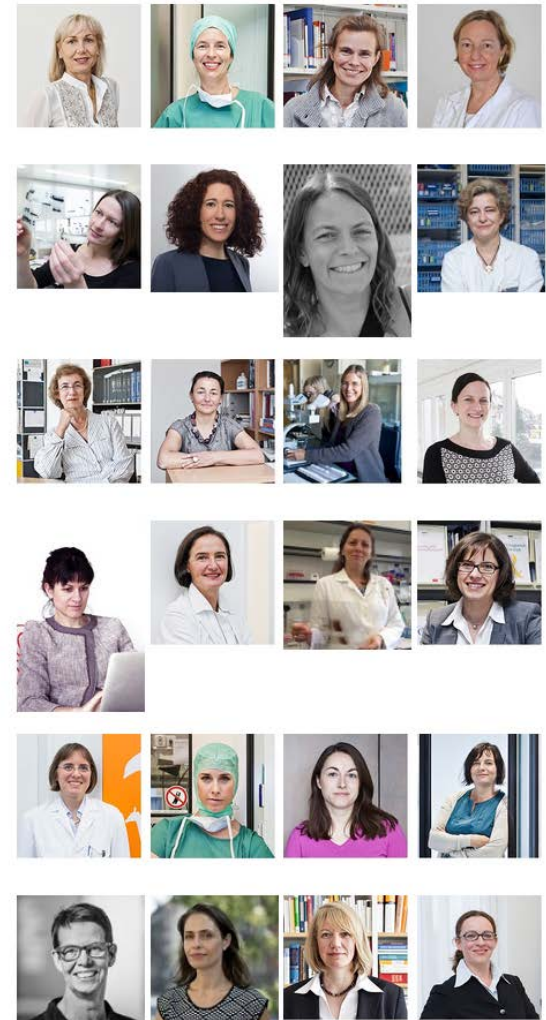


Female professors in medicine are a rare and wanted species – one realizes that rapidly

- We are a separate statistical output
- We are expected to be role models to help more women to achieve what we did
- A special website is dedicated to us
- Insight in (parts of) our private life is considered part of what the public, the students need to know.
- As gender equality is “program” we must be well presented in committees, conference etc. - drawbacks included
- Somewhat bemusing: One is invited to a women in science symposia like today's to NOT talk on science

Die Professorinnen der Medizinischen Fakultät der Universität Zürich



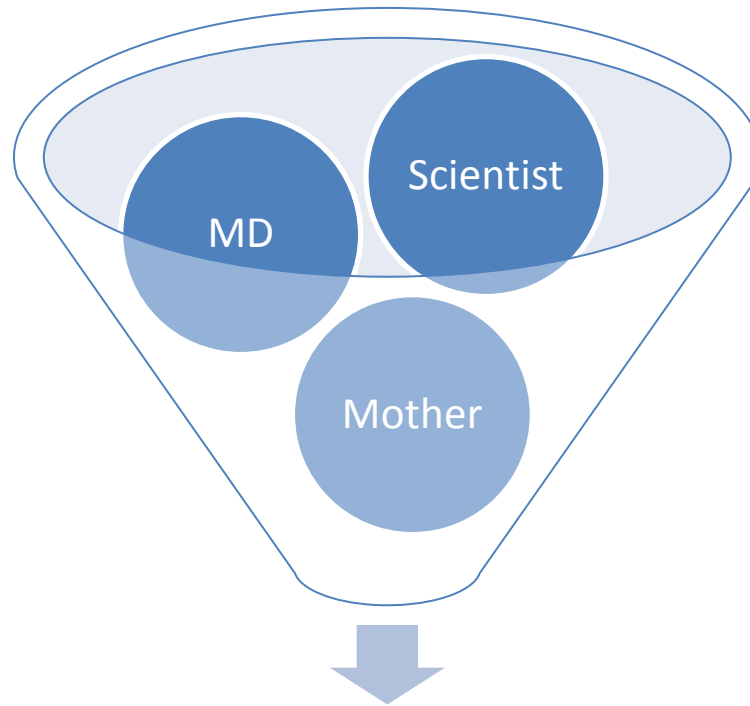
Determinants of HIV-1 broadly neutralizing antibody induction

Peter Rusert^{1,17}, Roger D Kouyos^{1,2,17}, Claus Kadelka^{1,2}, Hanna Ebner¹, Merle Schanz¹, Michael Huber¹, Dominique L Braun^{1,2}, Nathanael Hozé³, Alexandra Scherrer^{1,2}, Carsten Magnus^{1,16}, Jacqueline Weber¹, Therese Uhr¹, Valentina Cippa¹, Christian W Thorball^{4,5}, Herbert Kuster^{1,2}, Matthias Cavassini⁶, Enos Bernasconi⁷, Matthias Hoffmann⁸, Alexandra Calmy⁹, Manuel Battegay¹⁰, Andri Rauch¹¹, Sabine Yerly¹², Vincent Aubert¹³, Thomas Klimkait¹⁴, Jürg Böni¹, Jacques Fellay^{4,5}, Roland R Regoes⁴, Huldrych F Günthard^{1,2,18}, Alexandra Trkola^{1,18} & the Swiss HIV Cohort Study¹⁵

Published online, 26th Sept 2016

<http://www.media.uzh.ch/de/medienmitteilungen/2016/HIV-Antikoerper.html>

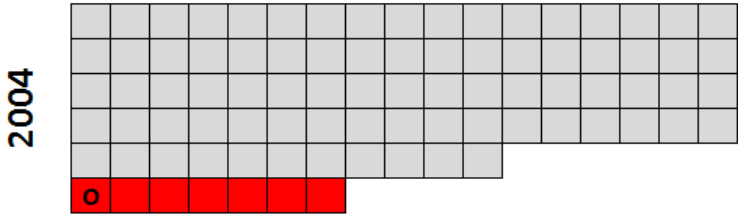
Female professors in medicine and natural sciences are a rare and wanted species



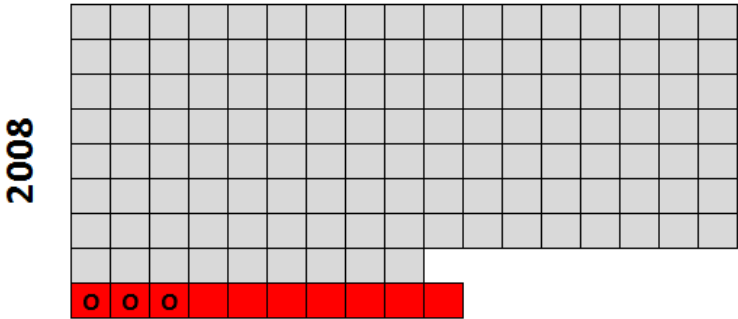
The ultimate successful women in medicine



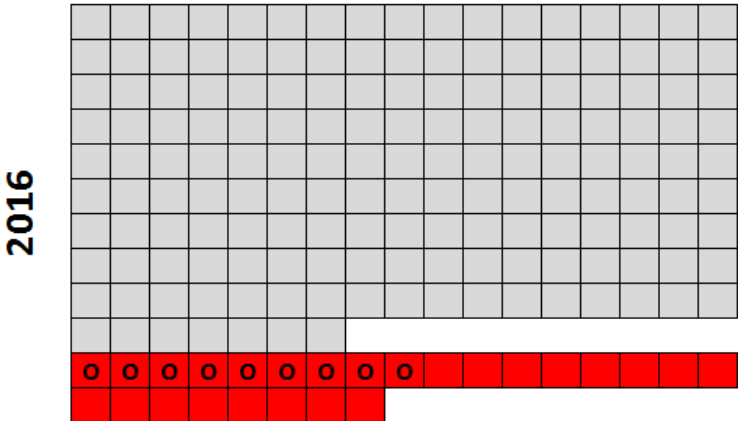
Medical faculty UZH: Female professors are indeed a minority



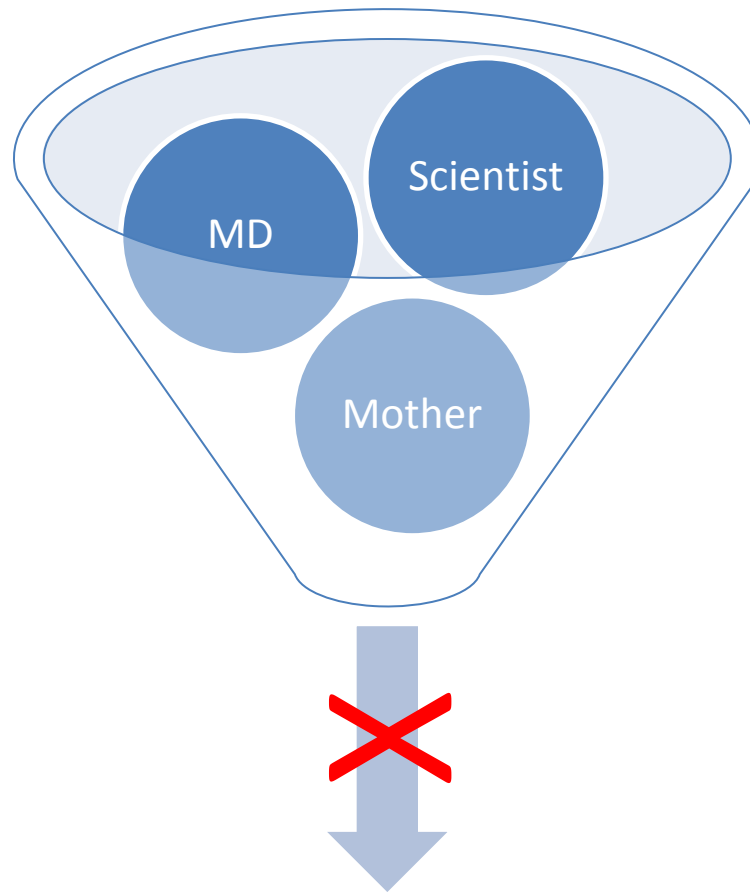
7 female/ 96 male professors (7%)



10 female/ 128 male professors (7%)



25 female/ 160 male professors (14%)



Scientist, Professor, Clinic head

Where is the bottleneck for women?

An intrinsic problem of women?

Not tough enough?



Not fit enough?



The kids?



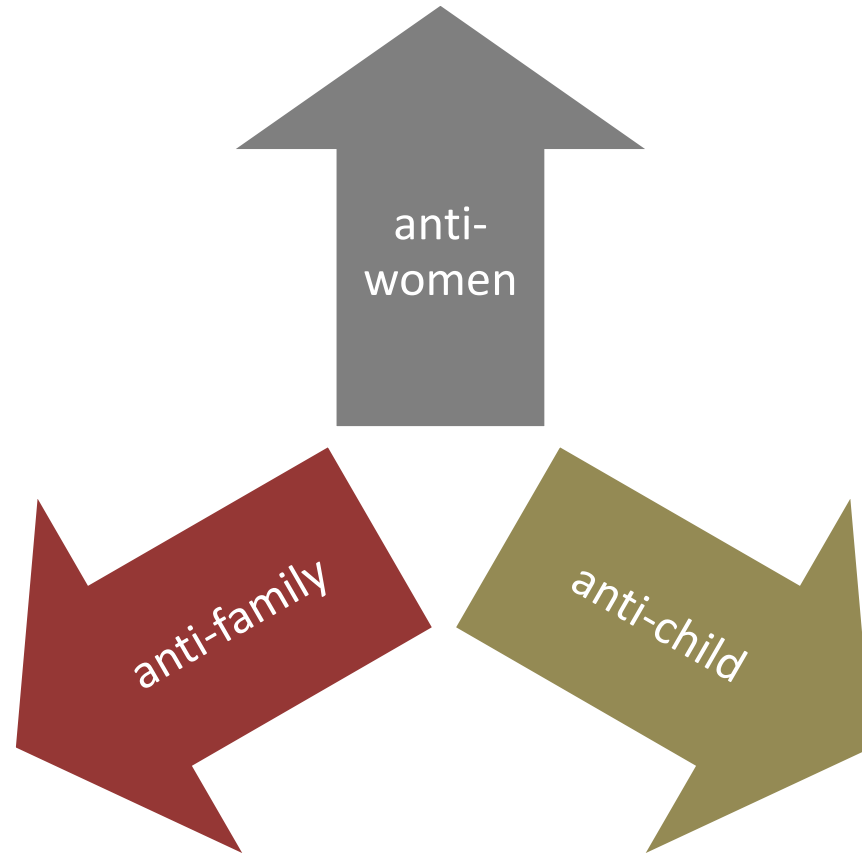
Take no risks?



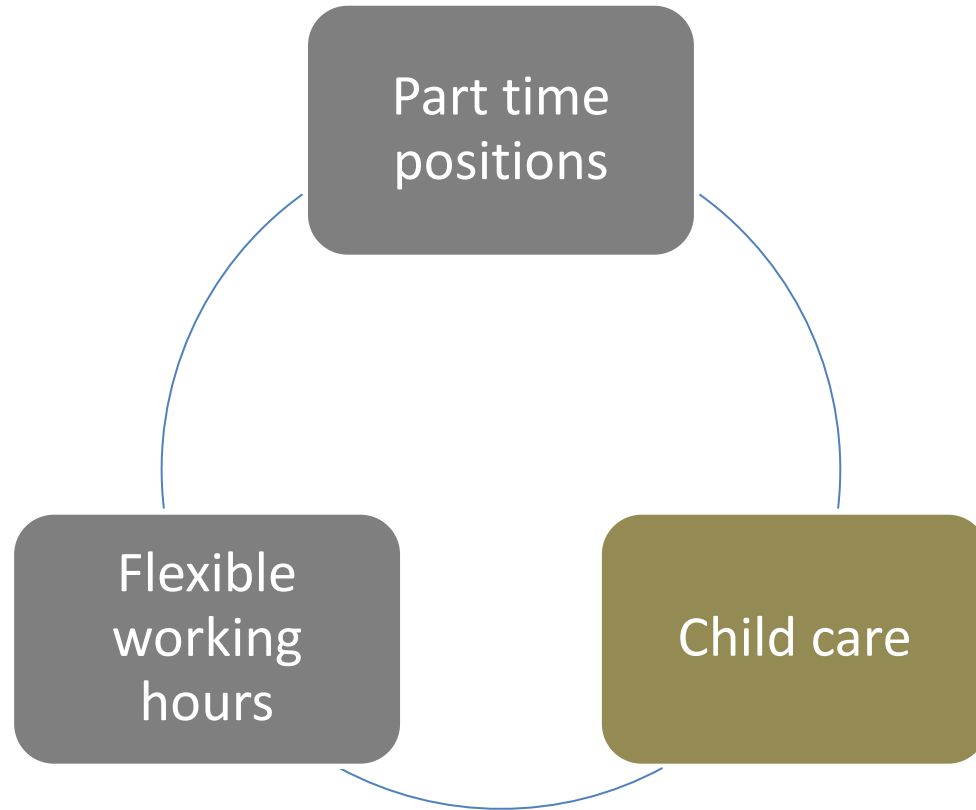
No networking?



Is it a problem of our society ?



Will the usual instruments help in advancing women in science/medicine?



A perfect career? Am I a raw model?

Own lab after 10 years of working in science

Turning point 1996:
Nature paper
- this got me first Assistant Professorship

Turning point 2005:
Nature Medicine paper and science award
- this got me two offers for full professor (London and Zurich)

Turning point 1994:
Decided to do a Post Doc;
Got into top lab



5 years USA fully funded by Austrian fellowships

- 1999 Ass Prof Rockefeller University
- 2000-2003 Oberassistentin University Hospital Zurich
- 2004-2008 SNF Professorship

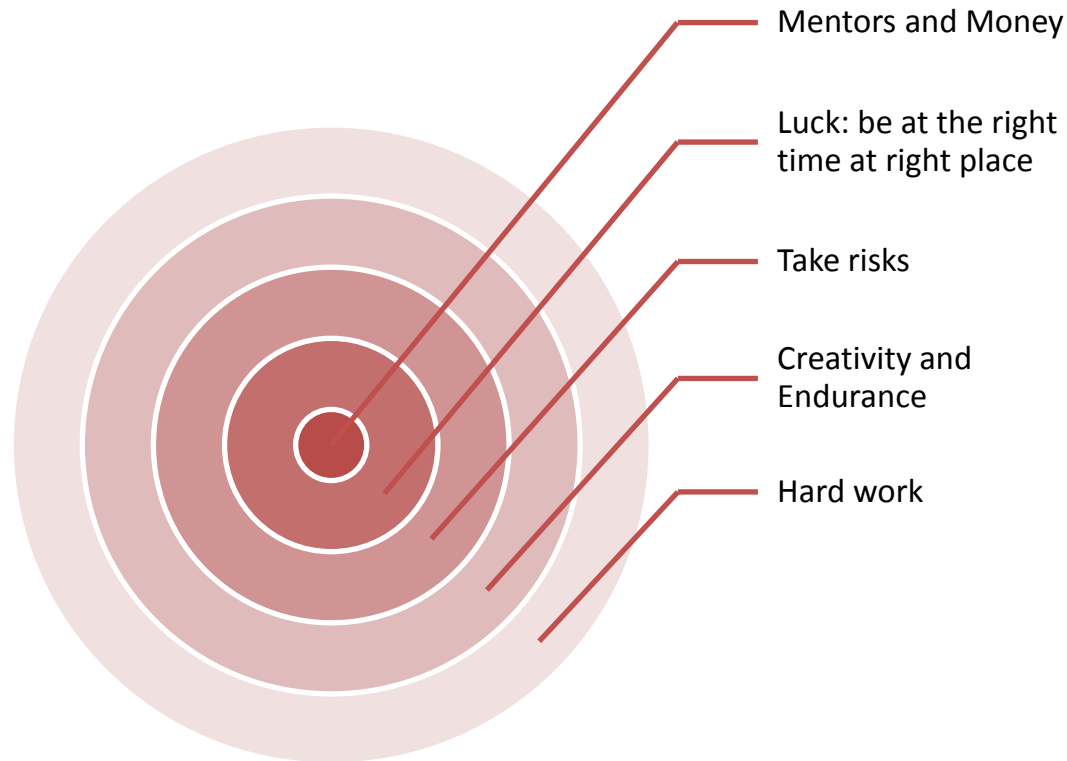
Job Profile

- Full professor in medical virology and director of institute since 2008
- ~70 employees
- Virology diagnostic services (CHF 10 Mio)
- Research
- Teaching

1994 PhD in Biotechnology graduated with distinction

- I am no role model for the super successful woman in medicine
- I work and do research in medical sciences but I am no MD
- I made my career without family (although not planned that way)
- I became my first child with 49 (also not planned)

It does not only count that you are bright: you need a whole package to make it in science

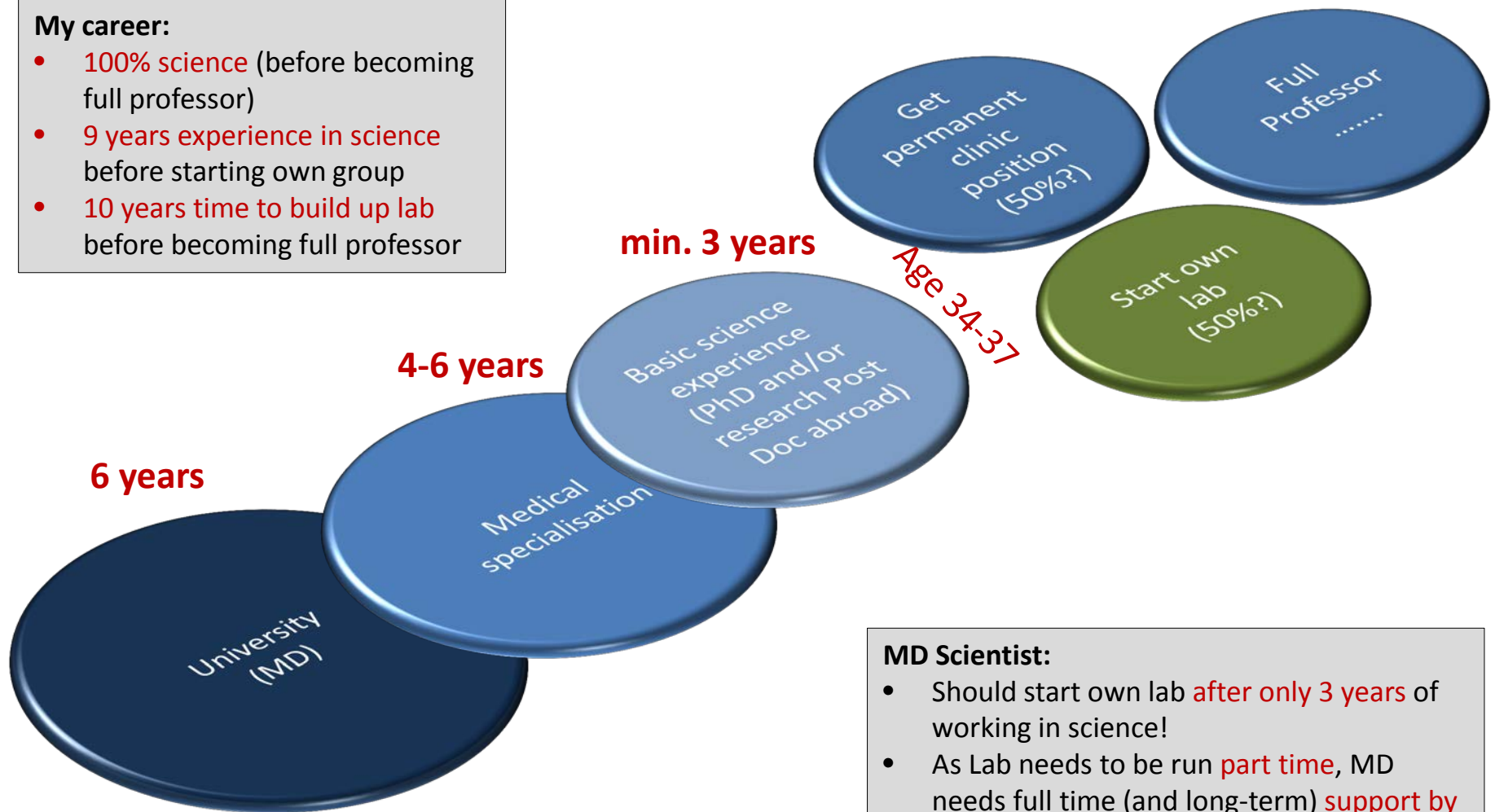


My Nature paper in 1996 included 9 months of work without a single weekend off. Study included time course experiments that ended at 2am.

A career in medical sciences: difficult for men and women

My career:

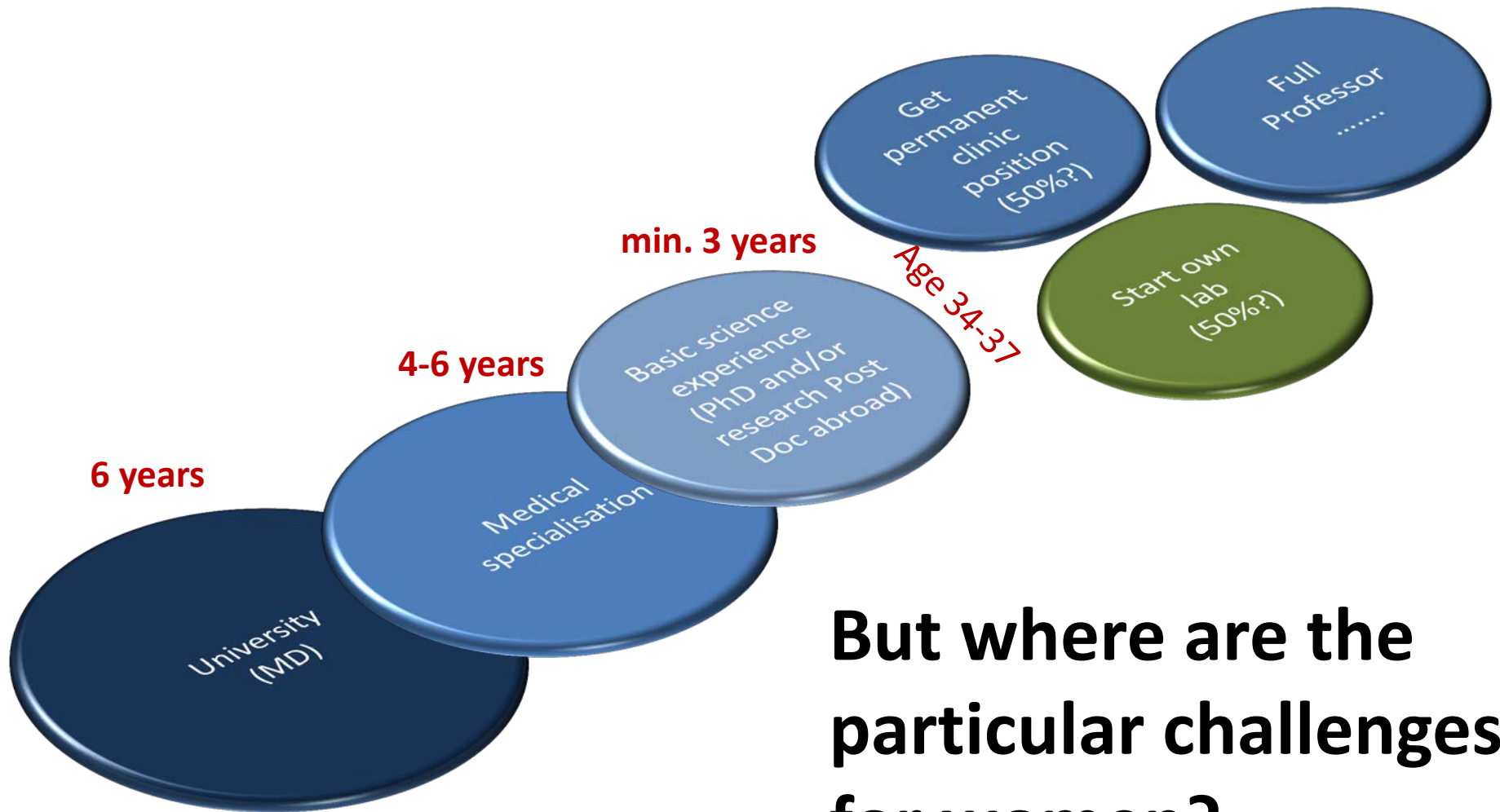
- 100% science (before becoming full professor)
- 9 years experience in science before starting own group
- 10 years time to build up lab before becoming full professor



MD Scientist:

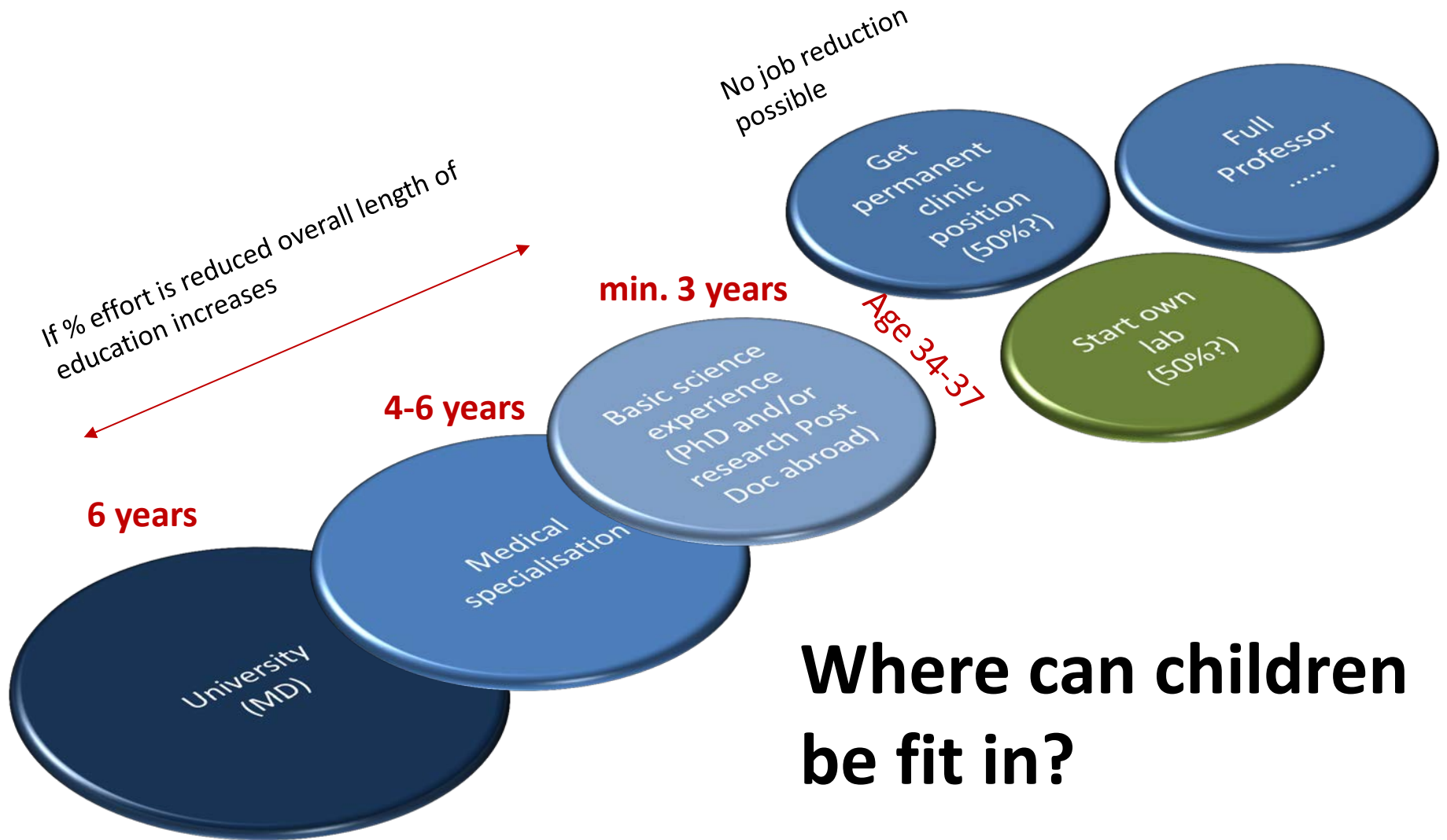
- Should start own lab **after only 3 years** of working in science!
- As Lab needs to be run **part time**, MD needs full time (and long-term) **support by professionals** (senior scientists)
- Early career grants will not pay for this!

A career in medical sciences: difficult for men and women



But where are the particular challenges for women?

A career in medical sciences: difficult for men and women



What female students want to know from me

Always

- How can I have a career and a family?
- When should I best have children so that I still can have a career

Before I had a child

- Why don't you have a family?
- I can see what it takes to do your job and that one cannot have a family then. I don't want that.

After I had a child

- So one can wait that long to have a child after all – that's great!
- I would not want to continue full time right away after having a child like you – do you still think I could have a career?
- How do you juggle work & baby?

How do I (we) juggle work & baby?

What works for us

- We both work 100%
- My working hours are restricted to day care opening and closing
- During the week I see my daughter 45 min in the morning and 2-3h in the evening

What does not work well

- University meetings are frequently in the evenings
- When the kid is sick, one of us has to stay home (no grandparents etc.)
- Traveling is problematic

How does having a kid impact on my work

- Need to make time good during the day that I used to spend working late
- Possible through increase in efficiency (good) but also by decreasing in time spent with my students and post docs (bad)
- Depend heavily on experienced staff
- Stress level higher due to time constraints
- Cut-down travel
- Cannot take on new (university) chores

Is it really only a problem of women that family and career are so difficult to combine?

- To make a career in science and medicine needs full dedication (reduction in work load (if at all) - only possible for very short time)**
- Dual careers (mother and father) will be difficult if one is following a career in medicine**
- Where are the male role models? Are any of the male professors asked by their students how they juggle family and job?**
- (At least me) male students do not ask the same questions regarding life/family planning**
- Do we have any statistics on men how they juggle career & family?**

The big challenge: Dual careers

Let's make some (overly simplistic) assumptions

- A women who makes her career in medicine more often than not will have a partner that has the same level education than she has
- Only few will have a partner who gives up his career to look after the kids
- **If the above is true, most women that aspire a career in medicine will be in dual career partnerships**

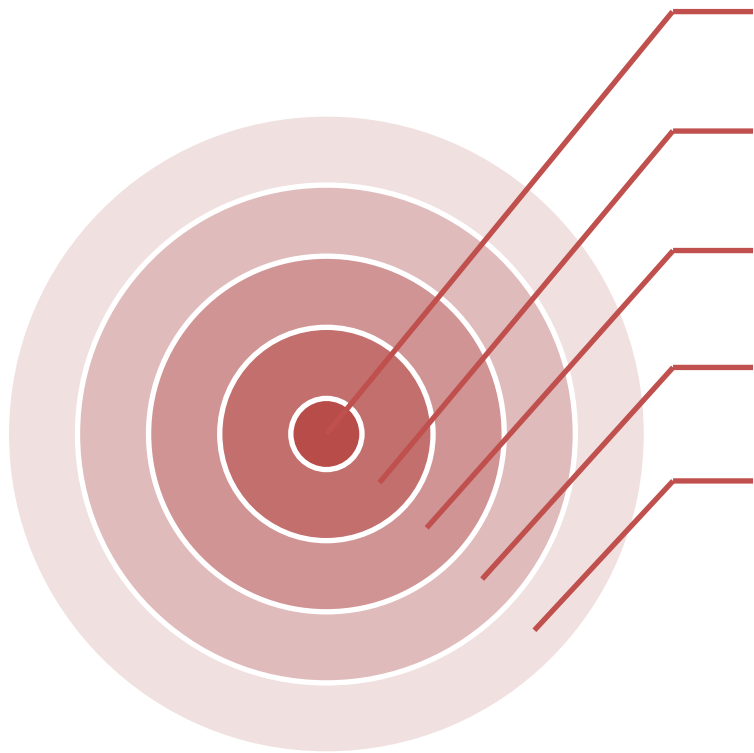
So what I want to know for a long time:

How many male full professors in medicine do we have at the UZH who

- have a family (≥ 1 child)
- where both parents work 100%
- where the mother took no career break and has a career that is equal to his



What could help to advance MD science careers



More funds that guarantee independence for several years (filling short gaps only will create dependence)

Realize that MD Scientists cannot do all: if they run an own lab they need scientists to support them. Create in turn also better careers for basic scientists in medicine!

More/affordable/close by **child care** to particularly help early career stages

Give up the idea of part time jobs and job sharing in medical sciences but maybe instead increase vacation times

Adapt university and hospital culture: Patients need to be taken care of 7/24 everything else not (stick to 8-17h limits for team rounds, faculty meetings, Fortbildungen)