The Laney Graduate School is pleased once again to host a winner of the prestigious NIH Director’s ARRA Funded Pathfinder Award to Promote Diversity in the Scientific Workforce for events related to diversity and inclusiveness in graduate education.

Dr. Molly Carnes, MD, MS (University of Wisconsin-Madison)

Dr. Molly Carnes is a professor of Medicine, Psychiatry and Industrial & Systems Engineering at the University of Wisconsin-Madison. Intrigued by what could be “killing” healthy women physicians and scientists off before they achieved senior ranks, she began her scientific inquiry from an epidemiologic perspective and has increasingly taken a multi-level systems approach with particular interest in the role of cultural gender and race stereotypes. The overall goal of Dr. Carnes’ research program is to develop, implement, and study interventions that ensure the opportunity for participation and advancement of talented individuals from groups that have been underrepresented in academic medicine, science, and engineering — particularly at the leadership levels. During her visit to Emory University, Dr. Carnes will give two presentations (details below).

Monday January 27, 4:00 pm (School of Medicine, Room 110)
"Why are John and David More Likely to Become Department Chair than Joan or Jamal?"

In this presentation, Dr. Carnes will demonstrate how the mere existence of cultural stereotypes can influence judgment and decision-making in ways that perpetuate inequities in academic medicine, science and engineering. She will emphasize how this happens even when people sincerely disavow belief in the content of such stereotypes. Dr. Carnes will review some of her own research demonstrating how the fear of violating female gender norms can cause stress for women physicians in training, an interactive video game that may be useful in demonstrating the negative impact of subtle inadvertent race bias on graduate student training, and a successful intervention that has helped faculty “break the bias habit”. No RSVP necessary.

Tuesday January 28, 9:00-11:00 am (Dobbs University Center E334)
"Breaking the Gender Bias Habit"

In this presentation, Dr. Carnes will describe how she and her team approached subtle gender bias as a potentially remediable habit. They mobilized research from a number of fields that focus on achieving intentional, enduring, behavioral change in developing a workshop for faculty in academic medicine, science, and engineering. Dr. Carnes will describe in detail a cluster randomized study of this workshop given to 46 departments with 46 wait-list controls with results that suggest a positive impact on behavioral changes that promote gender equity and improve department climate. RSVPs not required, but appreciated: mgilstr@emory.edu.

As of January 2014, partners include: the Emory Center for Faculty Development and Excellence, the School of Medicine, and the departments of Psychology and Sociology.