



WOMEN IN BIOSCIENCE LEADERSHIP

Participant Recruitment Proposal

Bottom Line Issues Addressed in This Study

Catalyst is currently seeking bioscience organizations to participate in the Women in Bioscience Leadership Project.¹ The goal of this project is to provide generative and groundbreaking insights into the unique career structures that shape advancement in the R&D and clinical functions of large bioscience organizations. Importantly, we will explore the ways in which those structures – specific to creative scientific R&D and clinical work - may inhibit women's career advancement and decrease organizations innovative potential. By examining gender differences in career advancement in the biosciences the study will help companies strengthen their talent management efforts and increase efficiencies, which in turn could translate into economic and social benefits to many other sectors of the economy.

Key Questions Asked in This Research:

1. What are the career paths into bioscience R&D and clinical leadership and executive management and how do these paths differ by gender, race, family status, and geography?
2. What barriers to bioscience research and executive management do women in the biosciences encounter?
3. How is expertise best and equitably developed for advancement in R&D technical, clinical and management tracks?
4. How can diversity be best harnessed for scientific innovation?

Study Design

We will gather data for analysis from three sources:

Organizational Workforce Statistics²: Detailed workforce statistics data from all functional and global areas of participating organizations will be collected to test several hypotheses concerning gender differences in recruitment, retention, and promotion. Comparisons will be made between career paths in R&D versus other functional areas, for example, sales and marketing. Multivariate analysis will be utilized to tease out the separate effects of various demographic and experience factors including gender, race, education, work experience, and caring responsibilities on career progression. If data on work group or teams are available, we will further explore the relationship between work force or team diversity and innovation.

¹ Project will be undertaken from June 2008 through June 2009.

² If companies are unable to provide workforce statistics, they can still participate in the survey portion of the project.

Survey I - R&D Scientists and Clinical Physicians: We plan to develop and administer a survey to R&D scientists and physicians employed in the R&D or clinical functional areas of the organization to build our understanding of the underlying factors which shape gender gaps in career ladders. Questions on career and organizational satisfaction, intention to stay, and support or barriers to advancement will be asked and analyzed in a multivariate framework.

Survey II – Executive Managers: Survey II, which will be very similar to Survey I, will be administered to the executive managers in the organization in all functional and global areas. Our goal with survey II is to understand gender gaps in career paths to executive management and to clarify how these gaps differ by functional area. We are also interested in understanding more about the scientists and physicians who move from R&D and clinical management to executive management and what key factors enabled this move.

Research Reports:

We will generate several research reports from this study including;

- Report 1: Gender Differences in Advancement into Bioscience Executive Management
- Report 2: Gender Differences in Scientists and Physicians Bioscience Career Recruitment, Retention, and Advancement
- Report 3: Exploring the Relationship Between Team Diversity and Bioscience Innovation

Additionally, all participants will receive a benchmarking report that compares their workforce statistics (specifically rank and status of women) with those from the aggregate of all other participating organizations.³

Sponsorship:

Lead Sponsor: J&J

Participating Sponsor: Pfizer, The Karen Katen Foundation, Genentech

³ Sponsoring companies will additionally receive a report that compares their organization's survey responses with those from the aggregate of all other survey responses.