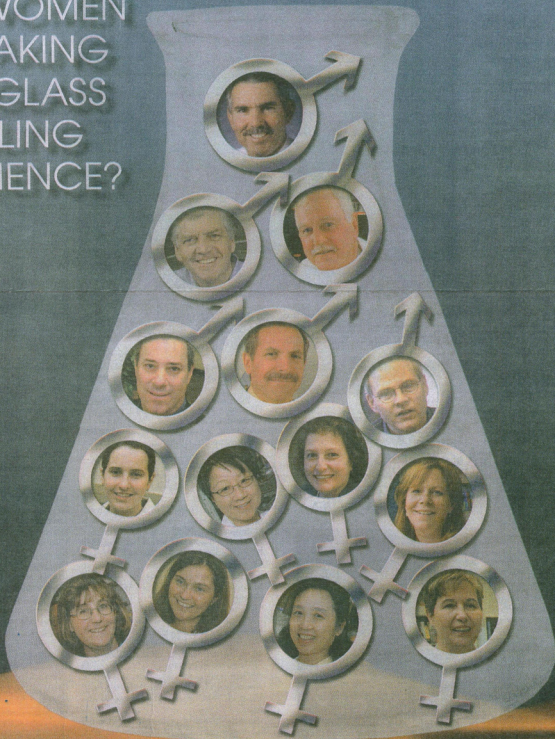


ARIZONA BIOTECH

ARE WOMEN
BREAKING
THE GLASS
CEILING
IN SCIENCE?



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GETTING EVEN

FEMALE RESEARCHERS CONTINUE QUEST FOR PROFESSIONAL EQUALITY

BY ANGELA GONZALES
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As more women in Arizona are becoming scientists, the glass ceiling is keeping them from reaching top spots and salaries at universities and other research institutions.

Women in science say it could be a combination of the good ol' boy network still strong at work, coupled with duties at home with husbands and children.

Joan Rankin Shapiro, who has a medical degree and Ph.D. under her belt, said women make less money in science the same way they do in the business world.

"Women scientists, even though who have been productive and successful, very often are well below the men in salaries," said

'We need to continually remind people that those of equal position and merit deserve similar compensation.'

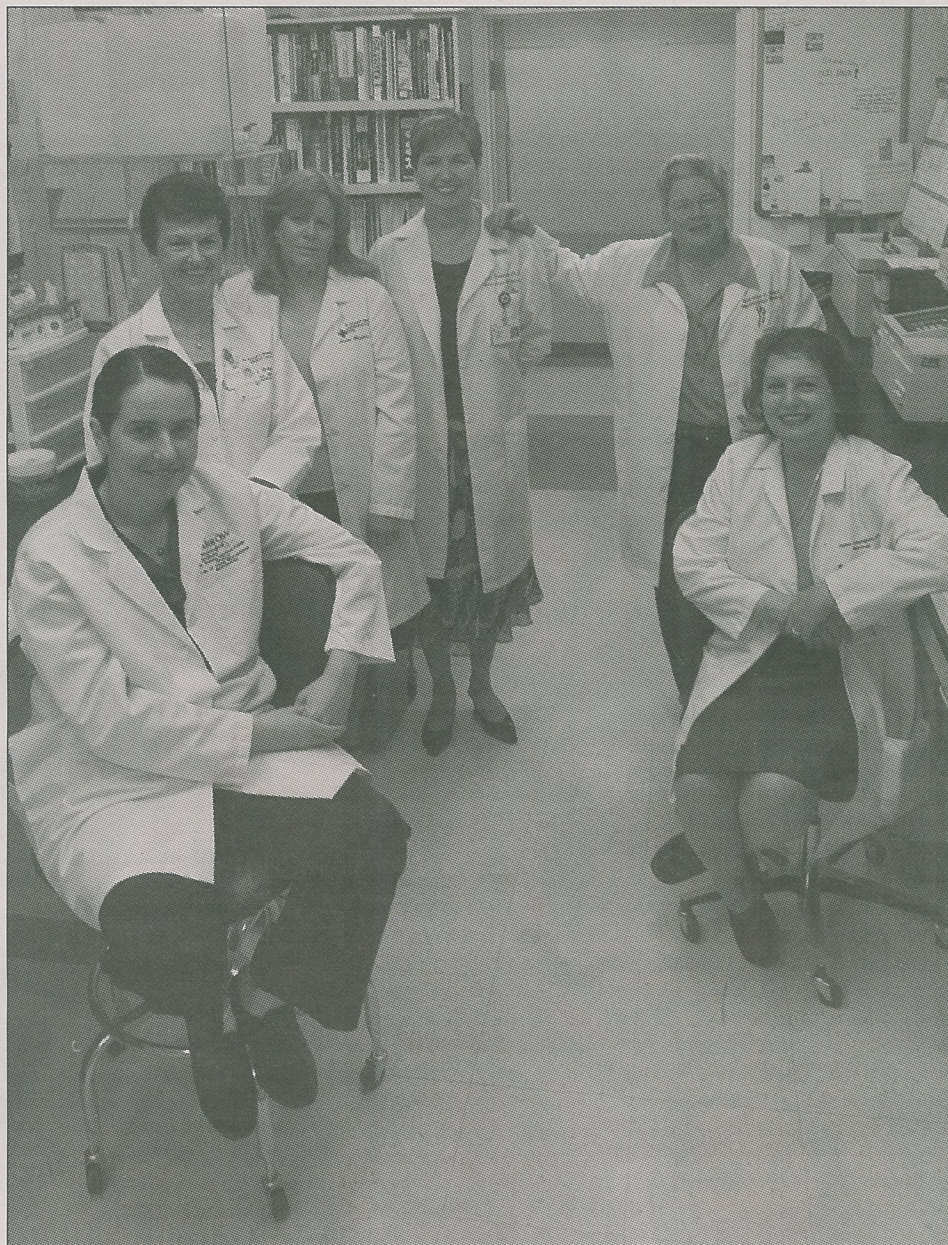
Joan Rankin Shapiro

St. Joseph's Hospital and Medical Center

Shapiro, who serves as vice president of research at St. Joseph's Hospital and Medical Center in Phoenix.

She thinks inroads are being made even though the number of women who chair medical departments probably can be counted on one hand. As in other professions, women are no less qualified than men, causing them to work harder to prove themselves, she said.

"What we have to do is continue to work toward change," she said. "We need to continually remind people that those of equal position and merit deserve similar compensation, but we also have to be flexible. Women with children are the ones who stay home with the sick child. Although I see men taking much more responsibility in this area, it's still not totally equal."



TIM KOORS/SPECIAL TO THE BUSINESS JOURNAL

Women researchers are prevalent at Barrow Neurological Institute. Pictured left to right, clockwise from front: Susana Martinez-Conde, Joan Shapiro, Leslie Baxter, Lucy Treiman, Adrienne Scheck and Denise Campagnolo.

Shapiro remembers when she was going to medical school how pregnant students would be told to take a leave of absence

until the baby was born.

"Having children was once considered a medical disability," she said.

Some scientists have chosen their careers over children, putting them on a faster track to the top.

Adrienne C. Scheck, senior staff scientist and director of solid tumor and infested disease infection at Barrow Neurological Institute at St. Joseph's, spends most of her time in the lab because she doesn't have a family tugging at her lab coat to get home and make dinner.

"I've been married to the lab most of my life," Scheck said. "I've been working hard at putting some balance in my life."

She sees her colleagues struggling with balancing the needs of their families with the demands of the lab.

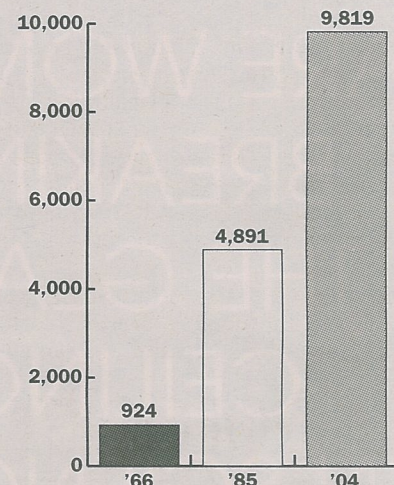
"When push comes to shove, the person who ends up being put out is the woman," she said. "Not always, but most of the time."

Susana Martinez-Conde, who works in the Laboratory of Visual Neuroscience at BNI, said the administrative positions typically go to the men because there aren't enough women mentors in science to help guide young scientists' careers.

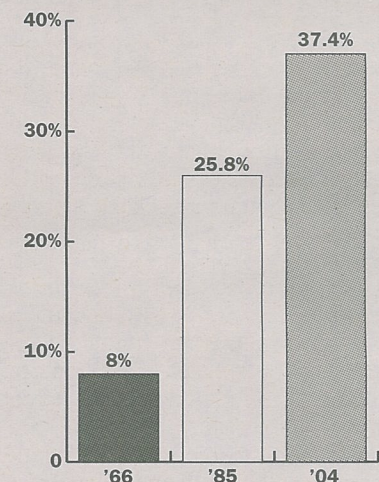
"The role of mentorship, especially from senior females who have gone through simi-

FAST FACTS

The amount of women awarded science and engineering doctorate degrees in the U.S.:



Of all science and engineering doctorate degrees awarded in the U.S., percentage earned by women:



Source: National Science Foundation

ON THE COVER

1. Jeff Trent, president, Translational Genomics Research Institute; 2. George Poste, director, Biodesign Institute at Arizona State University; 3. Joseph Rogers, president, Sun Health Research Institute; 4. Eric Reiman, associate director, Banner Alzheimer's Institute; 5. Pierre Tariot, director of the Memory Disorders Center at Banner Alzheimer's Institute; 6. Michael Berens, director of the cancer and cell biology division at TGen; 7. Susana Martinez-Conde, director of the Laboratory of Visual Neuroscience at Barrow Neurological Institute; 8. Lih-Fen Lue, senior scientist, Sun Health Research Institute; 9. Denise Campagnolo, director of Multiple Sclerosis clinical research at Barrow Neurological Institute; 10. Leslie Baxter, senior research scientist, Barrow Neurological Institute; 11. Diane Lorton, senior scientist, Sun Health Research Institute; 12. Holly Shill, director of the Thomas H. Christopher Center for Parkinson's Research at Sun Health Research Institute; 13. Rena Li, principal scientist, Sun Health Research Institute; 14. Lucy Treiman, principal investigator, Barrow Neurological Institute.



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