



CAREER DEVELOPMENT INITIATIVES

The Office of Research on Women's Health (ORWH) was established in September 1990 to promote women's health research and support career development for scientists focused on women's health research. ORWH develops and supports (1) initiatives to recruit, retain, and advance women in biomedical careers and (2) programs that support both women and men in women's health and sex differences research careers.

MENTORED CAREER DEVELOPMENT PROGRAMS

- Developed and leads the **Building Interdisciplinary Research Careers in Women's Health (BIRCWH)** program in collaboration with other NIH ICs. The BIRCWH program connects junior faculty to senior faculty with shared interests in women's health and sex differences research.
- Co-sponsors with other NIH ICs the **Women's Reproductive Health Research (WRHR) Career Development Program**, which emphasizes research relevant to obstetrics and gynecology and related specialties.

RE-ENTRY INTO BIOMEDICAL RESEARCH CAREERS

- Supplements existing NIH research grants through the ORWH/NIH Re-entry into **Biomedical Research Careers** program to support full- or part-time research by women or men returning to the scientific workforce. See <http://orwh.od.nih.gov/career/reentry.asp>.

INTRAMURAL TRAINING AND EDUCATION PROGRAMS

- Supports many programs developed by the Office of Intramural Training and Education within the NIH Office of Intramural Research to enhance the personal, scientific, professional, and career development of women trainees. See https://www.training.nih.gov/nih_resources#Women.



— CELEBRATING A —
QUARTER CENTURY
IN WOMEN'S HEALTH RESEARCH



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The NIH Working Group on Women in Biomedical Careers (WG) is a trans-NIH group established in 2007 to address barriers for women in science. Under the leadership of NIH Director Dr. Francis S. Collins and ORWH Director Dr. Janine Austin Clayton, the WG develops innovative strategies to promote entry, recruitment, retention, and sustained advancement of women in biomedical and research careers. The WG is committed to making NIH a model for achieving the highest caliber of science by capitalizing on the perspectives, talents, and energies of a diverse workforce. Visit <http://womeninscience.nih.gov> for relevant articles, reports, resources, and to sign up for *Advances & Insights: The NIH Women in Science Newsletter*.

FUNDING RESEARCH ON WOMEN IN SCIENCE

In 2009, NIH funded 14 grants to support research on causal factors and interventions that affect the careers of women in biomedical and behavioral science and engineering. See http://womeninscience.nih.gov/pdfs/Causal_Factor_Summary.pdf.

SUPPORT FOR WOMEN SCIENTISTS OF COLOR

The WG, with funding from ORWH and the National Institute on Aging, has developed the Women of Color Research Network, a new social media site, and has worked to increase the visibility of women scientists of color through award and lectureship nominations. See <http://www.wocrn.nih.gov>.

WORK-LIFE BALANCE POLICY CHANGES

FOR NIH GRANTEES

- Doubled allowable paid parental leave for Ruth L. Kirschstein National Research Service Award trainees.
- Included postdocs in the Research Supplements to Promote Re-entry into Biomedical and Behavioral Research Careers program.
- Required applicants for conference grants to describe plans to identify family care resources available at the conference site.
- Allowed applicants to use their biosketches to describe factors that may have affected scientific advancement or productivity.
- Created a unique website explaining NIH extramural family-friendly policies: http://grants.nih.gov/grants/family_friendly.htm.

FOR NIH EMPLOYEES AND INTRAMURAL TRAINEES

- Extended paid parental leave for NIH trainees to 8 weeks.
- Extended the tenure clock for NIH scientists by 1 year to account for family leave.
- Established a temporary lab manager program for NIH investigators on extended leave.
- Implemented a leave bank program for NIH employees.
- Implemented a program to provide backup care for children, elders, and adult dependents of NIH employees.
- Implemented the "Keep the Thread" program that offers alternative career development schedules for NIH intramural fellows.