

What can Fellows do to support women in the biomedical workforce?

A report of an 'open space' meeting called on 12 November 2015



Introduction

On 12 November 2015 the Academy of Medical Sciences held a meeting for women Fellows to come together to discuss the question '*What can Fellows do to support women in the biomedical workforce?*'. Over 60 women Fellows registered to attend the event (see Annex 1 for names)

The event was held using an open space format, which allows groups to self-organise and collaborate around a question of shared concern. The day began with an opening circle at which participants called sessions on the topics they wanted to discuss. This report contains reports of these sessions written by the Fellow who called them. Reports of all sessions were not received. It also includes a transcript of the closing session where participants summarised their thoughts about the day and ideas for next steps.

Sessions called during the opening circle:

- Women's Attitudes
- Sponsorship (vs Mentoring)
- Lectures by women for women
- How not to be patronising
- The token woman
- Fellows careers are not over
- Recruitment to senior positions
- Ambition limitation by social pressure
- Networking - the pub?
- Work / life balance
- Being small
- "Calm Down Dear!" - dealing with sexist comments
- Deciding whether and when to have children
- Invisibility
- How do we get more women Fellows?
- Changing the culture
- Pink princess
- Supporting transitions
- Do we involve men? How?
- Does language matter?
- No more 1 in 4
- Science communication at a young age
- Quotas? 30%
- What when women numerically dominate?
- What is special about women in science?
- Style

Women's attitudes

1. Women who have made it to senior positions are self-selecting by being used to being different and are able to cope with that and "buck the trend" without too much discomfort.
2. Men are often encouraged and facilitated by mentors to move up the ladder; women much less so.
3. Should we create an environment where women do not feel different, or does the difference help women to take more senior positions?
4. Good (and repeated) leadership training is very useful and AMS could offer it to women at different stages of their careers.
5. We discussed parenthood, its timing and how to deal with maternity/paternity leave. Swedish model of "compulsory paternity leave" (take it or leave it) may be a good idea. We should provide an environment where it is always a good time to have a baby, rather than the converse.
6. Should women be singled out to have a photo of new female Fellows? This wouldn't be done for example, for a group of BME new fellows.
7. Working environment is improving, e.g. with Athena Swan initiatives, core hours etc, but we need constant vigilance and advancement.
8. Train children from childhood to be ambitious.

Sponsorship

We were asking questions around sponsorship. The initial question was; "is sponsorship a valid and useful activity we should promote, or is it something too similar to the old boys' network/patronage and thus as such should it be shunned and exposed?"

Points that emerged:

- We have to define what we mean by sponsorship, and how it differs from mentoring and coaching.
- We were not considering being a named "official" sponsor e.g. on a grant or fellowship, but rather opportunities we have to promote certain individuals who have impressed us. For example, recommending them for speaking opportunities or committee service.
- We were clear that such sponsorship was different from mentoring. Sponsorship is not about an individual developing and reflecting on their goals/strengths/problems but about giving individuals a helping hand (unfair advantage?)
- We all thought there is plenty being done around mentoring but little discussion, within the Academy and elsewhere, about sponsorship and coaching.
- It may be that sponsorship is particularly needed once Fellows have been elected to help them obtain even more, and that women could particularly benefit from this.
- Many in the group saw sponsorship as a positive thing – you were helping advance talented individuals. As such an action point could be that the Fellowship be encouraged to think about being sponsors, particularly of women.
- To this end, if using the name "sponsorship" puts people off (sounds sleazy), then perhaps a better word would be advocacy.
- All in the group considered they do act as advocates.
- We could also act as advocates (sponsors) for changes in the system where processes are not transparent or even fair.

- A counterview expressed was that sponsorship perverts decision making, is inherently unfair and encourages power plays, which can only work to the detriment of the advancement of women. Sponsorship works to maintain the status quo.
- All agreed that spotting and supporting talent was something we enjoyed. Mentoring and coaching are both useful tools for allowing individuals to develop and reach their full potential.
- The Academy should consider setting up peer to peer mentoring and also coaching.
- There was support but not consensus around asking the Academy to encourage Fellows to be more overt about sponsorship/advocacy.
- Other views would be welcome.

Lectures for women by women

Called by: Nancy Hogg

Attendees: NH, Betty Kirkwood, Catriona Hands, Frances Platt, Sussan Nourshaugh

Summary points:

- Lecture series: 6 women eminent speakers over a year
- Speakers should cover a mix of science/life balance/ strategy for success (and be well briefed ahead of time to give talk that is wanted). Or split time into work talk then personal talk. Comment: SN had this latter experience in Germany which seemed successful.
- A second type of "workshop" format provoked a lot of discussion: invite a panel of women representing various career stages from- mid stage to "wise retired". Each would give a short talk about work; followed by an interview –potentially with "arranged ahead of time" life balance questions put by, for example, the Academy's "Media" person (much praised for her skills); followed by Q&A from the audience. Comment: BK was interviewed with 4 senior women LSHTM colleagues – interviews on film in foyer of London School Hygiene Trop. Med.
- Exclusively for women? Perhaps not for a lecture series but "yes" if a workshop set-up.
- Time of day important if to attract younger women with home responsibilities; so morning i.e. 9-11 or end of day but not evening.
- Discussion went on to Public Engagement -specifically interest in involving pool of Academy's women to speak in schools. Advantage that many women have in being able to easily communicate with school children & specifically with the girls.

How not be patronising?

Attendees: Cheryl Yvonne Tilly

- Get way from a stereotype of what a successful scientist looks like.
- We are focusing in the wrong place.
- Need to broaden out- not a gender issue because some men (may) need to support.
- The question about providing support for women would not be framed in reference to men; it shows unconscious bias.
- Provision of special support and treatment for women can lead to problems and resentment.
- We shouldn't be trying to move everyone under the lamp post; we should be celebrating diversity including gender, ethnicity, and geography.

Joint report: Fellows careers are not done Joined with **Recruitment**

Called by - Jessica Corner, Irene Leigh

Attended - Pamela Taylor, Cheryl Tickle, Deborah Ashby, Kathryn Wood, Philippa Saunders, Barbara Casadei

- The problem of the token women in search agency lists but still innate conservatism of interviewing committees
 - Possible to gender blind?
 - Name blinding-difficult with CVs
 - Broader selection processes needed
 - Panels need development training to reduce gender bias
 - Need to pro-rate achievement outside the conventional
- Use expertise of senior women. Academy could provide name of individuals to participate in panels, boards etc: directory of available women fellows
- How to change the game: Revolution versus chipping (1 tenured woman Clinical Professor at Oxford.)
 - Changing REF rules re declaration of maternity leave helpful
 - Sponsors versus mentors versus coaching
 - New Professors need high level leadership training and coaching (Academy could provide?) Sayed Business School course on Women Transforming Membership highly recommended. ? Sponsor places
 - Students and Lecturers/postdocs held back by reduced ambition and will to succeed in females (UK problem particularly)

Networking session

Called by - Anne Ridley

Networking as a way to make connections and collaborate with other scientists

Networking to get ideas about your own science

Problems with networking:

- Timing: networking after work excludes those with caring responsibilities
- Breaking into a network: feeling excluded because you rarely go, can't break into the group, feeling an imposter
- Not knowing people e.g. at a big conference
- Senior women can feel lonely because there are few of them at that level, no other women to network with
- Men may talk about different things e.g. football, excluding women

Solutions:

- Peer-to-peer mentoring (both ways)
- Coffee trials (random pairing of people to meet for coffee each week)
- Spring meeting: adding 'networkers' at poster sessions to ensure all poster presenters have someone to talk to
- 'Lunch with speakers' for younger scientists
- Network lunches for fellows at each university
- Setting goal of getting to know three new people at a meeting

The problem of small

Attended by - Cheryll Yvonne Nick Pamela

Small is problem in terms of number of women in biomedical science

The same "Small" problem applies to disciplines within biomedical science

Problems of small apply to women difficult to build to next level

Problems of small also apply to disciplines within biomedical science

Practical suggestion – academy to champion orphan disciplines to ensure areas are not being disadvantaged

Deciding whether and when to have children Joined with Work life balance

Sessions called by: Veronica van Heyningen and Annette Karmiloff-Smith

Attended by: Anne Ridley, Betty Kirkwood, Deborah Ashby, Philippa Saunders, and Nick Hillier

- There is no clear right time for having children. It varies from individual to individual with circumstances. Sometime early career is easier to disengage partially. Also then you are younger and more adaptable and more energetic. Others think it is best when your career is more established.
- Older age distribution at first birth is shifting the health risks, but often people cannot afford to have children at early career stages
- It may be more difficult to establish career post children
- Be prepared to ask for help (employer, family) and be sure to discuss the logistics with your partner too, in advance.
- How many children? An only child is more dependent on parental presence for amusement etc.
- Should people on maternity leave keep up with some work? (e.g. reading the literature and dealing with some emails). As a supervisor/boss you cannot ask for this, but it may be a topic worth discussing in advance. It may make returning to work less stressful.
- Work-life balance very fraught these days. Too much work is deleterious for productivity and creativity. Paul Nurse: If you work too hard you will keep going in the same direction (<https://www.youtube.com/watch?v=HxDnH4dIS18>)
- **Suggestion:** AMS should provide professional guidance on work-life balance generally. Include a survey of what fellows do other than work. 24/7 society is unhealthy

Invisibility: How to be heard in a room full of men

Called by - Irene Leigh

Attended by - Jessica Corner, Kathryn Wood, Nancy Hogg, Tilli Tansey, Susan

- Invisibility agreed to be a problem: in meetings, in work place, in committees
- Why? Confidence in putting forward, fears about visibility
- Solutions
 - "Lean in" Refuse to be invisible and talk anyway-be assertive

- Move into the space: Line of sight of ` chair
 - Know the back routes to influence
 - Be prepared for meetings read papers and know background information, especially if chairing
- Asking questions at meetings
 - Recognise that display behaviour more comfortable for men
 - Sit in front row so not intimidated by size of audience
 - Write down question so clear and succinct
 - Arrange to talk privately with speaker after session
- How do we communicate these skills to students?
 - Ensure the Hidden Curriculum re communication and presentation skills addresses these issues
- How could Academy help?
 - Sponsor distinguished lectures by more women
 - Provide lists of suitable speakers locally and nationally
 - Run a Women in Science series
 - Encourage dedicated networks like Women in Transplantation
 - Analyse sponsors for Fellowships regarding Gender and make criteria clearer in an actionable way

How can we get more women fellows?

Attended by - Cheryl Yvonne Nick Pamela

- The logic here is if we had more women fellows then the perspective of the academy would change to become more inclusive
- Practical suggestion – each woman fellow to nominate and/or arrange for the nomination of at least 2 women candidates in each year
- Review who is reviewing – make sure the group is diverse

Changing the Culture

The problem:

- Macho, competitive complaining cultures – actually a form of boasting?
- Poor behaviour goes unpunished or is actually rewarded, e.g. shouting until you get what you want, refusing to do duties Weak management
- Bullying, in particular damaging where it is supervisor on student/post doc
- Where those in power / influence and exert that power to the detriment of others (e.g. choosing who might go forward for a particular fellowship / funding call)
- Long hours culture
- A culture where the PI has perceived lifelong power over the careers of young scientists (fear to complain)
- Younger women choose not to stay in academia because it does not look like a place where they can be happy, succeed, not be bullied
- Evidence that young women come with ambition and high expectations and these are damaged (get worse during) their time in the department
- Constant “little put downs”

- Lonely places (so few women)

What would a better culture look like?

- A culture that allows you to succeed as a woman and does not demand you change to be more like a man.
- One where diversity is encouraged and celebrated – a different definition of success needed?
- One where we advertise / talk about what a privilege it is to have this job
- An acceptance that this is an insecure job, but then so are so many other careers these days
- Acceptance of flexible ways of working and flexibility in the way careers are managed
- The attitudes of both men and women in a department will have to change
- We have to accept that this is a competitive career, but the environment should be supportive
- A culture that allows women to be ambitious (“You are so ambitious” can be used as a negative to women)

What might be done?

- Emphasis on training:
 - Of young women themselves (in negotiation skills for instance),
 - leadership training for group leaders, who have a lot of influence on their teams)
 - Coaching and leadership training aimed at women in particular women leaders
 - Management training for heads of institutions to empower them to make good decisions
 - Unconscious bias training
- Recruitment practices need to be thoroughly overhauled - ? Gender neutral applications? Ban phone calls?
- Strong support for men who want to take parental leave and support for women who take maternity leave
- More transparency in decision making in departments
- Zero tolerance on bullying and inappropriate language
- Athena SWAN – mixed messages, can be a force for change, can simply be a box ticking badge-earning process

Do we involve men? How?

Session called by: Veronica van Heyningen

Attended by: Angela Vincent, Tilli Tansey, Lucy (from Improbable)

- Learn from some of men’s can-do attitudes, particularly those whose leadership style you approve and admire
- Learn to delegate better (like men)
- Learn self-confidence
- Educate boys from an early stage to expect women in positions of power
- Subconscious bias is a major problem. We should educate everyone in this area – men and women
- Insist on panels and committees having more than one, and preferably nearing equal male and female membership

Quotas/30%

Called by - Jessica Corner

Not in favour of all women shortlists as a form of positive action, women want to achieve through merit (so long as merit is not determined by a male determined set of criteria or processes)

The 30% ambition (as set by Helena Morrissey's 30% club) was seen as attractive as it sets an ambition and a way to change, it opens up conversation and an interesting 'break' or 'tipping point'

Should the Academy join to 30% club, or commit to 30% principle for its activities?

The Academy does not have an overall goal in relation to women but has examined all of its activities for diversity, it is making good progress in some areas but others need further attention e.g. lectures where there have been too few women. There should definitely be no 'Manels' (all male panels)

Women experts in the media - 1:4 which has been stubbornly the same despite concerted action to achieve quotas by broadcasters

In the Academy women fellows are more inhibited than male fellows and less likely to agree to a media opportunity, women seem less likely than men to talk on a broad range of areas beyond their own specific area of expertise. Women may need training to help them be more likely to say 'yes' to a request.

We explored the fact that when there are few women leaders in great demand they can become time poor

Addressing the invisibility of women:

Academy should create media stories about women to promote women and their research

Academy Committees, Search Committee etc should adhere to '30%' etc. Academy needs to work towards being a 'best in class' on gender, then use itself as an example that can change others

The new Academy President should meet Sir Paul Nurse to find out what the Royal Society is doing for women - in relation to Athena Swan and other positive actions in support of women

Style

Attended by: Susan Wray, Barbara Casadei, Sussan Nourshargh, Polly Roy, Philippa Saunders, Frances Platt, Betty Kirkwood, Annette Karmiloff-Smith, Pamela Taylor

The discussion largely focused on dress but did venture into voice and presentation skills.

The key points were:

- Style does matter

- Style matters for both genders but probably females are held to a higher standard/judged more harshly and it is more socially acceptable to pass comment – good or bad.
- Dress to help you feel more confident – putting on your armour. Style should not be distracting.
- Dress appropriately – show “respect”. In the lab as long as you wear something that’s probably ok. For a clinical conference you should look professional.
- No one felt it was worth going to a style guru or image consultant because we felt it was important to be “yourself”, but knew some women who had.
- Media training and attention to voice were considered worthwhile.
- Fellows thought it was part of their role to give advice on style when blatantly needed or solicited.
- It was acknowledged that these might be uncomfortable conversations, and when having to give advice to a male this was particularly so, and worries about allegations of harassment were raised.
- The group discussed whether it was worth “camouflaging” some aspects of your natural style if it were perhaps “extreme”/outside the norm, in order to get ahead. This was perhaps more important at an early career stage.

Closing circle notes:

In the final session of the day, fellows reflected on the day, highlighted key points for them and identified next steps.

- I really enjoyed the day; I think it's been quite cathartic. We've all got rid of some experiences from our careers and that's been a good thing to do. A great feeling of fellowship, of women together. I think there's a general move towards different kinds of conservation, positive action. It's been really nice to get to know each other, and we could make more of that.
- I've really enjoyed the day as well - it's wonderful to be in a group of all women and to share experiences and I've really enjoyed that.
- I also really enjoyed the whole Open Space experience, and I've learnt from that and I'm going to think about whether I can use that in my teaching, so it's had this extra benefit that I had no idea it would give me.
- The other surprise for me coming out of the discussions is that there's so much needs to be done - that's not the surprise - but actually there's a lot the Academy can do and I wasn't sure I knew that at the beginning of the day.
- Top of my list is for the academy to see what they can do about is the norms surrounding work-life balance and how families fit in.
- I think the big thing that's come out across all the talks today has been visibility and what the academy can do to raise the visibility of our women Fellows.
- I've been very pleased to hear that we still do need to do women-only events. Certainly my attitude when I came into the academy was that we need to be very balanced in our views - anything that's good for women must be good for men too. But I think I'm more convinced now that we do need to have some things that are purely focused. Seeing the women who are participating in Sustain - the early-career women are clearly benefitting from being together in a group, so I feel quite convinced about that now.
- I think it's been a wonderful illustration of how gathering together has been very cathartic and also pretty supportive; we've had some very interesting conversations. I thought we were gathering to talk about careers and career progressions, but the thing I'm taking away is even we, at this level, still need a lot of support and peer support.
- One thing that was lovely about the day was talking to other women who've had the same experiences as me, and you don't get the chance to do that very often because you're spending your time trying to help the people coming up. A bit of me-time has been very helpful.
- I wonder if we can repeat this again, maybe a year from now, it would be useful for everyone to get together again. A lot was discussed. I thought it would be useful if the women belonging to the Academy here could be used as a resource to encourage young women elsewhere, be it as lectures or workshops or some other type, also good to consider being more active in speaking to schoolchildren - boys and girls, just to show life in science as actually rewarding - all the things we believe to be the case. I would hope something like that could be done as a project in the near future.
- I also very much enjoyed today. I do echo that we need to educate our children and grandchildren to know that women can do more or less anything in life. The boys need to know that as well. One of the sessions I instigated was how we can involve men in achieving support for women, it's in their interests as well, so I think it's very important to educate all these young children from an early stage to be ambitious but also to be kind and caring and thinking of others at the same time as leading. It's a balance and that's what we need to teach them.

- I've enjoyed today as well, I've been struck going to a lot of different groups with the commonalities that have emerged of our experiences and concerns. What actions I would like to see? One of my main concerns is men and the perpetuation of attitudes - in committees, in academies, in societies, and I think one thing we should all do and encourage our colleagues to do is always question appointments committees, lists of candidates, lists of lecturers. See where are the women? Where are the other diversities? It's not just gender. I'm a little ambivalent about women-only events. I'd be upset if the academy were running a men-only event. We can have events about women, but make sure the men are invited too. They can always say no.
- I agree. It is important to talk amongst ourselves, but it's important to change the culture to involve the men we can't change the culture by ourselves. It would be good to have another gathering like this but hear examples of success, perhaps from other countries. Today there's been a lot of describing, complaining, thinking, but not a lot of new suggestions for what can be done. I've been in my position for 25 years, and seen tiny tiny changes. I'm getting to the point where I think we need a revolution rather than all this grinding - it's too slow. I think we need, as senior women in our institutions some coaching in how to be effective in putting a minority point forward. You always feel you're in minority - decisions are being made elsewhere. The feeling of not making a difference. So, coaching and inspiration are the two things I'd like to see.
- I've enjoyed meeting everyone. It's good to meet people from way outside the subject area I work in. I like the freedom and the principles, but I think the space has been too open. One of the questions I asked, that we haven't really tackled, I don't know why not, is there something we have to offer uniquely as women? What are our real strengths, the unassailable argument for why we should be part of the community? I think one of those strengths is that we have tolerated today. I don't think the average man would have sat around in an unstructured meeting all day. So I think we have that capacity, we can sit, wait, seize the opportunity when it comes. I think we should be much clearer in future discussions about maximising our strengths. Perhaps we can talk about that now?
- When I walked in today, I thought, oh no, a gimmicky American thing, but it wasn't that at all, it's been very constructive. One thing I've discovered, it's counter intuitive - is when we have young children it's the best chance we have at life-work balance, because we're forced into playing with our children. As they grow up we concentrate more and more on work and we can lose that. We talked a lot about other things we do outside our careers and it's really important to get that balance right. Future - more constructive suggestions rather than just identifying problems. If we do this again, I would like there to be lots of younger, non-fellow women, who can learn from our experience, but also talk about theirs. We had one young PhD student, who said she was advised to have children during her PhD as it was the only time she'd be able to do that. I'd never heard that before. So the younger generation can highlight problems they are currently facing, whereas we might be talking about things that were problems in the past.
- We didn't get all the answers but we never thought we would in one day. What I'm taking back is to have more conversations about sponsorship or advocacy. In our group there were different opinions on that, so I want to dig into that a bit deeper, with a mixed group, men and women. It's been terrific, thank you all.
- I've really enjoyed it. what's really inspired me is this group of women, some I've known for years, some I've just met, and I think on some level, what is there to worry about?! What a terrific group! On the other hand I've come away with even less of a sense of complacency about the challenges being faced by the new generation. Some of us talked about what our mothers' expectations were, which were different to their

mothers, or grandmothers, and realising our daughters and so on have a different set again. Especially with the later childbearing, different pressures, each generation gets their own. So I could look around here and think actually job done, the numbers will work through, but listening today it's difficult, there's a job to do. On the balance of men or women only events, I wouldn't worry too much about a men only event given we've have a women-only one - there's a sense of balance. It's really valuable to have some of these discussions as a women only environment, to share things, to laugh, but I think you could do it, the way schools can where we know girls learn better in a girls-only environment, but you still want to socialise, you could have a joint meeting but with evenly balanced numbers, separate discussion groups and then bring it back together. There are men around who do care, and could help.

- I enjoyed the day and thank you to the Academy. It has been wonderful, a real pleasure seeing old friends and making some brilliant friends. I do really like the all-women forum because it's obvious going through the day that there are still many issues that we still have as senior women. Common issues that men will not resonate with. I like the idea of bringing in younger women. That will be exciting to hear what the challenges are now. It will make the most of this gathering which is so formidable. There's so much wisdom and intellect here. It would be great to share it with young academics. So I fully support repeating and developing it. Identify a few themes and take it forward with younger women.
- It's been very interesting. I did come because it was something I want to try and support, it's been much more than that. Could we perhaps build on the suggestion of some younger women involved? Why not get all the mentees and mentors together? Some of them will be men. Have more of a mixed programme with those different categories. It's clear those people all have similar aims.
- I wasn't quite sure about the day but felt it was an important thing to come, and it has been very therapeutic and interesting. In talking about taking it forward, we've got to try to distill out of today some action points that aren't just repeating this. Are there one or two actions we can take on? Or when we come back, say what has happened as a result of today. If I could pick one thing, it's keeping challenging ourselves all the time about the solution of visibility. Are we just ticking the same box all the time, self-selecting, so when we're picking the speakers or the panel, think are we casting the net wide enough?
- It's been enjoyable. I'm from a different sector so it's been great to hear the wisdom. I'd encourage you all to keep the networks alive, build on today, bring about those solutions.
- Thank you everybody. It's been fantastic to hear it's been therapeutic for some, enjoyable, and some quality conversations have been had. Hearing your actions, the exciting thing is that there was repetition, people saying the same things. So having the reports going out, there's a springboard there to move forward. Things I was hearing were events pinning down action, and including younger women. There are already a few things beginning to bubble up that can be moved forward relatively straightforwardly.

Annex 1: Fellows who booked to attend the meeting

Professor Wiebke Arlt FMedSci, Professor of Medicine: Head, Centre for Endocrinology, Diabetes and Metabolism , University of Birmingham

Professor Deborah Ashby OBE FMedSci, Professor of Medical Statistics and Clinical Trials, Co-Director of Clinical Trials Unit, Imperial College London

Professor Janette Atkinson FMedSci, Professor of Psychology and Developmental Cognitive Neuroscience, University College London (UCL)

Dr Mariann Bienz FRS FMedSci, Senior Staff Scientist and Joint Head of Protein and Nucleic Acid Chemistry Division, MRC Laboratory of Molecular Biology

Professor Dorothy Bishop FRS FBA FMedSci, Professor of Developmental Neuropsychology, University of Oxford

Professor Marina Botto FMedSci, Professor of Rheumatology, Director of the Centre for Complement and Inflammation Research, Imperial College London

Professor Sarah Bray FMedSci, Professor of Developmental Biology, University of Cambridge

Professor Margaret Brazier OBE QC FBA FMedSci, Professor of Law, University of Manchester

Dame Fiona Caldicott DBE FMedSci, Chairman, Oxford University Hospitals NHS Trust, University of Oxford

Professor Barbara Casadei FMedSci FRCP , British Heart Foundation Professor of Cardiovascular Medicine and Hon. Consultant Cardiologist, John Radcliffe Hospital

Professor Jane Clarke FRS FMedSci, Wellcome Trust Senior Research Fellow in Basic Biomedical Science and Professor of Molecular Biophysics, University of Cambridge

Professor Anne Cooke FMedSci, Emeritus Professor of Immunobiology, University of Cambridge

Professor Dame Jessica Corner FMedSci, Dean of Faculty of Health Sciences, University of Southampton

Professor Janet Darbyshire CBE FMedSci, Emeritus Professor of Epidemiology, University College London, Honorary Senior Scientist, MRC Clinical Trials Unit

Professor Anne Dell CBE FRS FMedSci, Professor of Carbohydrate Biochemistry, Imperial College London

Professor Carol Dezateux CBE FMedSci, Professor of Paediatric Epidemiology, University College London (UCL)

Professor Annette Dolphin FRS FMedSci, Professor of Pharmacology, University College London (UCL)

Professor Dian Donnai CBE FMedSci, Professor of Medical Genetics

Professor Ismaa Farooqi FMedSci, Wellcome Trust Senior Research Fellow in Clinical Science and Professor of Metabolism and Medicine, University of Cambridge

Professor Ten Feizi FMedSci, Director of the Glycosciences Laboratory, Imperial College London

Professor Anne Ferguson-Smith FMedSci, Arthur Balfour Professor of Genetics , University of Cambridge

The Baroness Finlay of Llandaff FLSW FMedSci, Consultant in Palliative Medicine, Cardiff University; Palliative Care lead for Wales; Chair of National Council of Palliative Care; Elected member BMA Ethics Committee; Head of UK Bioethics Program (UNESCO), Velindre Hospital

Professor Maria Fitzgerald FMedSci, Professor of Developmental Neurobiology, University College London (UCL)

Professor Rebecca Fitzgerald FMedSci, MRC Programme Leader and Consultant Gastroenterologist, Hutchison/MRC Research Centre

Ms Siobhan Fitzpatrick, Policy Officer

Professor Adrienne Flanagan FMedSci, Professor of Musculoskeletal Pathology; Academic Head of Pathology, University College London (UCL)

Professor Margaret Frame FRSE FMedSci, Professor of Cancer Biology and Director of Edinburgh Cancer Research Centre, University of Edinburgh

Professor Jean Golding OBE FMedSci, Emeritus Professor, University of Bristol

Professor Trisha Greenhalgh OBE FMedSci, Professor of Primary Health Care, University of Oxford

Professor Neva Haites OBE FMedSci, Vice Principal, University of Aberdeen

Professor Nancy Hogg FMedSci, Emeritus Principal Scientist, Cancer Research UK

Professor Christine Holt FRS FMedSci, Professor of Developmental Neurosciences, University of Cambridge

Dame Anne Johnson DBE FMedSci, Professor of Infectious Disease Epidemiology; Chair, Grand Challenge for Global Health, University College London (UCL)

Professor E. Yvonne Jones FMedSci, Joint Head Division of Structural Biology, University of Oxford

Professor Annette Karmiloff-Smith CBE FBA FMedSci, Professorial Research Fellow, University of London

Professor Betty Kirkwood FMedSci, Professor of Epidemiology and International Health, London School of Hygiene and Tropical Medicine

Professor Diana Kuh FMedSci, Professor of Life Course Epidemiology and Director, University College London (UCL)

Professor Irene Leigh CBE FRSE FMedSci, Professor Cellular and Molecular Science, University of Dundee

Professor Rhona Mirsky FMedSci, Professor of Developmental Neurobiology, University College London (UCL)

Professor Jane Norman FMedSci, Professor, Vice Principal People and Culture, University of Edinburgh

Professor Sussan Nourshargh FMedSci, Professor of Microvascular Pharmacology and Head, Centre for Microvascular Research, University of London

Dr Karalyn Patterson FRS FMedSci, Academic Researcher, University of Cambridge

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