

# The Role of Societies & Associations in Institutional Change

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## Society for Neuroscience

Rae Nishi, PhD, Chair, Professional Development Committee

Kevin Jones, PhD, Chair, Neuroscience Scholars Program Subcommittee

1969–2019



# The Society for Neuroscience (1969-2019)

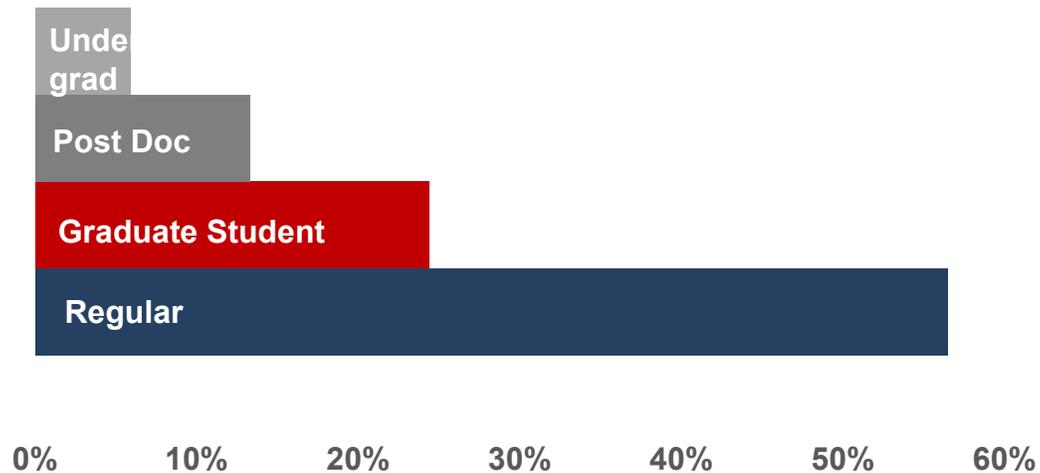
World's largest organization of scientists and physicians devoted to understanding the brain and the nervous system with ~ 38,000 members.

## International membership

representing over 95 countries



## Members from every career level from undergrad to emeritus



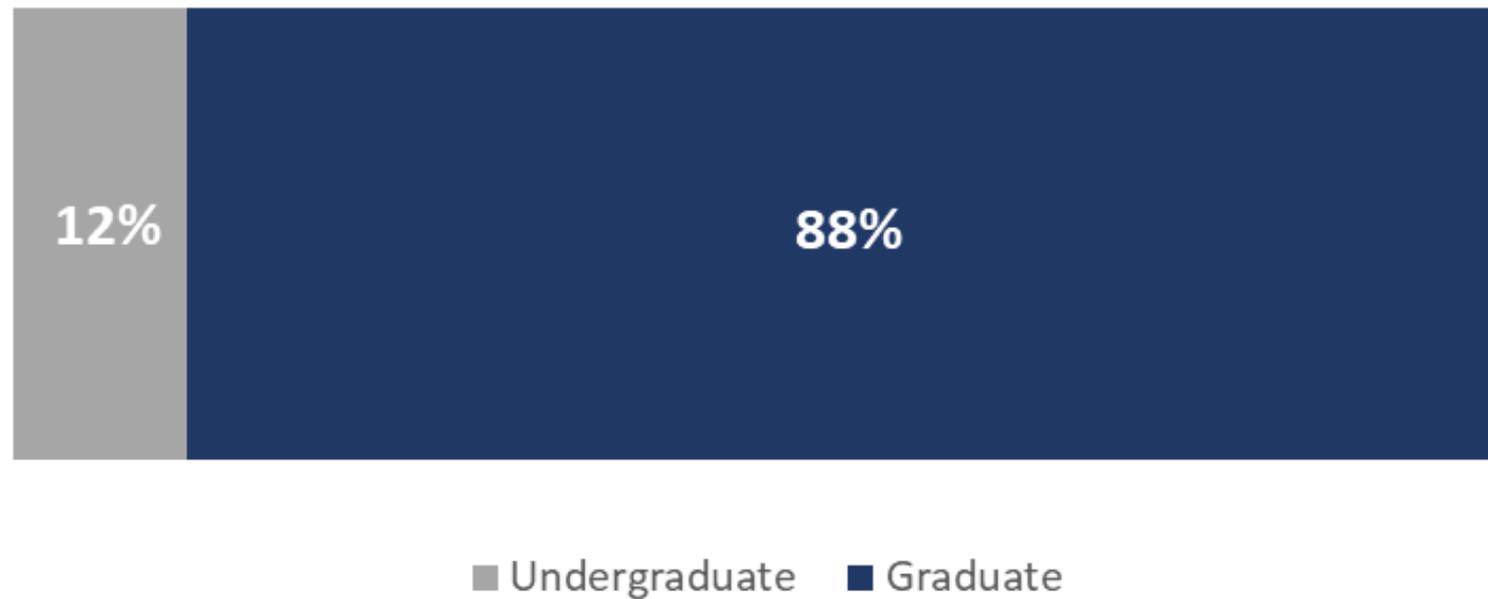
\*All Membership data is from 2018

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# Institutional Program Membership

SfN has over a 100 Institutional Program Members  
Representing both graduate and undergraduate programs

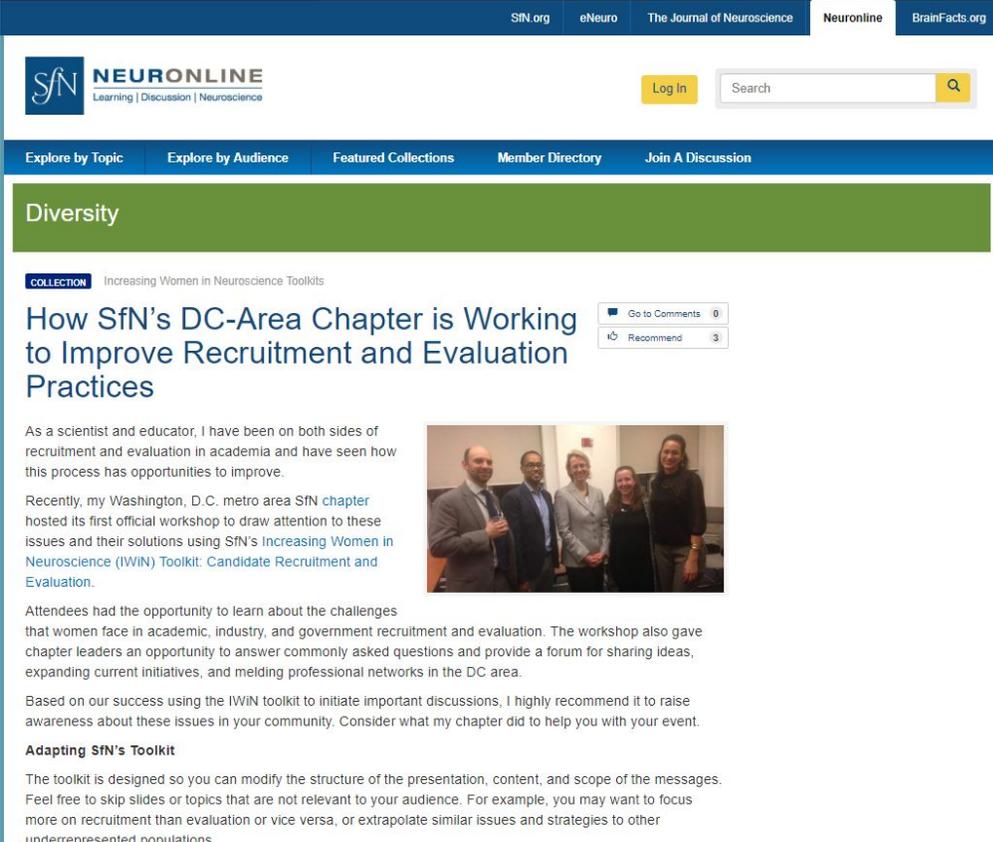


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# Neuroonline, SfN's Home for Learning & Discussion

## Content areas:

- Career Advice
- Career Paths
- Diversity
- Outreach
- Advocacy
- Professional Development
- Program Development
- Scientific Research
- Scientific Training



The screenshot shows the Neuroonline website interface. At the top, there are navigation links for SfN.org, eNeuro, The Journal of Neuroscience, Neuroonline, and BrainFacts.org. The main header features the SfN logo and the text 'NEURONLINE Learning | Discussion | Neuroscience'. A search bar and a 'Log In' button are also present. Below the header, there are navigation tabs for 'Explore by Topic', 'Explore by Audience', 'Featured Collections', 'Member Directory', and 'Join A Discussion'. The main content area is titled 'Diversity' and features a collection titled 'Increasing Women in Neuroscience Toolkits'. The featured article is 'How SfN's DC-Area Chapter is Working to Improve Recruitment and Evaluation Practices'. The article text includes: 'As a scientist and educator, I have been on both sides of recruitment and evaluation in academia and have seen how this process has opportunities to improve. Recently, my Washington, D.C. metro area SfN chapter hosted its first official workshop to draw attention to these issues and their solutions using SfN's Increasing Women in Neuroscience (IWIN) Toolkit: Candidate Recruitment and Evaluation. Attendees had the opportunity to learn about the challenges that women face in academic, industry, and government recruitment and evaluation. The workshop also gave chapter leaders an opportunity to answer commonly asked questions and provide a forum for sharing ideas, expanding current initiatives, and melding professional networks in the DC area. Based on our success using the IWIN toolkit to initiate important discussions, I highly recommend it to raise awareness about these issues in your community. Consider what my chapter did to help you with your event. Adapting SfN's Toolkit The toolkit is designed so you can modify the structure of the presentation, content, and scope of the messages. Feel free to skip slides or topics that are not relevant to your audience. For example, you may want to focus more on recruitment than evaluation or vice versa, or extrapolate similar issues and strategies to other underrepresented populations.'

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# Neuroonline - SfN's Home for Learning & Discussion

- Over 80 resources under the diversity tag, including interviews, articles, toolkits, webinars, & virtual conferences
- Looking to expand by exploring new nuanced topics & increasing the diversity of our contributors.
  - Diversity Topic Highlights:
    - Implicit Bias
    - How to Thrive as a Woman in Neuroscience
    - Importance of Global Collaborations
    - Community Building
    - Recruitment and Retention
- Experts from 29 countries

Link to IWIn toolkits:

<http://neuroonline.sfn.org/Collections/Increasing-Women-in-Neuroscience-Toolkits>

Increasing Women in Neuroscience Toolkits

- IWIn Toolkit: Improving Faculty Climate**  
How can institutions ensure faculty feel safe, listened to, valued, and treated fairly and respectfully?  
[Explore this toolkit](#)
- IWIn Toolkit: Candidate Recruitment and Evaluation**  
This presentation highlights data, success stories, and ready-to-use tools.  
[See more](#)
- IWIn Toolkit: Implicit Bias**  
Are you working to increase awareness of the issues facing women in academia? Use this resource.  
[Download here](#)
- Ways to Change the Implicit Bias Status Quo**  
In this Q&A, Anne Etgen comments on why and how implicit bias can be addressed.  
[Learn more](#)
- How SfN's DC-Area Chapter is Working to Improve Recruitment and Evaluation Practices**  
Edith Brignoni Pérez  
Edith Brignoni Pérez is a PhD candidate in the interdisciplinary program in neuroscience at Georgetown University.  
[Learn more](#)
- IWIn Toolkit: Promotion and Tenure**  
How should department chairs and faculty members approach the promotion and tenure process?  
[Learn more](#)

Categories to Follow

- Diversity
- Professional Development
- Career Advice
- Program Development
- Outreach
- Career Paths
- More »

Upcoming Events

More »

**HAVE ANY CONTENT TO SUGGEST?**

Sparking Global Conversations Around Neuroscience

# Web-Based Resource Development

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In 2019, the Career Development and Networking Subcommittee of the Professional Development Committee plans to resurface existing resources on Neuronline by creating collections on the following three topics:

- Mentor/mentee relationships
- Conflict management
- Job application strategies for academic positions

Each collection will be promoted on Neuronline and shared with SfN members via email.

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# Diversity and Inclusion Strategy

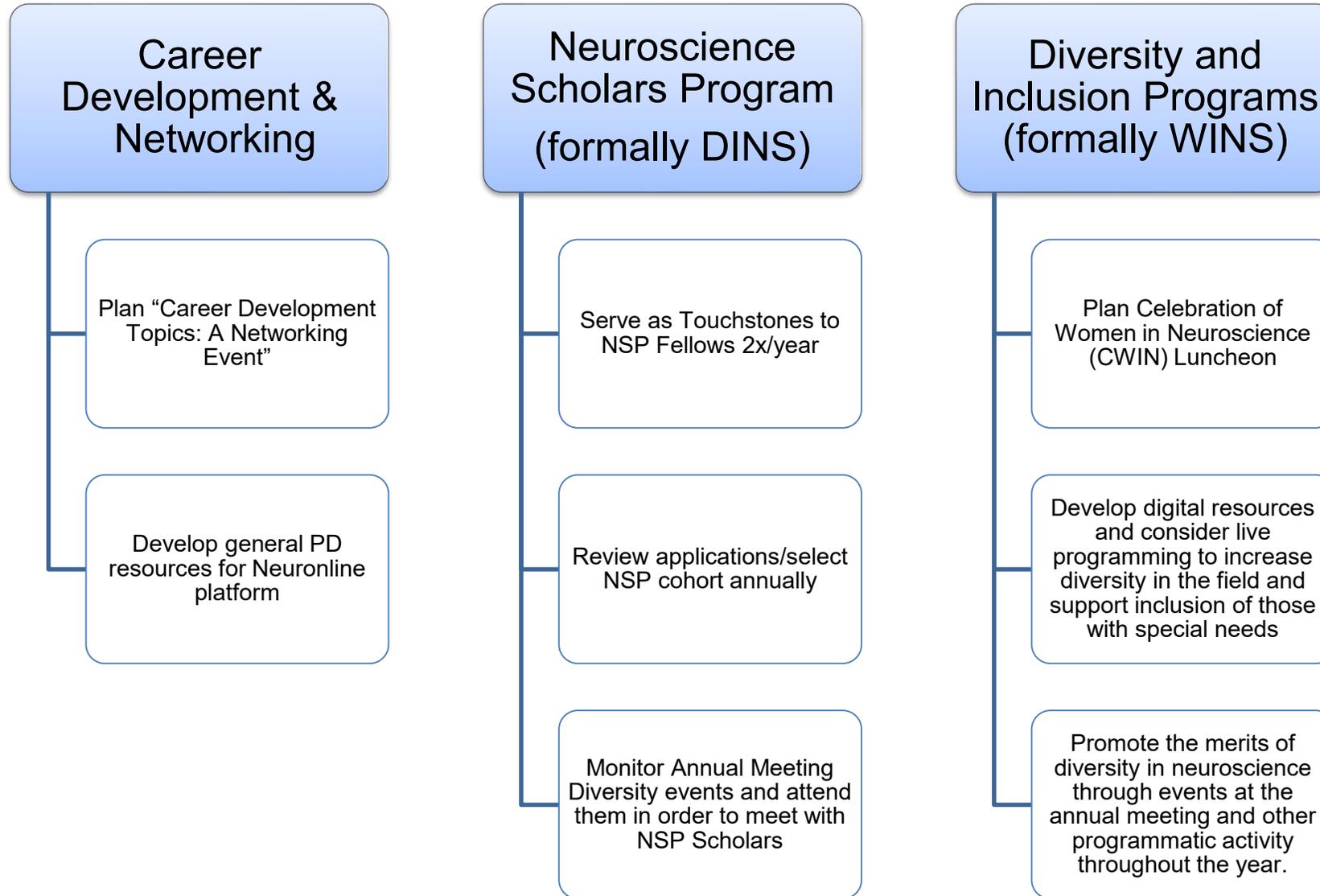
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Diversity and inclusion are organizational priorities of SfN and programming must ensure representation of all members. SfN encourages and promotes participation, accessibility, active representation and leadership from diverse populations. Recognizing that diversity advances the field of neuroscience, SfN encourages membership and participation, regardless of race, ethnicity, national origin, gender, gender identity, sexual orientation, economic status, disability, age and religion. Beyond promoting diversity, the Society promotes an environment that is supportive of all diverse groups in the interest of advancing science.

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# Professional Development Committee Subcommittees



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# Neuroscience Scholars Program

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# Neuroscience Scholars Program

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## Fellows

- Up to 18 fellows each year
- Two years of SfN membership
- Travel to the SfN annual meeting for two years
- Up to \$1,500 in enrichment funds each year
- Mentoring team
- Access to NeurOnline resources

## Associates

- Eligible applicants are invited each year
- Online affinity group of NSP Alumni and mentors
- Access to NeurOnline resources
- invitation to present at the Diversity Poster Session.
- Up to 30 Associates in 2<sup>nd</sup> yr will receive the Professional Development Award: up to \$1,000 for travel to the SfN annual meeting

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# Institutions



 Fellows  Associates

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# Evaluation

After completing NSP, ~80% of Scholars remained in an academic setting primarily focused on research

The majority of exiting Scholars reported they received one or more fellowships/grants during their time in the program.

Many Scholars rated themselves highly in presentation skills, abstract preparation, presentation skills, and peer mentoring following the program.

“ The most valuable aspect of the Neuroscience Scholars Program has been the personalized mentoring experience and opportunity to seek career connections with diverse scholars. ”

Termara Parker, Current Neuroscience Scholars Program Fellow

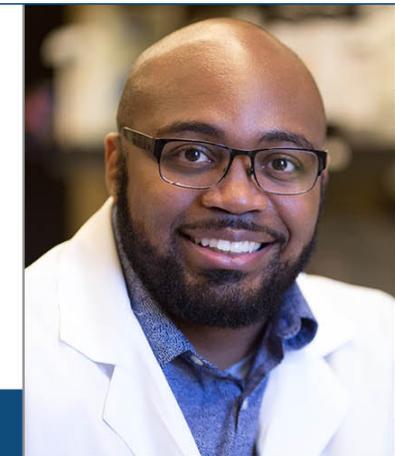


*The program has been outstanding! ... I'm honored to be part of such a great program and community of researchers and mentors.*

--NSP Fellow

“ The networking opportunities provided by Neuroscience Scholars Program are most invaluable. ”

Darryl Watkins, Current Neuroscience Scholars Program Associate



# Mentoring

Fellows reported that being matched with a mentor better equipped them to advance their career goals.

## DINS Touchstones

- Members of the Neuroscience Scholars Program Subcommittee contact Fellows twice annually to discuss career questions, uses of Enrichment Funds, publications, and goals.

## Individual Fellow Support Network

- Each NSP Fellow builds a team of mentors including a senior neuroscientist, a peer, and other advisors, who serve to mentor the Fellow during the two-year period.



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# Enrichment

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Neuroscience Scholars Program enrichment funds support a Fellow's career development: \$1,500 is available for each year of the NSP fellowship.

Additional funding was allotted for NSP Associates during the 2018-2019 program year, providing up to \$1,000 per Associate on a first-come-first-served basis.

*“My travel funds allowed me to go to a conference that saved my PhD research project.”*  
- Rebekah Corlew,  
NSP Alumna

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# Diversity Poster Session



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# NSP Summer Conference

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- July 11-12, 2019 in Washington, D.C.
- Theme: Leadership
  - Discussion Topics:
    - Leadership Fundamentals
    - Personal & scientific promotion
    - Grant writing skills
  - Additional opportunities for professional development, networking, and community building
  - Open to all 32 Fellows of the 2017-2019 and 2018-2020 cohorts
  - Selected Associates (up to 30) & Alumni (up to 15) will also be invited

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# How Can SfN promote institutional change?

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- Promote best practices in diversity and inclusion through toolkits and resources posted on NeurOnline as well as through professional development workshops at the annual conference
- Create virtual conferences such as the most recent one on “Mitigating Implicit Bias” for audiences at colleges and universities
- Serve as a leader and role model in showcasing scientists from underrepresented groups at its annual conference
- Suggestions for more...

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# Questions?

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