

International Women's Day
with Future Science Group:

Advice from our female leaders in STEM



What advice would you give to your younger self?



Kelsey Loupy
Neuroscience Topic Expert
Colorado (CO, USA)

Follow your intuition and do what makes you feel vibrant and fulfilled.



Sara Underwood
Pharmacokinetic/Toxicokinetic Analyst
Alturas Analytics (ID, USA)

Don't procrastinate. If you want to learn something, seek out the knowledge and do it now, don't wait! The pain of discipline is less than the pain of regret. Don't let others intimidate you; respect yourself and set healthy boundaries for work. If you want a career and a family, you can do it. It's one of the best and hardest things you'll ever do.



Ridhima Goel
Chief Resident Internal Medicine
SUNY Downstate Medical Center (NY, USA)

Do not be afraid of failure. Loss of opportunities can be devastating but oftentimes it has led to me an alternative that turned out to be better choice for me than what I was previously envisioning.



Michelle Itano
Director of the Neuroscience Microscopy Core
University of North Carolina (NC, USA)

Take time to listen to and build relationships with those who support you and know you well, and do not amplify or give energy to the voices of your harshest critics.



Amanda Hays
Scientific Officer, Senior Director
BioAgilytix (NC, USA)

Take opportunities throughout your career. If opportunities don't present themselves, you have to be diligent in seeking them out for yourself – take the initiative! ... Find mentors in like-minded scientists who are willing to give you advice and then write your own story.



Seema Kumar
Director and Senior DMPK Lead
EMD Serono Inc (Darmstadt, Germany)

Work Smart, be patient and be humble. Start with kindness and spend time building a networked community.



Arya Miriam Roy
Hematology-Oncology Fellow
Roswell Park Comprehensive Cancer Center (NY, USA)

Be open to healthy feedback: always ask others for feedback on your work. Learn from your mistakes and take all efforts not to repeat it.



Burcu Uner
Postdoctoral Fellow
University of Health Sciences & Pharmacy (MO, USA)

People need to know themselves and this is even more challenging than achieving success. If you are open to alteration, you can claim to your future.



Carrie M Hersh
Director of Multiple Sclerosis Health and Wellness Program
Cleveland Clinic Lou Ruvo Center for Brain Health (NV, USA)

Have confidence to always be your authentic self and lead bravely with integrity, passion, grit and grace.



Elaine Harris
Lecturer and Program Chair
Technical University of Dublin (Ireland)

As Robert Fulghum said: Live a balanced life. Learn some and think some and draw and paint and sing and dance and play and work every day. Take a nap every afternoon. Be aware of wonder.



Louise Rosenmayr-Templeton
Expert/Founder
Tower Pharma Consulting (Berndorf, Austria)

Persistence beats impatience every time. Self-knowledge is everything – with it you can build on your strengths and work out your weaknesses.

Network, network, network!



Fern Adams-Dam
Senior Scientist
York Bioanalytical Solutions (UK)

It's not unusual to feel 'imposter syndrome' to some extent, ... feel less self-doubt as you are actually doing a great job!



Elise Jones
Study Director
York Bioanalytical Solutions (UK)

You are more capable than you think! ... a lot of women (and other minority groups in scientific fields) especially struggle with self-confidence and this can cause us to underestimate our abilities.



Aisha Burton
Postdoctoral Research Fellow
National Institutes of Health (MD, USA)

It is okay to rest; you don't have to keep grinding. I always joke: if I die today my boss would get a new post-doc tomorrow. Grim, right? But it's true. ... start building a community earlier ... people who advocate for you and people who support your dreams. I don't think I would be where I am today without my community.



Teona Roschupkina
Principal Scientist
DDS, Alliance Pharma (Chippenham, UK)

Learn to discriminate between criticism and constructive feedback... There will be a lot of people who will try to put you down due to their lack of competence but there will also be some that will try to help guide you. So, take in what the other person is saying, question whether it's useful and GO for it!



Vibha Jawa
Executive Director
Bristol Myers Squibb (NY, USA)







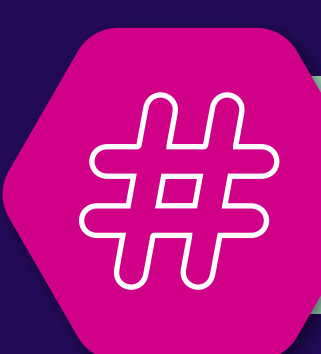
Be open to change; do not justify and hide behind excuses ... ask for a promotion and do not wait for your manager to put you forward



Nisha Palackal
Director of Protein Biochemistry
Regeneron Pharmaceuticals, Inc. (NY, USA)

Avoid trying to be a superhero and overworking oneself. It's crucial to remember that developing your skills takes time, and it's equally important to prioritize your personal life alongside professional accomplishments. It's wise to seek out good mentors early on and maintain those relationships throughout your career.

Resource and network recommendations from our female leaders

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Community and conference events:
EBF, ASCO, AACR, ESMO, ISCT, World Stem Cell Summit, SfN, WISS Summit
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Young Scientist Committee (CRS committee)
Controlled Release Society (CRS), ASPET
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WITS: Women in Technology and Science
WISE: Women into Science and Engineering
WISC: Women in the pharmaceutical science community
- Women in STEM:**
 - STEMettes
 - International Day of Women and Girls in Science
 - STEM Learning
- 
Facebook groups
Women in medicine, oncology, cardiology, etc. Physician Women in Leadership
- Twitter professional women networking groups**
 @500womensci @STEMWomen @BlackWomenSTEM
 
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Hashtags
 #WomeninSTEM #BlackinSTEM #WomeninMedicine