Gender Diversity in Innovation

Closing the gap in universities and tech transfer

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FutureForward
Women Inventors SIG
(Special Interest Group)

Mission: Serve as a catalyst for positive change in increasing the participation of women in innovation

SIG Membership: A group of passionate volunteers from universities (including tech transfer and women faculty) and non-university organizations (industry professionals, IP and patent attorneys and investors)
Gender Data Gap: Baseline of U.S. Academic Institutions, Technology and Innovation, Vol 19, National Academy of Inventors, 2018

Women Inventors SIG
Addressing the Gender Data Gap in U.S. Academic Institutions

<table>
<thead>
<tr>
<th>BASELINE SURVEY</th>
<th>GENDER SURVEY PARTICIPATION</th>
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<tbody>
<tr>
<td>Tracking Gender</td>
<td>7%</td>
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<tr>
<td>Not Tracking Gender</td>
<td>93%</td>
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<tr>
<td></td>
<td></td>
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<tr>
<td>2015</td>
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<td>2018</td>
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Gender Data Gap: Baseline of U.S. Academic Institutions, Technology and Innovation, Vol 19, National Academy of Inventors, 2018
University and Tech Transfer TOOLKIT

**Mission:** Assist and support Tech Transfer Offices (TTOs) in their efforts to develop programs that support academic women scientists and faculty

**Purpose:** Provide guidance to TTOs on how to initiate and build programs to increase the number of women disclosing inventions and participating in the tech transfer process

**Sources:** Interviews with representatives from more than ten university programs to share their lessons learned
# Unique Challenges for Universities

## Primary Mission and Objectives
- Academics
- Education
- Advancement of scientific research

## Multiple Innovation Centers
- Entrepreneurship Centers
- Innovation Hubs/Research Parks
- Accelerators/Incubators
- Commercialization Education (I-Corps, SBIR, Translational Grants)

## Faculty-Centric Decision Process
- Individuals take initiative to commercialize
- Outreach often required to identify and connect with high potential faculty
- Academic versus business mindset
Understanding the Values of Women Academic Scientists

“Selling” their science is not a typical frame of reference
Minimal to no exposure to commercial activities
Attitudes about risk based on academics, not business
Invitation to participate increases involvement
Exposure to the benefits of robust networks is limited
Work and home trade-offs are major concerns
Evolution of Identity for Women Academic Scientists

- Researcher
- Inventor
- Faculty Entrepreneur
Roadmap to Impact

Build a program that gets results with the Women Inventor’s Toolkit:

- Discovery
- Program Design & Funding
- Attracting Involvement
- Measuring Impact
Sources of Funding

Representative Examples from Ten Interviewed Universities

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<tr>
<th>EXTERNALLY FUNDED PROGRAMS</th>
<th>INTERNALLY FUNDED PROGRAMS</th>
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<tr>
<td><strong>NSF ADVANCE Grant Programs</strong></td>
<td><strong>University and Sponsorship Funding</strong></td>
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<tr>
<td>University of Cincinnati LEAF Program</td>
<td>University of Florida Empowering Women in Technology Startups (EWITS®)</td>
</tr>
<tr>
<td>University of Southern Mississippi Gulf Coast Advance Partnership</td>
<td>Washington University of St. Louis Women in Innovation &amp; Technology (WIT)</td>
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<tr>
<td>University of Washington LEAD-It Yourself</td>
<td>Northwestern University INVOReach</td>
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<tr>
<td>The Ohio State University Project REACH for Commercialization Program</td>
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<tr>
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<td><strong>NSF AWARE Grant Programs</strong></td>
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<tr>
<td></td>
<td>University of Illinois-Champaign-Urbana</td>
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<tr>
<td></td>
<td>University of Louisville, Indiana University, Missouri University of Science and Technology</td>
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<td>Children’s Hospital of Philadelphia</td>
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Measuring Impact
Reach for Commercialization™
Ohio State ADVANCE Office of Research

Between FY10 and FY20,

110 WOMEN
at Ohio State have or are participating the REACH program

70 (64%) PARTICIPANTS
from 12 different colleges/units submitted 317 invention disclosures

They are associated with:

307 Patents filed
96 Patents issued
53 License Agreements
44 Patents published
9 Startups

Source: Mary Juhas & Caroline Crisafulli
Measuring Impact
Washington University in St. Louis
Women in Innovation & Technology (WashU WIT)

Increased Female Engagement in Tech Transfer

Source: Nichole Mercier
Thank You!

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