

Women in CINBIO: Shaping the Future of Science

An initiative by the Equality, RRI and Non-Discrimination Committee to showcase the talent, journeys, and essential contributions of all the women who drive our center forward—from the laboratory to management and administration. Science is a collective effort, and this project aims to highlight the diverse roles and professional paths that make our research possible.

Instructions

Please choose your 10 favorite questions from the 5 blocks below (at least 1 question per block).

Note: You will notice that some questions feature an alternative "b" version tailored specifically for management, administration, and support roles. Feel free to mix and match, choosing the questions that best reflect your daily work and experiences that you want to share!

Advice: It is highly recommended to answer question 28 or 28b (block 5). 😊

Basic Information (Mandatory)

- Full Name:
- Current Position and Research Group / Department:
- Academic Background (Degrees, PhD, etc.):
- Place of Birth/Origin:

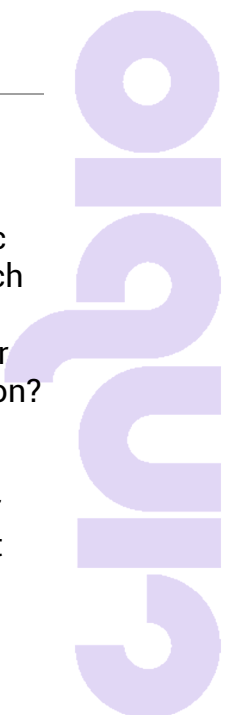
Digital Information

 **Photography:** We would like to have an "in action" photo in the laboratory or at your workspace to accompany the interview.

 **Social Media Usage:** For BlueSky/X or Instagram.

Block 1: Motivation and Origins

1. When did you decide you wanted to be a researcher? Was there a specific "Eureka" moment? / **1b.** What drew you to work in a scientific and research environment rather than a traditional corporate or public sector?
2. What drew you to science instead of other disciplines? / **2b.** How did your professional journey lead you to research management and administration?
3. What fascinated you most about the natural or technical world when you were a child?
4. If you could travel back in time, what advice would you give your younger self at the start of your career? / **4b.** If you could travel back in time, what



advice would you give your younger self when you first started working in administration / management?

5. What were your expectations about a career in science, and how have they changed over time?
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Block 2: Research Work and Social Impact

6. What is your current field of study, and what is the most exciting part about it? / **6b.** What is the most rewarding part of facilitating, managing, and supporting scientific research?
7. How would you explain your current project to a 10-year-old? / **7b.** People often don't see the "behind the scenes" of science. What is a crucial part of your job that researchers might not even realize you do?
8. What do you believe will be the most significant milestone in your field over the next decade?
9. What direct or indirect benefits does your work provide to society? / **9b.** How do you see the direct or indirect impact of your work on the scientific successes of the center?
10. How do you handle frustration when an experiment or a grant proposal doesn't go as planned?
11. What do you consider your most important scientific contribution to date? / **11b.** What do you consider your most important professional contribution or milestone to date?
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Block 3: Role Models and Mentorship

12. Did you have any role models (family, teachers, historical figures) who influenced your path? / **12b.** Did you have any role models (family, teachers, historical figures, or managers) who influenced your path into administration and leadership?
13. From your current perspective, has your view of those role models evolved or changed?
14. Do you think the historical lack of female role models in textbooks affected your generation?
15. Do you have a mentor today, or do you act as one for younger researchers?
16. How important is science communication (outreach) in creating new role models for the next generation?
17. Is there a specific quality in one of your mentors that you try to emulate in your own work? / **17b.** Is there a specific leadership or management quality in one of your mentors that you try to emulate in your daily work?
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Block 4: Career Path and Gender Equality

18. What were the biggest obstacles (administrative, social, or personal) you faced in your career? / **18b.** Sometimes management and administrative roles in science are undervalued. How can the scientific system better recognize the essential work of support staff?
 19. How do you balance your personal/family life with the high demands of a research career?
 20. What urgent changes do you think the scientific system needs to become truly equitable? / **20b.** What urgent changes do you think the system needs to become truly equitable for *all* workers in science, not just the research staff?
 21. Regarding the "gender awakening": Was there a specific moment when you became aware of gender bias in academia? What was the trigger?
 22. Have you ever experienced "Imposter Syndrome"? How do you cope with it?
 23. Do you notice differences in leadership styles between men and women in science? / **23b.** Do you notice differences in leadership and management styles between men and women in administrative roles?
 24. What has changed (for better or worse) in the PhD process since you completed yours?
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Block 5: Future Vision and Inspiration

25. How would you encourage a young girl who is hesitant to choose a STEM career because it seems "too difficult"? / **25b.** What advice would you give to a young woman considering a career in university or research administration?
26. Please summarize your career trajectory in 10 lines to serve as a roadmap for others.
27. In your opinion, what qualities define a "great scientist" in today's world? / **27b.** In your opinion, what qualities define a "great manager" or "great administrator" in today's scientific world?
28. Provide a personal quote that highlights the value of women in research. / **28b.** Provide a personal quote that highlights the value of women working behind the scenes in research.
29. If you weren't a scientist, what other profession do you think you would have pursued?
30. Is there a specific study or discovery by someone else that made you think: "I wish I had authored that or be part of it"