Problem Statement: Christy

~~There are~~ not enough women in executive leadership roles within the biopharmaceutical industry.  According to ~~an article in Nature Biotechnology~~ (2015), "Women occupy only 20 of the 112 senior management positions at the top ten highest valued biotech companies.  At 17.9%, the proportion of top executive positions occupied by women in big biotech is better than that in big pharma, but only marginally."

            Some of the reasons for this gender disparity are: (1) lack of women in the talent pool; (2) women are less likely to be asked to join a board; and (3) when asked to join, women are more likely to decline the invitation.   ~~Some research has revealed that~~ women take a step back early in ~~their~~ careers to have children and decide not to return ~~to their jobs~~. ~~This~~ fact might be accurate for many women and be a contributing factor; however, women who have worked hard to obtain an advanced degree have been found less likely to take tat step back.  ~~What studies have revealed~~, for this highly skilled population, is that women are less likely to throw their "hat in the ring" or elbow their way through to a high powered position, and most feel that they need to have all the skills and experiences required for the job before stepping into it whereas males generally have a more forward attitude of get the job first and then learn the skills.

            The problem is not that there are not enough qualified women in the workforce, or that there is a glass ceiling that stops women, but that women need to "lean in" and not stop selling themselves short because they don't believe that they have what it takes t or because they don't think they can have the career and the family.

Reference

Old Boy Biotech. (2015, August). Nature Biotechnology, 33(781). doi:10.1038/nbt.3308

Words: 298

**Draft** a 150- to 350-word problem statement for the research questions that you generated in Week 4. Consider the research design and research paradigm context for your problem statement.

**Use** the following questions to inform the development of your problem statement.  You are not required to provide direct responses to these questions.

* How are leaders in your discipline affected by the problem?
* What consequences might these individuals experience if your proposed study is never conducted?
* How would a leader's capacity to develop strong policy and practice be limited if findings from your proposed study are not available to help to resolve the problem?
* How would the findings from your study help to resolve the problem by clarifying, assisting, recommending or defining?
* **Post** your problem statements in the body of the message, not as an attachment.
* **Reply** to at least two of your peers' problem statmements with constructive feedback.

*Hi Christy,*

*The problem statement should provide the reader with ‘who or what’ you are going to be researching, where and or when the problem exists, why the problem exists, and to what extent. For example:*

*The general problem is…………..*

*The specific problem is…………..*

*The problem statement should be one to two sentences and substantiated with research. You may find it very helpful to revisit the Problem Formulation tutorial under Week 5 and read the transcript of the tutorial. Also, locate a couple of completed dissertations, find the problem statements, and study how the problem statements were formulated.*

*Christy, you posted your problem statement to the discussion area and provided constructive feedback to only one of your classmates: Tammy. Thank you.*

*I hope you find this helpful as you continue to prepare for the final paper in Week 8 Christy and please feel free to contact me with any questions or concerns.*

*Marty*