

ABSTRACT: 2013 ELAM Institutional Action Project Poster Symposium

Project Title: Career Advancement for Women at the University of Colorado School of Medicine

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Background, Challenge or Opportunity: There is a strong demand amongst women faculty for leadership training at the University of Colorado School of Medicine. The need is demonstrated by the high number of applications (i.e. N=25) for a very small number of slots. However, given the cost and logistical issues surrounding sending the many women who want training, to courses given by AAMC or other outside providers, some local leadership training is warranted.

Purpose/Objectives: The Purpose of this project is to provide leadership training to women faculty at my institution. Most of the faculty at my institution will not be able to participate in a in-depth program like ELAM or even 3 day AAMC seminars, but a monthly or bimonthly curriculum taught by outstanding leaders from the faculty and the community can provide some key training curricular material. There are many faculty who apply for leadership training and only a very few can have it currently so a program is warranted. In addition, a website showing the offerings of the CUSOM will be developed.

Methods/Approach: I am working with other women leaders to develop a curriculum that will address the most important areas. I am making sure to include key stakeholders in my discussions including other faculty as well as community members. After I develop the draft curriculum, I will disseminate it to the key stakeholders and they can review and comment. A needs assessment was done both using a found pilot and a prospective evaluation by survey of the entire faculty. Both local faculty interested in teaching women's leadership and faculty of the BIRCWH programnationally were queried to see what material they were using and what materials they proposed to use to teach leadership skills to women.

Outcomes and Evaluation: Outcomes will include assessing level of participation. Degree of participation will be evaluated. As well, evaluation will be conducted on all participants using survey methods.