**Pathways to Promotion**

Provisioning Women In Academic Medicine With Tools To Advance In Their Careers

**BACKGROUND**

The AAMC 2018-19 Data on Women in Academic Medicine:

+ 41% of Faculty are women
+ 25% of Women are Professors
+ 18% Female Departmental Chairs

[Source: AAMC. The State of Women in Academic Medicine. 2020]

**PURPOSE/OBJECTIVES**

Establish a process to support and develop female faculty at CMSRU; increase the number pursuing promotion.

- Identify barriers to promotion
- Provide programming to meet development needs
- Foster a community of support for women across departments

**RESULTS**

**Mentorship/Development Pilot Series**

1. Role of women in Biomedical Sciences, Healthcare and Public Health
2. IRB submission training
3. Priming Yourself for Sponsorship
4. Anatomy of an Abstract
5. Mentoring Speed-Dating Event - POSTPONED
6. Planning a Career in Academic Medicine - POSTPONED
7. Becoming a Capstone Mentor - a Win-Win
8. Leadership Opportunities in Clinical Medicine
9. Preparation and Process for Professorship
10. Presentation of Scholarly Work
11. Understanding Finance and Budgeting
12. Making Sense of the Science (scientific writing)
13. Effective Paragraphing (Beyond the Topic Sentence Model)

42 Women Attended one or more sessions

93% Participated in the pilot program were very satisfied with content and format

**DISCUSSION/CONCLUSION**

- There is still tremendous gender disparity in areas of salaries, specialty choice, faculty rank, and leadership positions.
- We must work collaboratively to overcome barriers to promotion for women, and provide guidance and programming to overcoming those barriers.
- A formal mentorship program is needed and desired by CMSRU female faculty.
- Even in a pandemic - mentorship is possible via online format.

**FUTURE DIRECTIONS:**

- Formalize the Mentoring Series
- Offer Opportunities in Advanced Leadership Training for those who complete the series
- Track Participant Satisfaction and Success in Academic Promotion

**METHODS/APPROACH**

- Women’s Mentorship Committee was formed by Women in Medicine (WIM) in collaboration with Cooper University Health Care (CUHC).
- A survey sent to CMSRU female faculty and CUHC APNs (using Qualtrix) identified educational/development needs.
- Financial support came from both Cooper hospital and the medical school administration.

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