

Clearing the Pathway for the Advancement of Mid-Career Women Faculty in Academic Medicine

Academic Medicine





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BACKGROUND

Achieving **gender equity** is critical to our mission of excellence in Academic Medicine.

-  **43,423**
Women represent 48% of Assistant Professors in U.S. Medical School Faculty in 2021
-  **15,913**
40% of Associate Professors
-  **10,916**
29% of Full Professors
-  **21%**
Women currently serving as Department Chairs at U.S. Medical Schools in 2021

OBJECTIVES

- To address the invisible and visible barriers and facilitators of retention and promotion of women faculty.
- And to develop programs/resources to enhance the retention and promotion of mid-career women faculty.

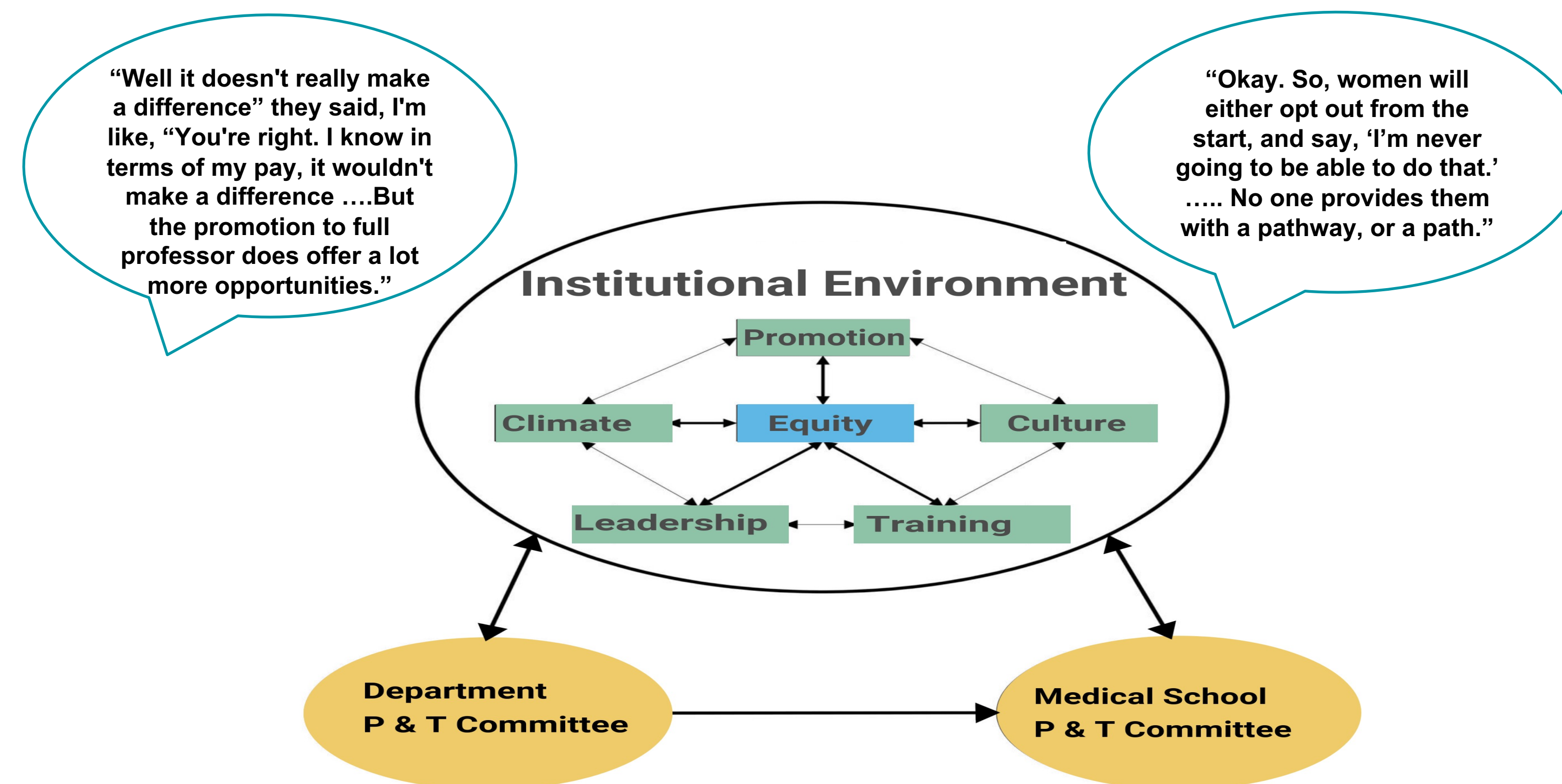
METHODS

- Initiative within the recruitment and retention action group of CWIMS.
- Mixed Methods: Survey and 9 Focus Groups
- Eligibility: Faculty at UMN 6+ years, Associate or Full Professor and identify as a woman

RESULTS/OUTCOMES

Survey	N	"Strongly Disagree"		"Disagree"		"Neutral"		"Agree"		"Strongly Agree"	
		N	%	N	%	N	%	N	%	N	%
Overall, I'm satisfied with my current job/position	66	1	1.52	4	6.06	8	12.12	36	54.55	17	25.76
I feel well supported by my department to advance in my personal career mission and vision	66	3	4.55	11	16.67	18	27.27	23	34.85	11	16.67
My symptoms of burnout and personal wellbeing are impacted by institutional policies and culture as it pertains to my race, ethnicity, religion, sexual orientation, or gender identity	66	8	12.12	19	28.79	19	28.79	16	24.24	4	6.06
My working environment contributes to my personal life stress	66	0	0.00	11	16.67	13	19.70	28	42.42	14	21.21

Focus groups informed our framework for equity in promotion



Adapted from Stamarski C.S and Son Hing L.S. Gender inequalities in the workplace: the effects of organizational structure, processes, practices, and decision makers' sexism. Fron. Psychol, 2015.

PROGRAMS DEVELOPED

MID-CAREER FACULTY IN ACADEMIC MEDICINE (MCFAM)

The mid-career faculty in academic medicine (MCFAM) program is a new faculty interest group with quarterly faculty development activities including mentoring, networking, and workshops and seminars. Kickoff event scheduled for May 10th, 2022.

POLICY AND PRACTICES IN PROMOTION

Office of Faculty Affairs is leading an initiative to engaging each department P & T committee in training to mitigate biases.

WORK/LIFE AND LIFE/WORK BALANCE

CWIMS is conducting evaluation and advocacy for programing to support work/life balance.

CONCLUSIONS

Project findings identified multilevel challenges that need equity-oriented solutions to clear the pathway for women to achieve promotion beyond mid-career.

The work is ongoing in advocacy, education and implementation science to support the advancement of women faculty in mid-career as they move towards leadership.