Women In Medicine 2017

Joann Schaefer, MD
Laurie Baedke, FACHE FACMPE
Renuga Vivekanandan, MD
• Conflicts of Interests: none related to this topic
Goals

• Current statistics on Women in Medicine
• How to promote and sponsor Women in Medicine
• Tools to Lead as a Women
Today, over a third of the physician workforce (36%) is comprised of women, while 47% of medical school matriculants, 48% of graduates, and 46% of residents were female for the 2013-14 year. Below is a breakdown of workforce composition trends:

Source: Association of American Medical Colleges (AAMC)
Women in Academic Medicine
2014 AAMC Data

Since 1983, the AAMC has published a national snapshot of women students, residents, faculty, and administrative leaders in academic medicine. The data have served as a reliable resource to support gender equity studies and to understand the progress of women's representation in a variety of medical school positions.
Men make up 62% of full-time faculty, while women make up 38%.
Working in the Pipeline: Faculty Workforce Numbers

**Figure 5**
Then & Now: Full-Time Men and Women Faculty by Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>2013-2014</th>
<th>2003-2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professor</td>
<td>21%</td>
<td>14%</td>
</tr>
<tr>
<td>Associate Prof.</td>
<td>34%</td>
<td>26%</td>
</tr>
<tr>
<td>Assistant Prof.</td>
<td>44%</td>
<td>37%</td>
</tr>
<tr>
<td>Instructor</td>
<td>56%</td>
<td>52%</td>
</tr>
<tr>
<td>Other</td>
<td>49%</td>
<td>48%</td>
</tr>
</tbody>
</table>

+7% points

**Figure 6**
Distribution of Rank Among Men and Women Across Full-Time Faculty in 2014

- Assistant Professor: 50%
- Associate Professor: 19%
- Full Professor: 13%
- Instructor: 15%
- Other: 3%

32% of all full-time women faculty hold positions of full and associate professor, compared with 52% of all full-time men faculty.

Amongst full-time faculty, the only rank at which women account for more faculty than men is at the Instructor level.
Working in the Pipeline – Faculty Workforce Numbers

**Figure 7**
Top 10 Departments with the Highest Proportion of Full-Time Faculty by Gender in 2014

1. Internal Medicine
2. Pediatrics
3. Psychiatry
4. OBGYN
5. Surgery
6. Anesthesiology
7. Radiology
8. Pathology
9. Neurology
10. Orthopedic Surgery

Departments above account for **81 percent** of the total of women faculty (n=44,647) and **76 percent** of men faculty (n=68,462). Departments are ordered by those with the highest percentage of total women faculty (e.g., 23 percent of all women faculty are in internal medicine departments).

**Figure 7A**
Departments with the Lowest Proportion of Full-Time Women Faculty in 2014

<table>
<thead>
<tr>
<th>Basic Science Departments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physiology</td>
</tr>
<tr>
<td>Biochemistry</td>
</tr>
<tr>
<td>Pharmacology</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Clinical Departments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orthopedic Surgery</td>
</tr>
<tr>
<td>Surgery</td>
</tr>
<tr>
<td>Radiology</td>
</tr>
</tbody>
</table>
Underrepresented in Leadership Positions in Private Sector

Hospital CEO’s 18% are females – Becker’s Hospital Review 2012
Health Care Company CEO’s 4%
Disparities Between Genders in Academic Medicine

• Recent publications show multiple areas with opportunities for improvement
• Female physicians compared male physicians less likely to achieve full professor (11.9% vs 28.6%)
• Early career grants funding 67.5% higher for men than for women ($980 000 vs $585 000)
• Female academic physicians are $19 879, or 8.0% less compensated

Female Physicians Are Underrepresented in Recognition Awards from the American Academy of Physical Medicine and Rehabilitation

Total awards given 1968 to 2015 (n=264 awards)
Award recipients were overwhelmingly male (n=222; 84.1%)
Females received (n=42; 15.9 %)

Silver et al. American Academy of PMR 2017
How to Recruit, Retain and Advance Women

• Resources to send aspirating women leaders to AAMC Early and Mid-Career women faculty development

• Support women faculty attending Executive Leadership in Academic Medicine Program (ELAM)

• Provider Unconscious bias sensitive training for search committee and promotion and tenure committees
  • Use standard processes for recruitment to reduce bias

• Provide Mentoring and Coaching program for women faculty

• Don’t forget sponsorship
  • Women are less likely to have sponsors

• Find out at each institution what the culture and climate from female faculty

• Use Benchmarking when it comes to salary, administrative burden, lab space, administrative support

• Support your local WIMS
My Career In Internal Medicine – The Last 4 years

• Internal Medicine/Pediatric Residency and Infectious Disease Fellowship
  • Joined as ID faculty 2013
    • Had Great Mentors and sponsors in my department which consisted of all Male faculty
    • Gave me the opportunity to be the Antibiotics Stewardship Director and Hospital Epidemiology at Creighton University Medical Center
    • Had the opportunity to join as Core faculty for Infectious Disease fellowship
    • Started a small interest group in research after work hours with residents
  2016
    • Offered to run the research program for Internal medicine resident as Associate Program Director due to success of the research interest group
  2017
    • Was able to expand Antibiotic Stewardship to all 15 hospital in CHI NE/IA
What has Helped me in Succeeding and Moving Forward in my Career

• Great Mentors & Sponsors
  • Having many mentors in many different fields and areas (not just one)
• Helping others and teaching – leads to personal growth
• Taking risk and thinking out side the box
• Going to leadership development meetings and focusing on self development
• Having my own career coach
  • Has helped in the areas of Emotional intelligence, Self promotion, Negotiation, Leadership development and Career growth
• Having goals which are 2 months, 6 months, 1 year, 2 year, 5 year goals
• Reading many books
• Having a vision and mission
• Having the attitude “Glass is half full” – Positive attitude goes very far
Are Leaders Born OR Are They Made?
"The most effective leaders are alike in one crucial way: They all have a high degree of Emotional Intelligence. It’s not that IQ and technical skills are irrelevant. They matter, but they are “threshold capabilities” or entry level requirements for executive positions.

Research clearly shows that Emotional Intelligence is the *sine qua non* of leadership. Without it, a person can have the best training in the world, an incisive, analytical mind, and an endless supply of smart ideas, but he still won’t make a great leader.”

Daniel Goleman, PhD
Emotional Intelligence:

- Self-awareness
- Self-regulation
- Social Awareness
- Relationship Management
People with high Emotional Intelligence:

- Strive to meet or exceed high standards
- Adapt to change and help to make change happen
- Maintain their effectiveness under stress
- Show empathy and insight in their relationships
- Resolve conflict
- Influence, coach, and develop others
Can Emotional Intelligence Be Learned?
Relentless pursuit of feedback

Lean in to discomfort

Get to know yourself under stress
Personal Reflection

• What types of situations and people push my buttons?
• How do I respond when my buttons get pushed?
• Who are the people, or what are the things, that calm me down when I encounter stress?
• Who do I trust to provide me brutally honest feedback?
• Who do I allow to hold me accountable for my performance, engagement, growth and changes I need to make?
• What four things am I sincerely grateful for, in my life, today?
Rule of 5
The Art of the Ask

“YOU GET IN LIFE WHAT YOU HAVE THE COURAGE TO ASK FOR.”

_Oprah Winfrey_
How On Earth Are These Related?
The Illusion of Balance
The Joy of Trying
Tools For Insight and Growth

• Gallup Strength Finder
• Change Style Indicator
• Rembrandt Advantage
• Myers Briggs I and II
• 360 evaluations
• Coaching
• Counseling
• Mentors
What Neuroscience Says

• What am I grateful for?
• Labeling negative feelings
• Making a decision
• Touching more
MOMS Physician Burnout Taskforce

• Online tools at Metro Omaha Medical Society (easy to find)

This is the link that explains the program:
https://omahamedical.com/physician-burnout/provider-wellness-online-assessment/

This is the site that shows how to login via hospital specific links:

****It is all private and confidential designed to help physicians!
Call To Action

“A candle loses nothing by lighting another candle.”
Fr. James Keller. 