

# Changing the Paradigm @ Washington University: Perseverance

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SCHOOL OF MEDICINE

## WUSM Faculty – Gender Diversity Change 1999-2009

	1999 N (%)	2009 N (%)
All Faculty	1,293	1,781
Men	938 (73)	1,200 (67)
Women	355 (27)	581 (33)

# The Academic Women's Network (AWN) at WUSM

- Initiated in 1990 by small group of WUSM women faculty
- Began to meet informally, then formally just for support and networking purposes
- Formed a board of directors,
- President and board began to meet annually with the Dean
- Annual spring and fall membership mtgs
- <http://awn.wustl.edu>

# AWN Accomplishments

- Childcare studies
- Maternity/parental leave policies
- Published Family Resources Handbook – <http://awn.wustl.edu/awntop/handbook/tableofcontents.html>
- Improved benefits for part-time employees
- Faculty gender pay equity studies
- Advocated for Office of Associate Dean for Faculty Affairs
- 2002 AAMC Women in Medicine Leadership Development Award

# Office of Faculty Affairs: Mission & Achievements

- Office initiated in '99, reinitiated in 2002
- Mission: The Office of Faculty Affairs is committed to creating and supporting an environment in which faculty members flourish and achieve their career goals and full professional potential.
- <http://medofa.wustl.edu>
- Major pay equity studies ('04, '09)
- Faculty Retreat 2003 -> major overhaul of appts & promotions guidelines & process

- WISELI Recruitment Workshops at WU
- Developing & implementing orientation program for new faculty & reception
- Developing & implementing Annual Distinguished Faculty Awards Program
- Supporting Faculty Diversity through initiating and co-chairing 2 standing subcommittees of the Academic Affairs Committee
  - > Gender Equity Committee
  - > Faculty Diversity Committee (racial/ethnic)
- Supporting Faculty Career Development through annual programs & adding Coordinator of Fac Development position

# Faculty Career Development Programs & Initiatives

- ◎ Coordinator of Faculty Career Development Programs – Karen Dodson
  - > Academic Publishing Services
    - <http://medofa.wustl.edu>
  - > Thursday Topics : 12-1:00 PM
    - Grant writing
    - Biomedical writing
    - Mentoring
    - Communication & Presentation skills
    - Teaching
  - > Sponsorship of faculty attendance at AAMC & other career development programs

## **GEC** Initiatives for the recruitment, retention and advancement of women faculty

- Initiating and sustaining the movement to amend the WU tenure document for suspensions of the probationary period
- Childcare demand analysis & cost projection study
- Assisting the ADFA in pay equity studies
- Raising awareness about low # of women in endowed professorships
- Assisting in development of WU faculty work life and climate survey
- Assisting in the dissemination of best practices after WISELI recruitment workshops
- NSF ADVANCE grant proposal, assisted ADFA
- Mentoring program development



# FDC Initiatives

- Faculty Diversity Subcommittee Plan: Thorough review of current status of faculty diversity & action plan
- <http://medofa.wustl.edu>
- Since inception of Faculty Diversity Scholars program in 2007, hired 14 new URM faculty
- New medical student visiting diversity clerkship
- More outreach to local minority community

# Additional Programs/Policies

- ◎ WUSM tenure clock = 10 years
- ◎ Chair Search and Recruitment Process Improvement Team – past 5 chair searches
- ◎ Now 2 women chairs
  - > (Dev Biology, Cell Biology & Physiology)
  - > Interim chair of Dept of Internal Medicine

# In Summary

- Many new programs and initiatives through the Office of Faculty Affairs, Academic Women's Network, Gender Equity & Faculty Diversity Committee
- Have all programs/initiatives increased flexibility for faculty?
  - > Not directly, but the goal has been to enhance the environment at work so that faculty can be productive and satisfied; this in turn, fosters more satisfaction with life away from work also