Changing the Paradigm @ Washington University: Perseverance

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### WUSM Faculty – Gender Diversity Change 1999-2009

<table>
<thead>
<tr>
<th>Group</th>
<th>1999 N (%)</th>
<th>2009 N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Faculty</td>
<td>1,293</td>
<td>1,781</td>
</tr>
<tr>
<td>Men</td>
<td>938 (73)</td>
<td>1,200 (67)</td>
</tr>
<tr>
<td>Women</td>
<td>355 (27)</td>
<td>581 (33)</td>
</tr>
</tbody>
</table>
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](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](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](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](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