

Celebrating 17 Years of WISDM: An Effective Model for Women in Medicine Programs

Virginia Commonwealth University • School of Medicine • MCV Campus • Richmond, VA

WISDM

Women in Science, Dentistry, and Medicine

- Established for medicine '92, science '02, dentistry '03
- Goal: To further professional goals of women physicians, scientists, dentists, and other faculty
- Professional development seminars, mentoring, advocacy, networking
- Newsletter
- Website: www.medschool.vcu.edu/wims/index.html
- Mentoring students -- medical, graduate, housestaff
- Executive Council and committee structure
- By-laws set nominations and voting processes

COSOWAM

Committee on the Status of Women and Minorities

- Advisory to the Dean
- Goal: to provide leadership and guidance regarding the progress of women and minorities in achievement of their full potential within the SOM
- Monitors institutional issues: representation of women & minorities in departments (#s, rank, tenure) and leadership roles, recruitment & retention, promotion & tenure, salary equity & benefits, mentoring, & faculty development; 10-year cohort study/career progress
- Faculty surveys
 - 4-year faculty exit survey: "Why do faculty leave?" Results published in *J. Women's Health*, 9/08
 - 1997 Career Development and Mentoring Assessment, 918 surveys, 62% response, 2 peer reviewed journal articles, 5 recommendations addressed
- Leadership for Professionalism Committee and initiative
- Chair evaluations by dean and faculty

Steering Committee

- Created in 2000; composed of WISDM President, VP, Past-Presidents; COSOWAM Chairs; Associate Dean
- Goal: to plan & implement strategically and politically
- Facilitated:
 - election of women MDs to MCVP Board
 - appointments of women MDs to VCU Health System Board
 - appointment of women to SOM Dean's Search Committee (10 of 23)
 - appointment of women to VCU Board of Visitors
 - Gubernatorial appointments
 - Women selected MCVP Clinician of the Year, '04, '06, '07

OFA: Office of Faculty Affairs

- Office of Faculty Affairs established 9/2007; Sr. Associate Dean appointed
- Office of Faculty and Instructional Development established in 1994, Associate Dean appointed; merged with OFA
- Goal: to assist faculty in becoming accomplished, productive and successful in their chosen endeavors of teaching, research, patient care or administration
- Includes Faculty Affairs, Faculty Development, WIMS, Instructional Development
- SOM Faculty Excellence Awards
- Annual New Faculty Orientation (14 yrs.)
- Faculty Mentoring Guide
- Dean's Newsletter
- Promotion and Tenure/Revisions; Advisory Guidelines
- Matching funds to support women & minorities at leadership seminars
- Provides core support and program management
- Workshops on teaching
- Strategic planning; advancing women and diversity

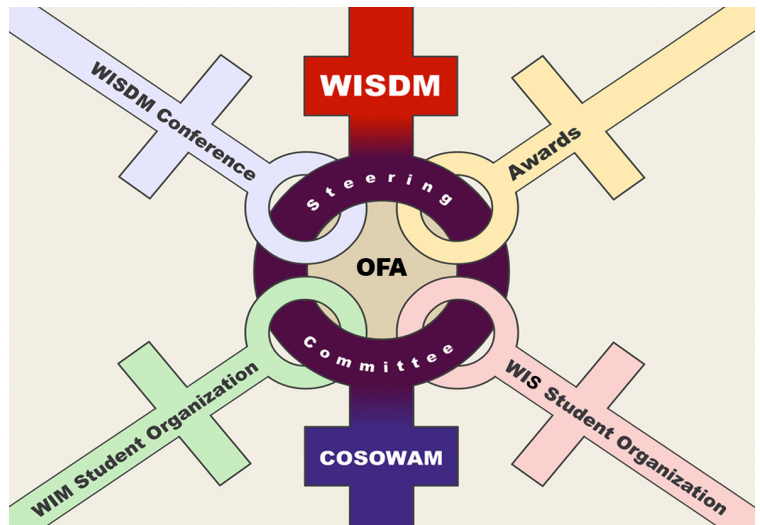


Diagram illustrating the components of the VCU Women in Medicine program model and the synergy

WISDM Conference

Women in Science, Dentistry, and Medicine

- 17th Annual "Pathways to Leadership" Conference, March 20, 2009, MCV Campus: VCU Schools of Medicine & Dentistry, VCU Health System, Richmond VAMC
- Goal: Promote professional development through enhancement of leadership skills
- Scholarships for medical and graduate students, residents, postdocs
- National model emulated by other regions
- 1997 - 2006 Multi-organizational collaboration: WISDM Conferences
 - VCU School of Medicine, University of Virginia School of Medicine, Eastern Virginia Medical School, Medical Society of Virginia, Richmond Academy of Medicine, Edward Via Virginia College of Osteopathic Medicine, VCU School of Dentistry, Virginia Dental Association

Awards

- VCU Health System named 1 of Top 100 Best Companies for Working Mothers, *Working Mother* magazine 2004, 2005, 2007, 2008; WISDM lauded
- VCU Institute for Women's Health designated National Center of Excellence, OWH, HHS, 2003 - 2007
- Received AAMC WIM Leadership Development Award 2000
- 11 ELAM Fellows selected, 1998 - 2009
- Established VCU WISDM Annual Professional Achievement Awards, 1992
- Established VCU SOM Annual Distinguished Mentor Award, 1998

WIM Student Organization

Women in Medicine Student Organization

- Established in 1992; new bylaws/structure 2005
- Student representatives elected annually
- Luncheon lecture series
- Young Women in Medicine Days; outreach to high school students
- Student-faculty wine & cheese receptions
- Medical Student Mentorship Manual

WIS Student Organization

Women in Science Student Organization

- Established in 2006; bylaws; student representatives elected annually, serves graduate students and other trainees in scientific research
- Luncheon lecture series
- Newsletter, networking, leadership skills, website
- Girl Scout Science Fun Day; other community projects
- Website: www.medschool.vcu.edu/wims/student_org/wis.html