

Women's Faculty Committee Update

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Mission Statement

The *mission* of the Women's Faculty Committee (WFC) of UMass Chan Medical School is to:

- Address the professional needs of women faculty.
- Promote the status of women in UMass Chan Medical School and the UMass Memorial Health Care clinical system.

Supported by the Office of Faculty Affairs

Goals of the WFC

- Encourage the hiring, promotion and retention of women faculty.
- Provide appropriate programming and special events to encourage career development and professional enrichment.
- Provide oversight in hiring individuals in administrative and leadership positions in the school and clinical system.
- Create a supportive and welcoming environment so women faculty may grow in their roles as clinicians, educators, researchers, scholars, leaders and mentors.

Committee Organization and Structure

Committee leadership

- Clinical co-chair: **Abita Raj** MD, Department of Psychiatry,
- Basic sciences co-chair: **Alexandra Wink** PhD, Department of Radiology

Committee composition

- **Voting members (17)** appointed by the Nominations Committee
 - each serve as subcommittee co-chairs or lead initiatives
- **Non-voting members** provide advice, support and leadership
 - Dr. Mary Ahn, Vice Provost for Faculty Affairs
 - Dr. Marlina Duncan, Vice Chancellor for Diversity and Inclusion
 - ~80 active members across all 3 schools
 - Mostly women faculty but also includes students, postdocs and residents
 - Active members participate on subcommittees and during meetings
- **Student Representatives** from each of the 3 schools appointed by SBC

Meetings are on the second Thursday of each month at noon.

- We always welcome new members!
- Meetings focus on reports of subcommittees, speakers who present topics of interest to members (e.g., focus on women in leadership roles in the UMass Chan Community), community building and informal networking

Women's Faculty Subcommittees

1. **Communications** – publishes electronic communications several times a year with items of interest to women faculty, and manages any social media presence for the WFC, if applicable
2. **WFC Awards Luncheon** – plans the annual event that honors women faculty of excellence in the areas of community service, education, science and health achievements, clinical service and mentoring
3. **Career Development** – plans annual mentoring events for students and researchers and organizes career development seminars and workshops
4. **Women's Health Event** – plans and hosts a speaker to address a topic of interest to the larger UMass community in the area of women's health
5. **Women's History Month Event** – plans and hosts a speaker during Women's History Month (March). co-sponsored by the Professional Women's Comm.
6. **Work-life/wellness** – plans discussion topics and speakers for WFC meetings and helps create tangible tools and resources to aid in work-life balance and wellness

WFC Initiatives 2023-2024

Bylaws Revision

Key changes: updates to reflect current practices

- Composition of non-voting membership
- Subcommittee names, composition, and appointment process
- Addition of Business Meetings for Voting Members & Subcommittee Chairs

Women's Faculty Committee Awards – New Rubric

- Rubric will add additional rigor and transparency to the awards process
- THANK YOU to Tiffany Cook, Kristina Gracey, Lela Giannaris for developing this rubric

WFC Initiatives 2023-2024

Guest Speakers at WFC Meetings: Potential Partners

-Carolyn Brownawell – Deputy Executive Vice Chancellor, Human Resources: how can the WFC partner with HR to better support incoming faculty?

-Jeannette Wolfe, MD – Professor, Emergency Medicine at Baystate, and Joy McCann Awardee: Women's Professional Pods Program (can be supported by Career Development Subcommittee)

Needs Assessment to Determine Other Initiatives

WFC Events 2023-2024

Women's History Month Event: March 11, 2024

Women Who Advocate for Equity, Diversity, and Inclusion - The theme recognizes women throughout the country who understand that, for a positive future, we need to eliminate bias and discrimination entirely from our lives and institutions.

Speaker: Dr. Crista Johnson-Agbakwu, Executive Director, Collaborative in Health Equity

Women's Faculty Committee Awards on May 23, 2024

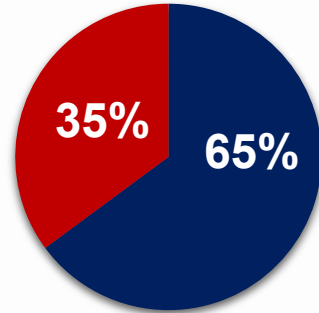
Women's Health Event: June 2024 TBD

Strokes in Women: Collaboration with Neurology and Emergency Medicine

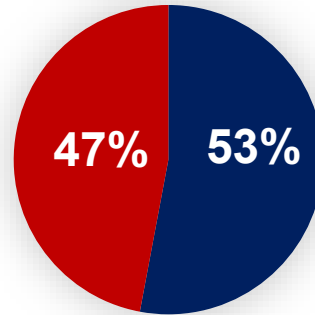
WFC Gathering: Summer 2024

We are outpacing our peer institutions in gender representation by academic rank

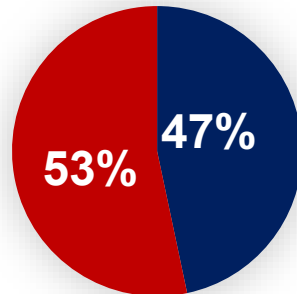
Professor
28%
nationally



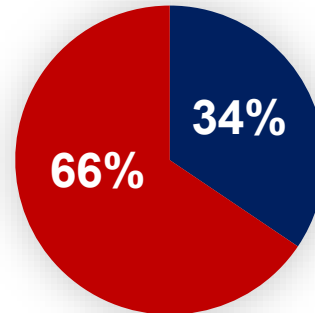
Associate Professor
41%
nationally



Assistant Professor
48%
nationally



Instructor
59%
nationally

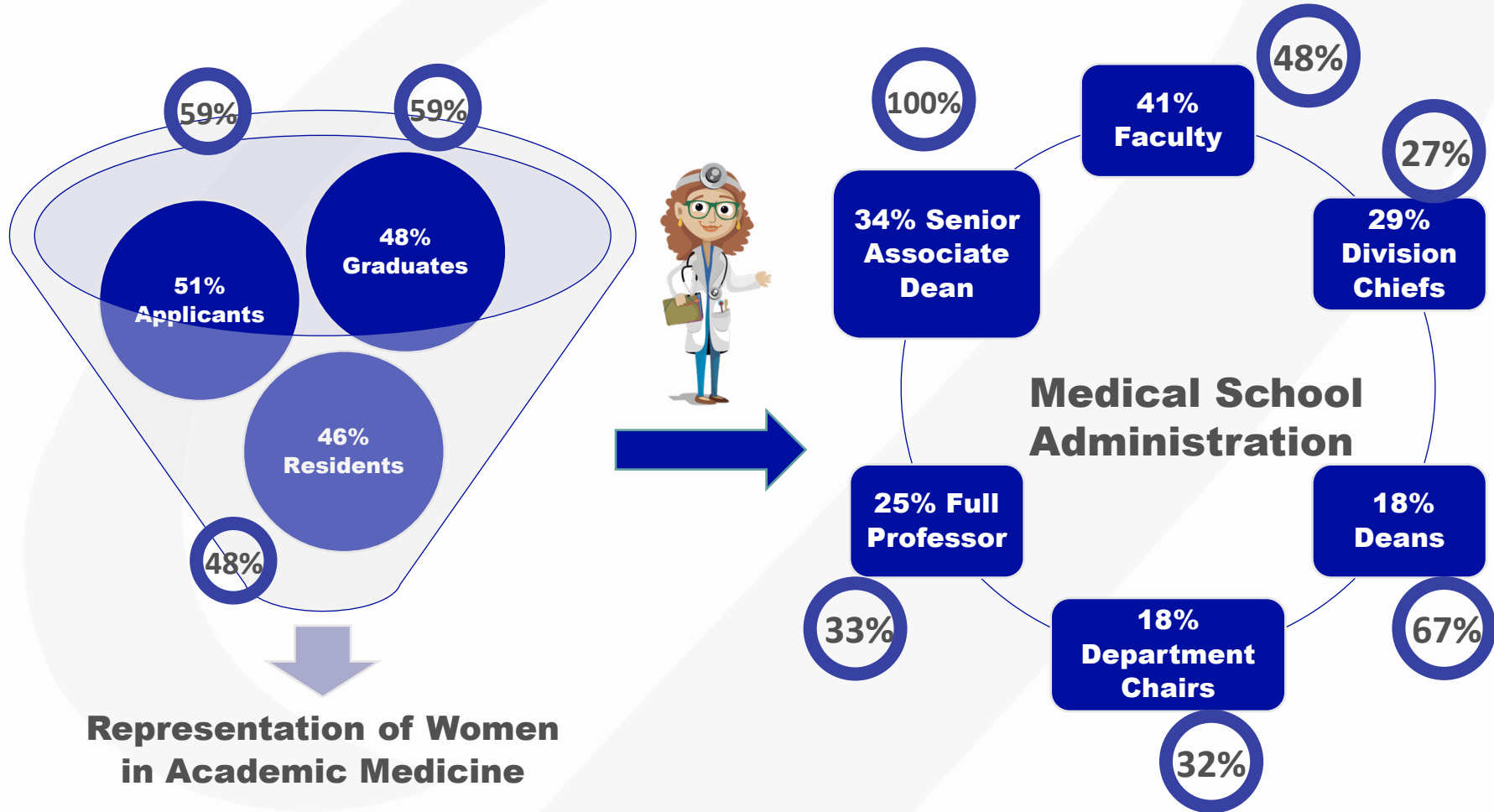


Women

Men

*% Women increased across all ranks in past year!

Women are better represented at UMass Chan Medical School than the national average for medical schools.



Source: AAMC State of Women in Academic Medicine, 2019 (released April 2020)

The Women's Faculty Committee is supported by:

The Office of Faculty Affairs

Join our mailing list: WomensFacultyCommittee@umassmed.edu

Questions & Discussion