

Strategic initiative to create a Women in Medicine and Science (WIMS) program at a recently established and independently accredited College of Medicine

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#RISE poster #47

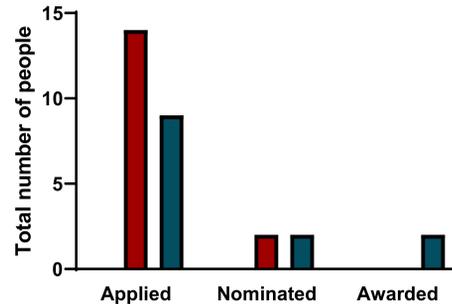
Introduction

- In 2007, the University of Arizona College of Medicine – Phoenix (UACOM-P) opened as the first allopathic school in the nation's fifth largest city.
- In 2017 the UACOM-P initiated a Women in Medicine and Science (WIMS) group under the auspices of the Office of Diversity and Inclusion.

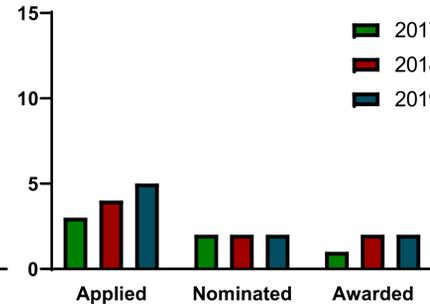


Awards and Recognition

AAMC Early Career Faculty Development Seminar for WIMS



AAMC Mid-Career Faculty Development Seminar for WIMS



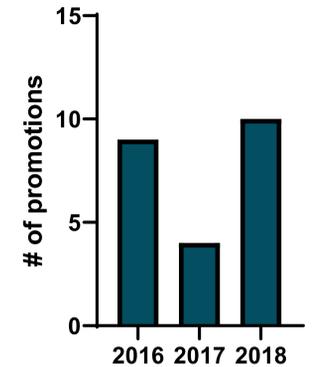
Other nominations toward professional development and recognition

- ELAM (2 faculty graduates)
- Phoenix Business Journal as a top "40 under 40"
- AZ Capital Times Women Achievers of AZ

Our mission for 2020 is to facilitate the nomination process and increase the database on available local, state, and national awards and recognition.

Faculty Metrics

Female Faculty Promotions



Number of female faculty promoted on UA campus during fiscal years 2017, 2018 and 2019. 44 women faculty members have been promoted over the last 6 years (2013-19).

Mission

To promote **advancement, leadership, and success**, for women faculty in all roles within academic medicine and science using advocacy, mentoring, networking, training and professional development as guiding strategies.

Approach

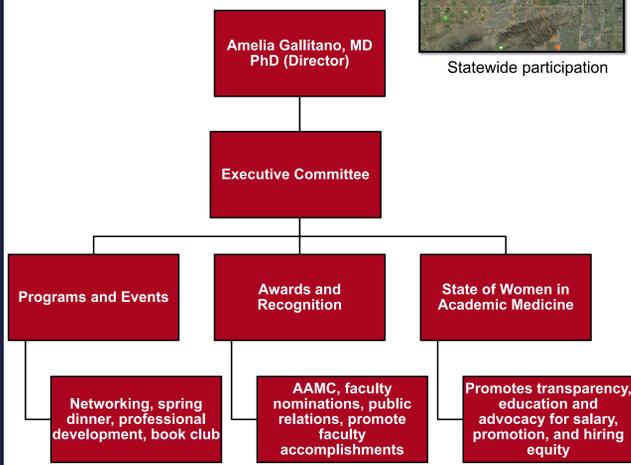
- Formed Executive Committee
- Developed a Mission Statement
- Formed a strategic plan
- Appointed a Director
- Organized subcommittees and assigned objectives

- Advocacy
- Mentoring
- Networking
- Training
- Development

- Grassroots outreach across state
- Engaged university leadership



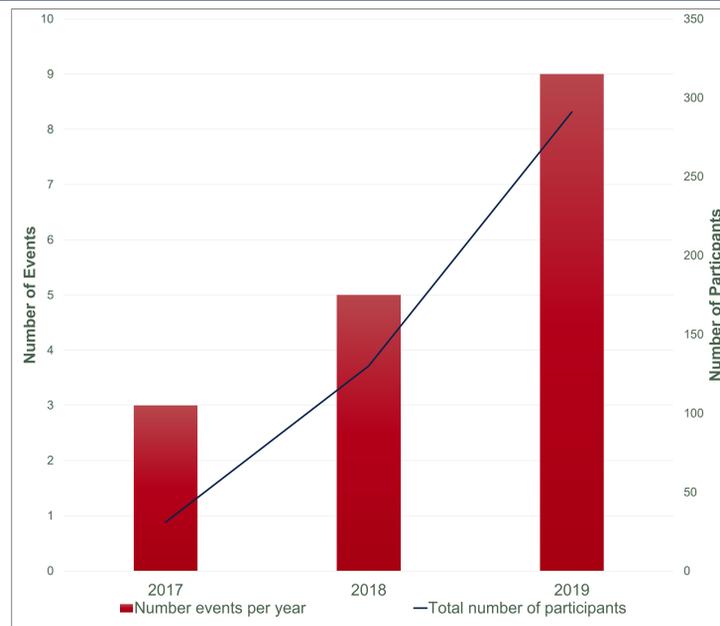
Statewide participation



Events and Participation

- In the past 3 years, WIMS has hosted 17 events with statewide participation
- Attendee demographics: physicians, scientists, residents, postdocs, medical students, graduate students, and staff
- Deliverables: tools to promote networking, professional development, communication tools/surveys for feedback and community engagement

- Types of Events**
- Monthly Happy Hours
 - Book Clubs
 - Fall Networking
 - Spring Dinner
 - AAMC: Attendee Perspective
 - ELAM: Attendee Perspective
 - Round Tables
 - Annual Retreat



*the total number of participants was not corrected for those that attended multiple events

Participation Feedback 2019 Event



Survey results from event attendees:

- 93% were satisfied
- 7% were neutral
- 0% responded dissatisfied

- Outstanding and invigorating speaker"

- "Practical and powerful"

- "The people made this event excellent"

- "...a positive energy of women in one space"

First Annual WIMS Retreat



Acknowledgements



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