Introduction

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
  - Network
  - Training
  - Development
- Grassroots outreach across state
- Engaged university leadership

Mission

- 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

<table>
<thead>
<tr>
<th>Year</th>
<th>Applied</th>
<th>Nominated</th>
<th>Awarded</th>
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<tbody>
<tr>
<td>2017</td>
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<tr>
<td>2018</td>
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<td>2019</td>
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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.

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

2020 Goals

1. Implement State of Women in Academic Medicine subcommittee
2. Increase community engagement
3. Increase accessibility to awards and facilitate nomination of eligible faculty
4. Create subcommittee standard operating procedures to improve sustainability of program
5. Design surveys that can translate feedback into performance metrics for programmatic impact and growth that are publication quality
6. Establish an official membership directory to facilitate community demographics, networking, professional development and mentorship
7. Increase WIMS Allies by promoting engagement, feedback, and advocacy by male colleagues in academic medicine and science
8. Increase women in leadership roles

Participation Feedback 2019 Event

Survey results from event attendees:
- 93% were satisfied
- 7% were neutral
- 0% responded dissatisfied

- "Outstanding and inspiring speaker"
- "Practical and powerful"
- "A positive energy of women in one space"

Acknowledgements

Funding and administrative support has been provided by UACOM-P through the Office of Diversity and Inclusion to develop WIMS programs. A special thank you to Guy Reed, MD, MS, Dean, Valley of the Sun Professor, for the continued support of WIMS.

<table>
<thead>
<tr>
<th>Year</th>
<th>Female Faculty Promotions</th>
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<tbody>
<tr>
<td>2016</td>
<td>10</td>
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<td>2017</td>
<td>15</td>
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<tr>
<td>2018</td>
<td>15</td>
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</tbody>
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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).