

Founding of the Office of Associate Vice President of Women Faculty Programs

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The UT System Women Senior Leaders Network
Advancing Women, Making Change:
Best Practices Symposium
October 12, 2015

THE UNIVERSITY OF TEXAS
MD Anderson
Cancer Center
Making Cancer History®

It took three decades!

***Women Faculty Programs Office opens,
Associate Vice President appointed, '07***

Task Force to evaluate status of
Women faculty

***No organized institutional efforts
for women faculty***

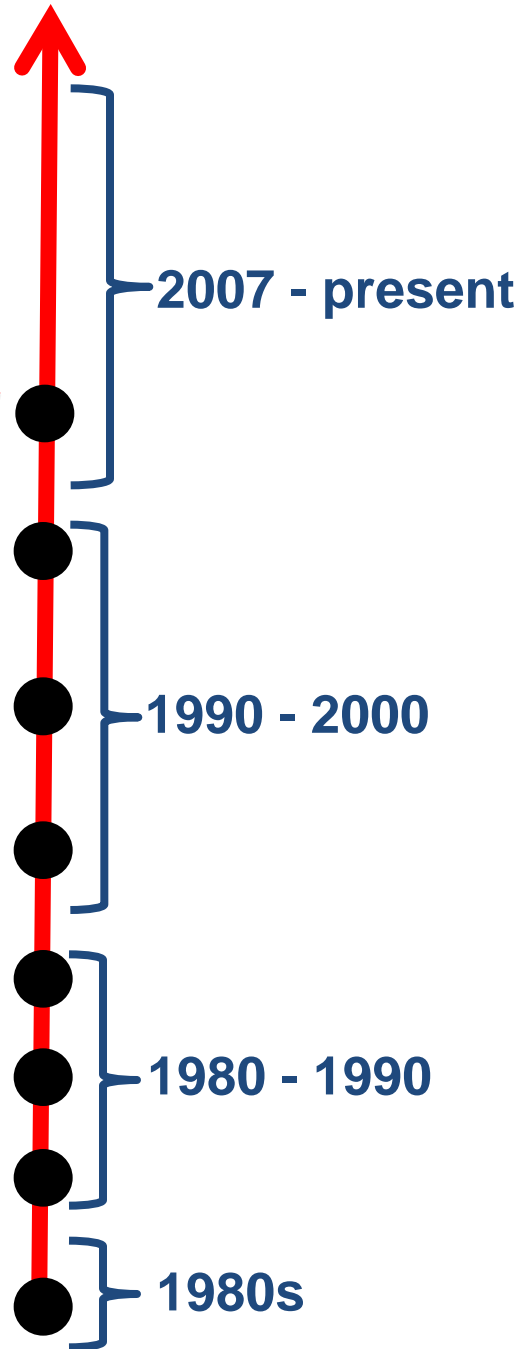
Advisor to the VP for Institutional
Diversity Gender Issues

Director of Women Initiatives

Report on Women in Leadership

Women Faculty Organization

Committee established to examine
the status of women faculty

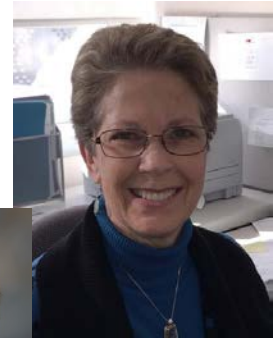


It has to be someone's “day job”



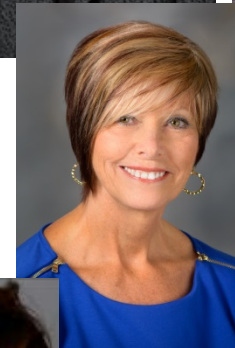
**Associate Vice President
Women Faculty Programs**

**Funded by the institution
Reports to the Provost**



Build a team: WFP Office

**Associate Director, Faculty, 30%
Project Directors (2)
Sr. Metrics Analyst
Executive Assistant
Sr. Administrative Assistant**



Vision, goals, philosophy

WFP Vision: To be the #1 destination for women physicians and scientists in cancer treatment and research



Basic philosophy:

- Change the organization—not the women
- Increase women in leadership positions
- >30% women representation everywhere
- Engage men-Always
- Partner across the organization
- Communicate!

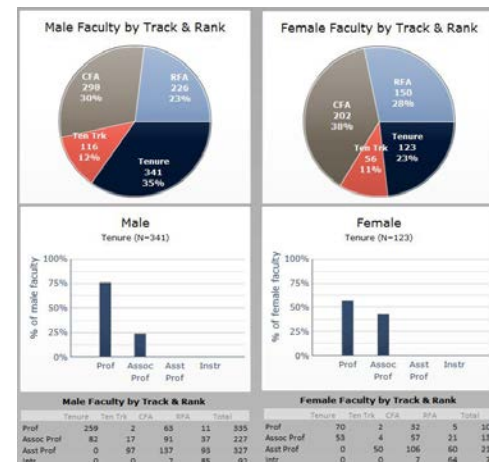
GOAL 1: Organizational Change

Data! Data! Data!

Annual analysis of data-Benchmark AAMC

- Women in leadership **12% increase in 8 yrs**
- Faculty by rank **6% increase in women professors in 8 yrs**
- Faculty by track **6% increase tenured women in 8 yrs**
- New faculty hires **1:1 ratio**
- Faculty separations
- Promotions and tenure actions

*Report to:
institution,
leadership,
division,
women faculty*



Policies matter!

Revised Leadership Search Policy (FY08)

- Search committee must be inclusive (35% women and minorities)
- AVP reviews membership prior to approval
- AVP serves as voting member on all search committees
- Women/minorities must be on short list sent to the President or he may question the search

Result:

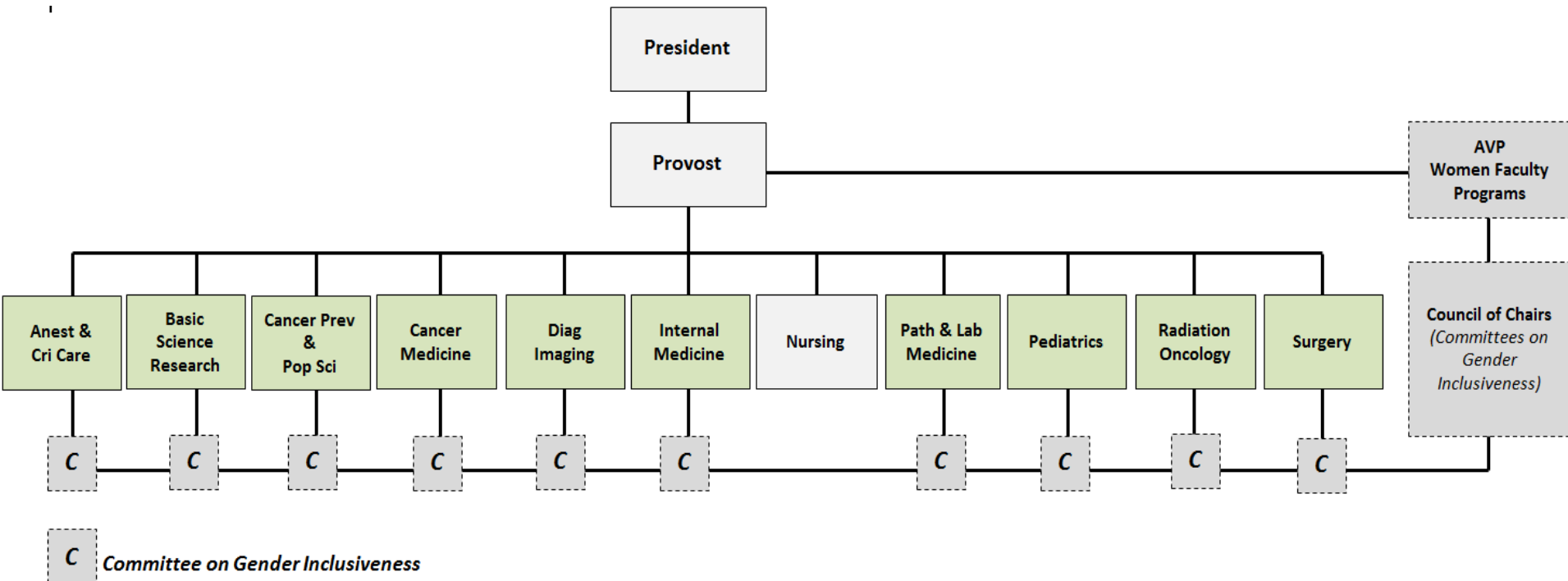
12% increase in
women faculty leaders:

2007: 15%

2015: 27%

Build communities of women

- Monthly women leaders' dinners
- Faculty Moms
- Fellows
- Division Council of Gender Inclusiveness



GOAL 2: Education & Career Development

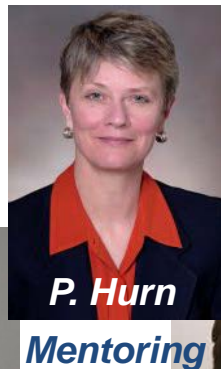
Targeted, aligned with institution, emerging areas

Internal Programs:

- Internal content experts:



- External content experts:



Work-Life Integration



Networking

External Programs:

Partner with department chairs

AAMC Professional Career Development Programs

- Since 2007, 101 attendees to early, mid, minority and aspiring leaders
- ROI – *Lessons Learned, Getting the most out of your AAMC program*

Grow your own women leaders!

ELAM – The Hedwig van Ameringen Executive Leadership in Academic Medicine

- 4 MD Anderson graduates - All leaders



Sharon Dent, PhD
Chair
Epigen & Mol Carcinogenesis



Karen Lu, MD
Chair
Gyn Onc & Rep Med



Valerae Lewis, MD
Chair
Orthopaedic Oncology



Diane Bodurka, MD
VP
Medical Education

GOAL 3: Recognize Women in Science and Medicine

- Women Leading the Way Lecture Series



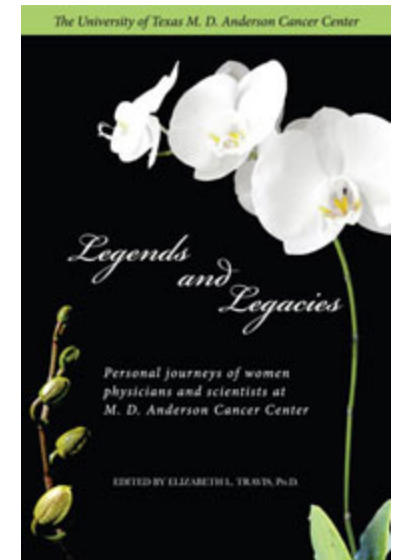
Joan Reede, M.D.



Nancy Hopkins, Ph.D.



Vivian Ho, Ph.D.



- Nominate women for internal and external awards
 - Partner with department chairs

Faculty Achievement Awards

- 15 yrs: 21% (1992-2007)
- 8 yrs: 35% (2007-2014)

Of 29 women in 23 yrs, 48% awards since 2007 (WFP)

...and champions of Women in Science & Medicine

Margaret L. Kripke Legend Award (Endowed)



2009: Margaret Foti,
Ph.D., M.D. (h.c.)



2010: Janet
Rowley, M.D.



2011: Edward
Benz, M.D.



2012: Nancy
Hopkins, Ph.D.



2013: Karen
Antman, M.D.



2014: Laurie
Glimcher, M.D.



2015: Jimmie
Holland, M.D.

President's Leadership Award



2013: Alma
Rodriguez, M.D.



2014: Thomas
Burke, M.D.



2015: Sharon
Dent, Ph.D.

GOAL 4: Research & Scholarship

Papers & Commentaries



Travis EL, Doty L, Helitzer DL.
Sponsorship: A Path to the Academic Medicine C-suite for Women Faculty?
Academic Medicine. 2013;88(10):1414-1417

The New York Times

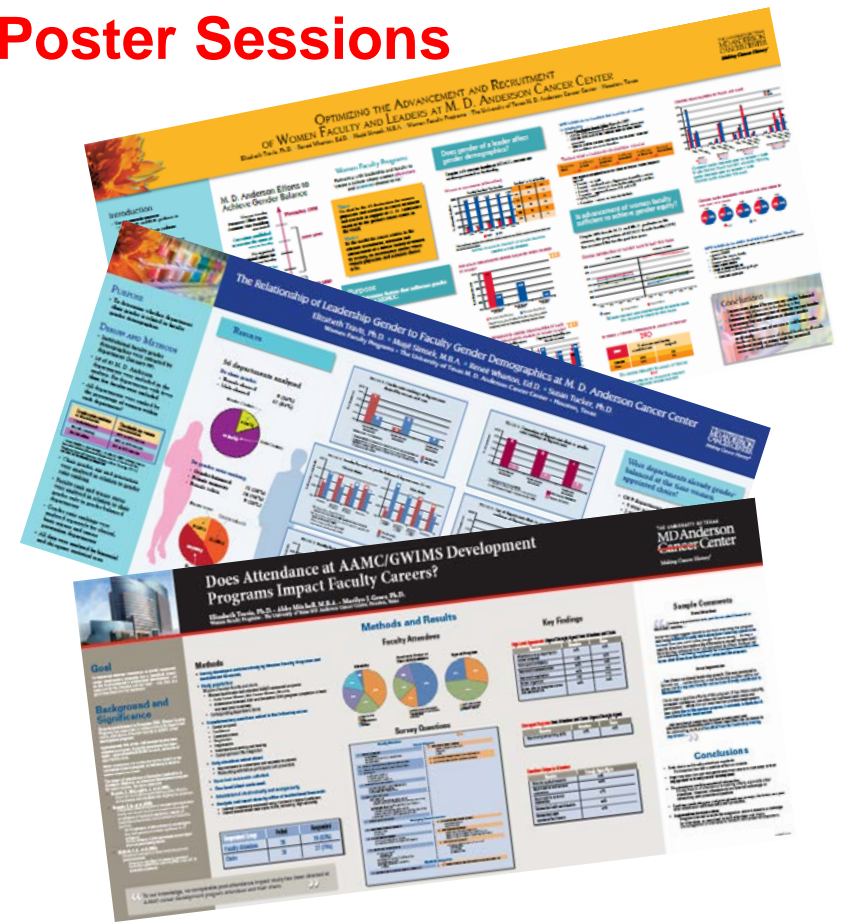
Travis EL. Sponsors for Women. Letter to the Editor.
The New York Times, 2/4/2013

Talks & Presentations
Like today!

Grant

NIH R01 Grant:
Gatekeepers and Gender Schemas

Poster Sessions



Women Faculty Programs

2015 September e-Newsletter

Upcoming Events

Visit our [event calendar](#) for more information.



2015 WFP Town Hall Meeting

- Leading a Balanced Life: A Panel of Women Faculty Sharing Their Experience, Observations and Advice
- Status of Women Faculty
- A Reception Welcoming New Faculty & Recognizing Promoted Faculty and Awardees

Wednesday, September 16, 4:00-5:00, CPB 8, Rooms 5-6. Reception to follow. OPEN TO ALL. [Add event to my calendar](#)

Women Leading the Way Lecture Series: Joan Reede, MD, MPH, MS, MBA



Dean of Diversity and Community Partnership, Harvard Medical School
"Diversity Inclusion: A Means to Achieving Diversity and Inclusion"

Thursday, October 29, 4:00-5:00, CPB 8, Rooms 7-8, Reception to follow. OPEN TO ALL. [Add event to my calendar](#)

Promotion and Tenure Panels

- **Tenure Track – Clinical:** Wednesday, January 6, 4:00-5:30, CPB8, Rooms 1-2 [Add event to my calendar](#)
- **Clinical Faculty Appointment:** Wednesday, January 13, 4:00-5:30, Pickens, 3rd Floor, Rooms 1,2,7,8. [Add event to my calendar](#)
- **Tenure Track – Research:** Wednesday, January 20, Noon-1:30, FCT 20.5201T (lunch for first 30) [Add event to my calendar](#)
- **Research Faculty Appointment:** Tuesday, January 26, Noon-1:30, 2SCR (1-3) (lunch for first 30) [Add event to my calendar](#)



Co-sponsored with Faculty and Academic Development

President's Leadership Award for Advancing Women Faculty

Nominations for the 2016 Award are now open. The complete nomination package should be submitted to WFP by Monday, November 2, 2015. [More](#)

Woman Leading the Way



Valerae Lewis, M.D., was appointed chair of newly created department, Orthopaedic Oncology. [More](#)

Spotlight

Suzieann Bass, M.B.A., M.A.Ed., Jill Schumacher, Ph.D., and Pamela Soliman, M.D., were selected to receive the 2015 UT Board of Regents Annual Outstanding Teaching Awards. [More](#)

Hot Topic



The Importance of Sponsorship
 Travis EL
 International Innovation
 Issue 170, page 108
 January 2015

Communicate

Monthly e-newsletter

Women Faculty Programs

With leadership and faculty, cultivating an inclusive culture where women physicians and scientists choose to be. As part of the Provost's Office, Women Faculty Programs is committed to:



Spotlight



(from left to right) Suzieann Bass, M.B.A., M.A.Ed., assistant professor, School of Health Professions, Jill Schumacher, Ph.D., associate professor, Genetics, and Pamela Soliman, M.D., associate professor, Gynecology, Oncology, and Reproductive Medicine, were selected to receive the 2015 UT Board of Regents Annual Outstanding Teaching Awards. [More](#)



Susan Peterson, Ph.D., professor, Behavioral Science, was appointed associate director in the Office of Women Faculty Programs.



Donna Weber, M.D., will take on the position of Lymphoma and Myeloma Center Medical Director on September 1, 2015. Dr. Weber is recipient of the Making Cancer History Patient Care Award.

2016 Margaret L. Kripke Legend Award Nominations Now Open

To guarantee consideration, the complete nomination package should be submitted electronically in PDF format by Friday, October 2, 2015, to Women Faculty Programs. Visit the [Kripke Award](#) page to view criteria and nomination instructions, and nomination form.

2016 President's Leadership Award Nominations Now Open

** view the award criteria and submit a nomination, visit our [SharePoint site](#). The complete nomination package should be submitted by Monday, November 2, 2015. Visit the [Award page](#).

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NEW September's Hot Topic
 International Innovation
 The Importance of Sponsorship
 Travis EL
 International Innovation
 Issue 170, page 108
 January 2015

Metrics Matter
 Status of Women Faculty at MD Anderson Cancer Center. [pdf](#)

Read Previous Issues
 Does Gender of a Leader Make a Difference? [pdf](#)
 Analyzing MD Anderson Faculty Awards by Gender Equity. [pdf](#)
 Does Attendance at AAMC/GWMS Development Programs Impact Careers of Women Faculty? [pdf](#)

Faculty Dashboards
 Explore faculty demographics with interactive dashboards.

www.mdanderson.org/womenfacultyprograms



We have to be strategic...

We can't wait...

Time alone will NOT solve the problem