

(v. To form a mental picture of something that may occur or be possible in the future.)

Executive Summary: Visiting Committee on Women March 12 & 13, 2008

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We are pleased to provide the Executive Summary of the Visiting Committee's report.

The report has now been shared with Dean Shapiro, Dr. Schwartz & Mr. Fetter and they have assured their support of these priorities and initiatives.

Any questions will be addressed at future Faculty meetings or feel free to contact Angela Sharkey or a member of the Advisory Committee—Anne Beck, Allan Doctor, Sherrie Hautf, Lou Muglia, Katie Plax, Bob Rothbaum, Greg Storch.

Past Year Accomplishments

- New Child Care Facility – anticipated 2009
- Backup child care/elder care program – anticipated 2008
- Standardization of Annual Reviews
- Increased focus on Promotion process
- Clinician Educator Portfolio Workshop
- Lactation Facility
- General Ward-Attending Recognition
- Newsletter *Envision* – published quarterly
- Development of Spotlight on Women in Medicine & Science (SWIMS) Program

Recommendations

School of Medicine:

- Child care programs including backup child care/elder care programs
- Develop Leadership programs at WUSOM, pilot program in Department of Pediatrics
- Develop Postpartum leave policy
- Review current track system (Investigator and Clinical)
- Compensation/salary review by the Department of Pediatrics and the School of Medicine
- Competitive application for faculty development opportunities, such as Medical Education and Leadership programs
- Support and fund the Office of Faculty Development
- Ombudsman

Department of Pediatrics:

- Faculty Satisfaction
 - Annual Career Conferences
 - Postpartum Leave
 - Compensation Plan
 - Parking Disparity
- Mentoring Program
- Improve faculty recruitment, with particular attention to faculty diversity
- Appoint women to Search and Promotion committees
- Improve retention of all faculty
- Continue to improve the visibility and prominence of women and the environment for women within the Department of Pediatrics
- Career Conferences for all faculty

Hospital:

- Continue to support and fund the Office of Faculty Development as a hospital resource
- Consider mechanisms for addressing disparity in recognition of WU faculty vs. community-based physicians
- Work collaboratively to enhance the careers of faculty