



In 2020 Executive Dean Strome charged a small task force to look at the advancement of women faculty in the College of Medicine at UTHSC. The task force was to (1) analyze data related to gender diversity and equity in recruiting, salary, promotion, retention, and academic opportunities, and (2) make recommendations on how the COM could improve. Leading the Advancing Women in COM task force are:

- Teresa Hartnett, EdD, Associate Dean of Finance
- Claudette Shephard, MD, Associate Dean, Diversity & Inclusion
- Rebecca Krukowski, PhD, Associate Professor, Department of Preventive Medicine
- Terry Finkel, MD, PhD Professor and Associate Chair Department of Pediatrics

Initial data collected by the task force was concerning. Specifically,

- Nationally the recently graduating classes from Colleges of Medicine are comprised of 41% women while at UTHSC COM 35% of our graduates are women.
- Nationally women faculty make up 48%, 40%, and 27% of the Assistant, Associate, and full Professor ranks (respectively). Women in COM UTHSC comprise 43%, 33%, and 19% of the Assistant, Associate, and full Professor ranks.
- Nationally 18% of the department chairs within College of Medicines are women, while at COM UTHSC 10% of the department chairs are women.

There are many factors impacting these numbers, and a more extensive review of this data and other metrics are needed. However, additional steps can be taken right now to further support women in the COM. The task force recommends the following initial steps:

- Create a toolkit for departments and search committees to help ensure an inclusive recruitment pool and culture. For examples, provide a template for inclusive language in job descriptions and interviews, including family-friendly culture, and outline strategies the search committees can use to encourage more women to apply for open positions.
- Establish guidelines in faculty recruiting that would help attract women to UTHSC. For examples, mandate women faculty are on the search committee, and offer implicit bias training to search committees.
- Create department and college report cards to track metrics related to our efforts to support women in COM. For examples, percent of visiting speakers who are women, promotion rates of women, percent of women on grant review panels, and number of women applying for open faculty positions.
- Establish a Women's Leadership Network (WLN) group that holds regular meetings with topics of interest, such as "Tips in Salary Negotiations", and time set aside to discuss, socialize, and network with other women faculty in COM UTHSC. Such networking and relationships are considered essential in faculty retention efforts.
- Establish the Pilot Dean's Future Leader Award to support attendance at a AAMC Women Faculty Leadership Development Seminar or similar, discipline-specific leadership development programs. This would be a two-year pilot, to begin January 1, 2022. This requires an annual budget of \$15,000.

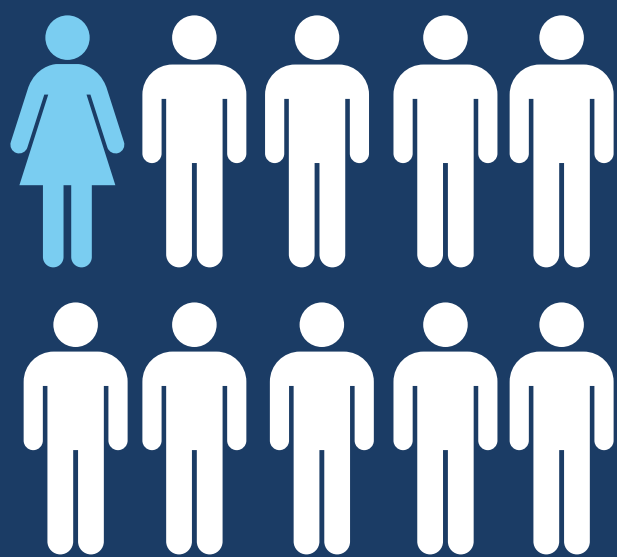
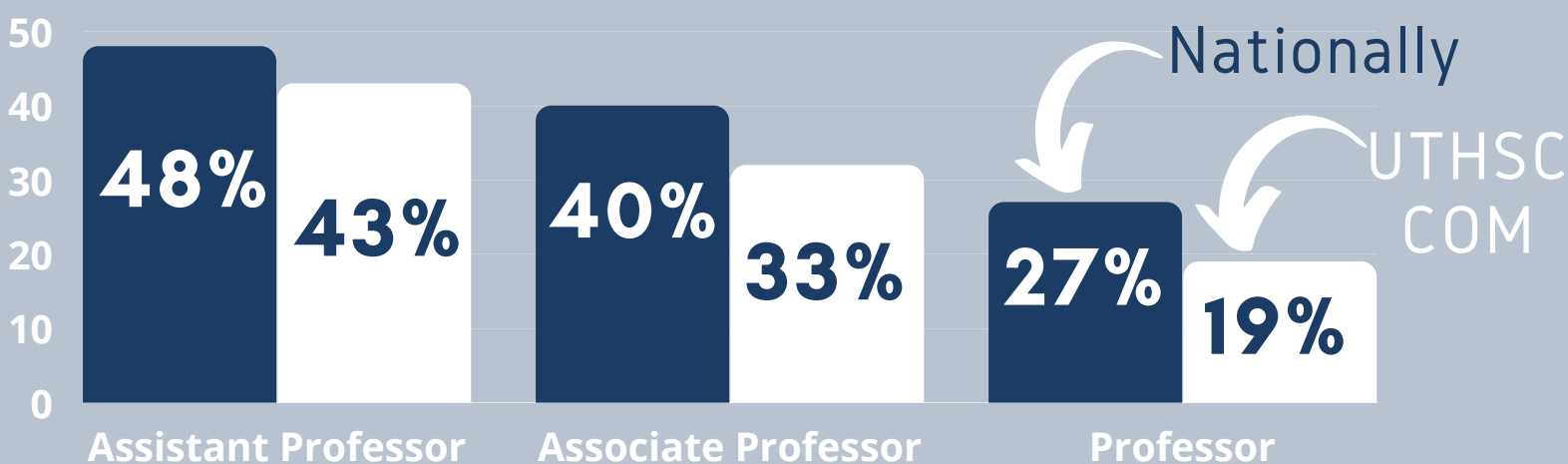
GENDER DIVERSITY AT THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER'S COLLEGE OF MEDICINE

FACULTY

Nationally, 48% of medical school graduates identify as women, and 41% of College of Medicine faculty identify as women.



PROMOTION OF WOMEN

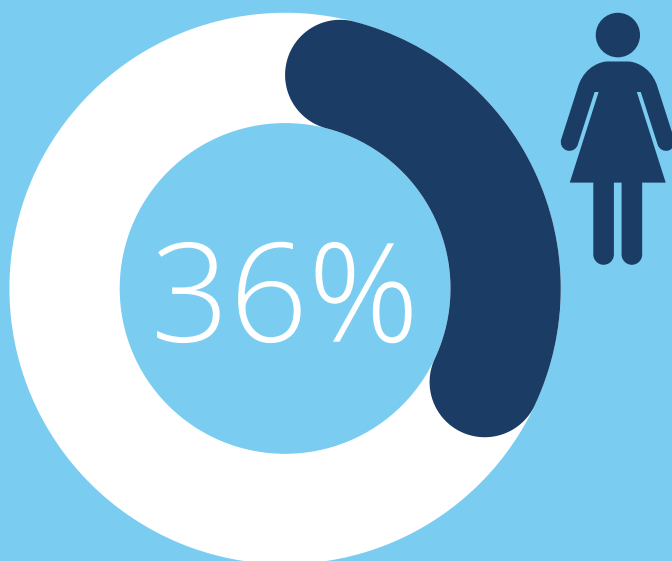


UTHSC; 5 out of 50 chairs

DEPARTMENT CHAIRS

Nationally, 18% of department chairs within Colleges of Medicine identify as women.

UTHSC LEADERSHIP SEARCH COMMITTEE COMPOSITION IN THE PAST 6 SEARCHES



EXECUTIVE COMMITTEE

PRACTICE PLAN BOARDS

COUNCIL

BOARD OF VISITORS

50%

18%

22%

20%

HOW DO WE CHANGE THE CULTURE?