



Tomorrow's Doctors, Tomorrow's Cures®

Learn

Serve

Lead

Academic Advancement in Medicine

Janis M. Orlowski, MD MACP
Chief Health Care Officer
AAMC

The National Academies of Sciences
October 17, 2019



@JanisOrlowskiMD

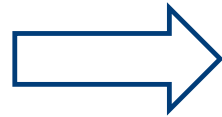


Janis M. Orlowski, MD, MACP



Association of
American Medical Colleges

Tenured salary-clinical care



Clinical Income \neq guarantee

Tenured only the \rightarrow Base

Academic and Community Faculty

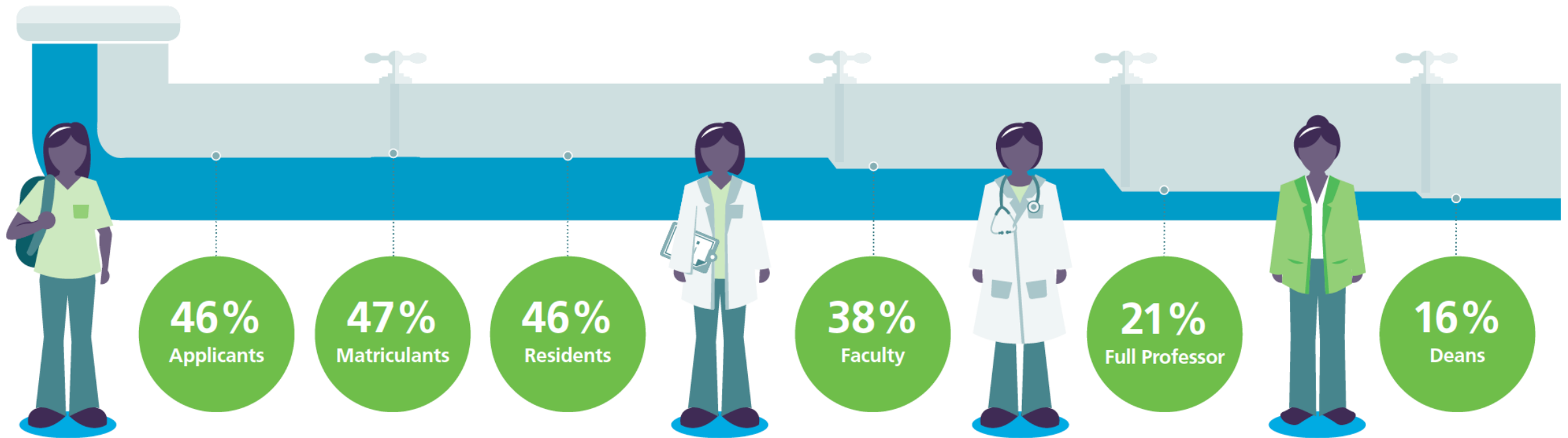


What is considered academic productivity?

- Basic Science vs Enhancement of Patient care

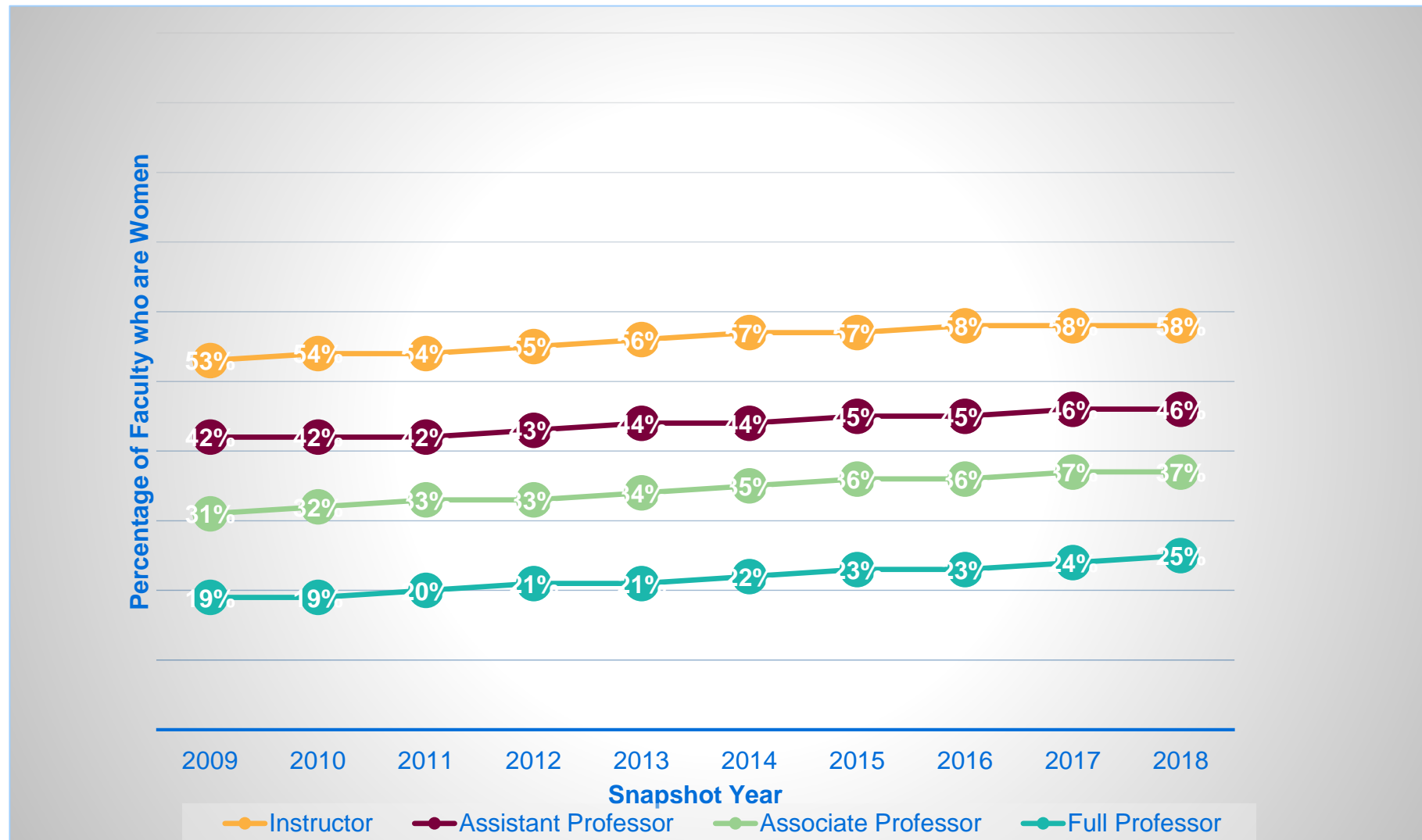
How does your institution treat faculty from the community?

A Current View of a Woman's Pathway to Leadership



Source: From AAMC, The State of Women in Academic Medicine: The Pipeline and Pathways to Leadership, 2013-14, Courtesy Diana Lautenberger

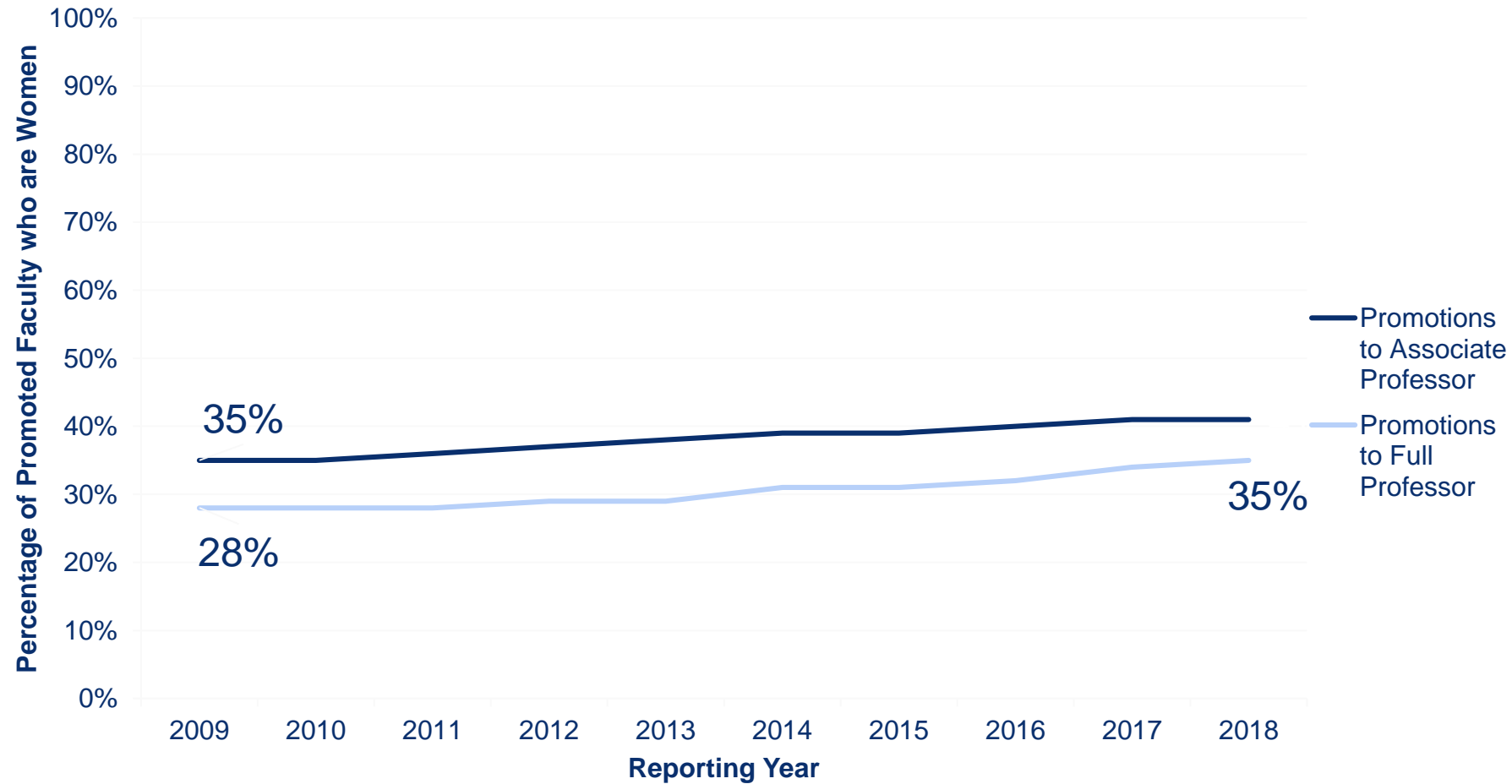
Full-time Women Faculty as a Percentage of Each Rank December 31 Snapshots, 2009 through 2018



Source: AAMC Faculty Roster, December 31, 2018 snapshot.

Note: This figure excludes faculty with missing sex, which accounts for less than 0.5% of all faculty in each snapshot year.

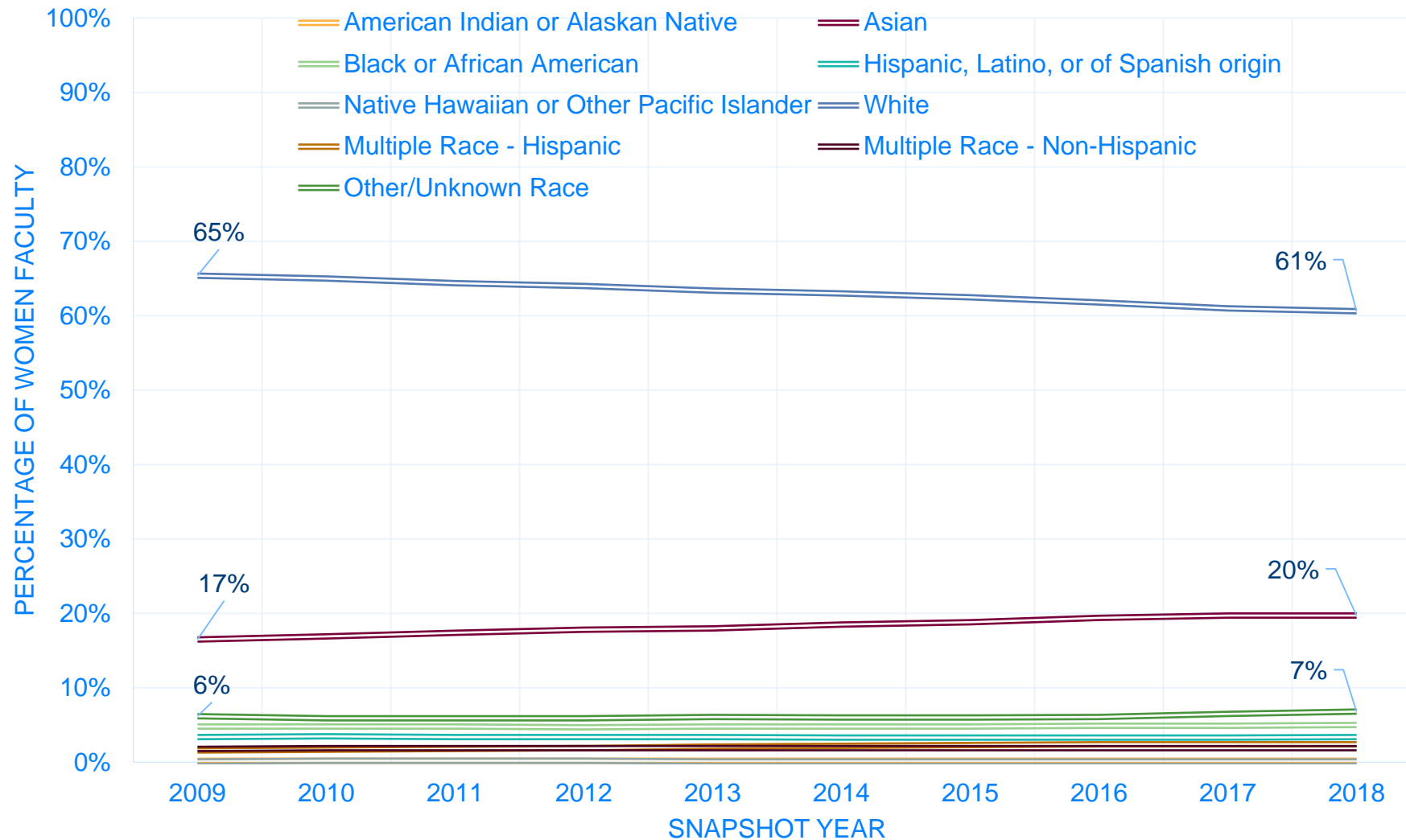
Average Full-time Women Faculty Promotions by Rank Academic Years 2005–2006 through 2017–2018



Source: AAMC Faculty Roster, March 31, 2019 snapshot.

Note: Each reporting year displays the percentage of promoted faculty who are women, based on the average number of promotions over the previous four academic years. For example, the percentage displayed for the 2009 reporting year is calculated on the average number of full-time faculty who were promoted at a medical school per year during academic year 2005–2006 through academic year 2008–2009. This figure excludes faculty with missing sex, which accounts for less than 1% of all promotions in each reporting year.

Full-time Women Faculty by Race/Ethnicity December 31 Snapshots, 2009 through 2018



Source: AAMC Faculty Roster, December 31, 2018 snapshot.

Compensation

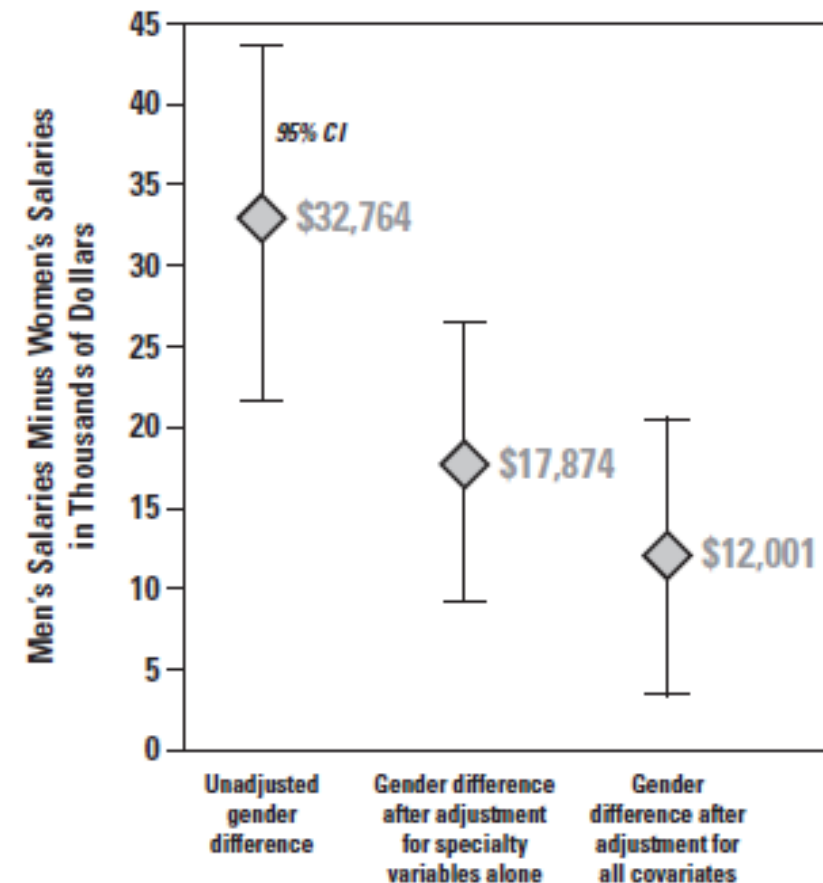
- 800 MDs who were still working at academic institutions responded to surveys of K awardees from 2000-2003
- Significant gender difference in annual salary even after adjustment for numerous measures of success/productivity, specialization, and other factors
 - Age
 - Race
 - Marital status
 - Parental status
 - Additional doctoral degree
 - Academic rank
 - Leadership positions
 - Specialty
 - Current institution type (public/private)
 - Current institution region
 - Current institution NIH funding rank group
 - Whether changed institutions since K award
 - K award type
 - Years since K award
 - K award funding institute
 - Receipt of R01 or >\$1 million in grants
 - Publications
 - Work hours
 - Percent time in research

ORIGINAL CONTRIBUTION

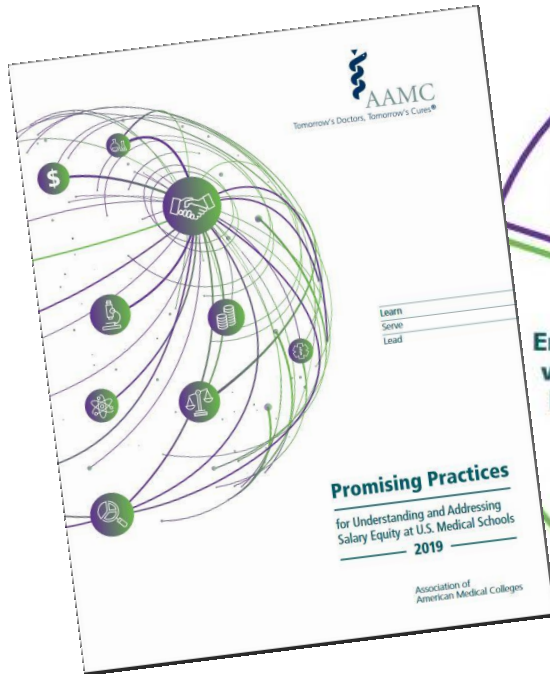
JAMA The Journal of the
American Medical Association

Reshma Jagsi, MD, DPhil
Kent A. Griffith, MS
Abigail Stewart, PhD
Dana Sambuco, MPPA
Rochelle DeCastro, MS
Peter A. Ubel, MD

Gender Differences in the Salaries of Physician Researchers



Creating A Level Playing Field....



GWIMS Equity Recruitment Toolkit

Your Go To Equity Guide for Recruitment:
Recruitment for positions, committees (search, non-search), and speakership

Marisha Burden, MD
Amira del Pino-Jones, MD
Michelle Shafer, MD
Sangini Sheth, MD
Kathryn Rexrode, MD



GWIMS Toolkit

PRESS RELEASES



Wednesday, June 13, 2018

AAMC Statement on National Academies of Sciences, Engineering, and Medicine Report on Sexual Harassment

PRESS RELEASES

Friday, February 15, 2019

Leading Science, Education, and Medical Organizations Announce New Initiative: Societies Consortium on Sexual Harassment in STEMM



Questions?

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