



Women in Academia

Laura A. Hunter PhD

Linda R. Nelson MD PhD

Director of Faculty Development

Jennifer L. Allie PhD MPA

Assistant Dean, Faculty Affairs and Development

Co-Director, Diversity and Inclusion

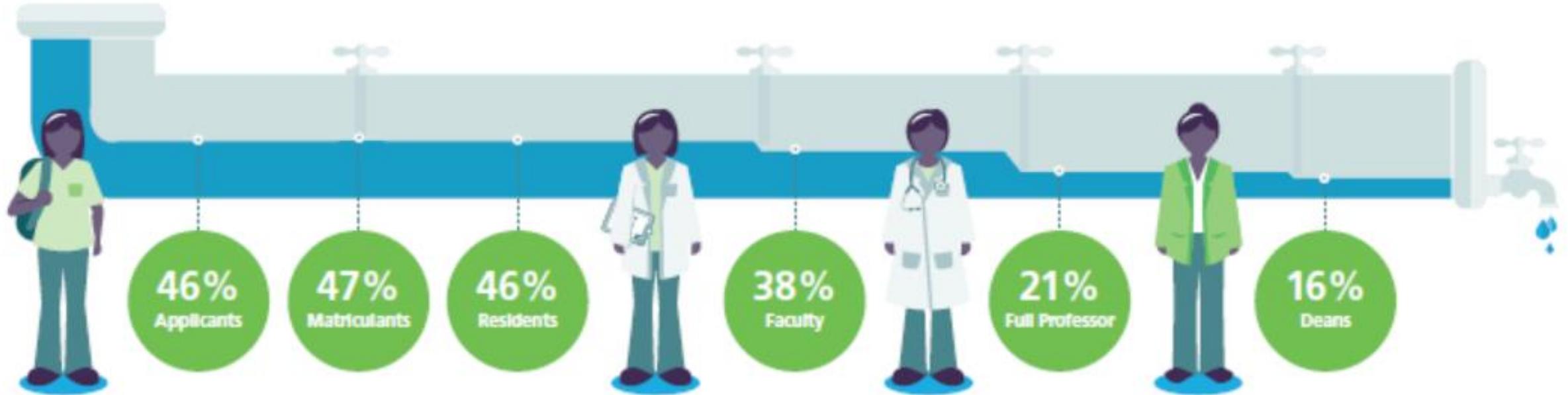


- Topic of Women in Academia and Women in Science and Medicine has remained of interest to Faculty Development Programs as well as Diversity and Inclusion Offices and Programs
- Data gathered by many professional organizations annually (AAAS, AMWA)
- AAMC GWIMS
 - <https://www.aamc.org/members/gwims/>
 - <https://storify.com/gwims/group-on-women-in-medicine-and-science>

The State of Women In Academic Medicine



Executive Summary



Since 1983, the AAMC has published a national snapshot of women students, residents, faculty, and administrative leaders in academic medicine. The data have served as a reliable resource to support gender equity studies and to understand the progress of women's representation in a variety of medical school positions.

FIGURE 5

Then & Now: Full-Time Men and Women Faculty by Rank

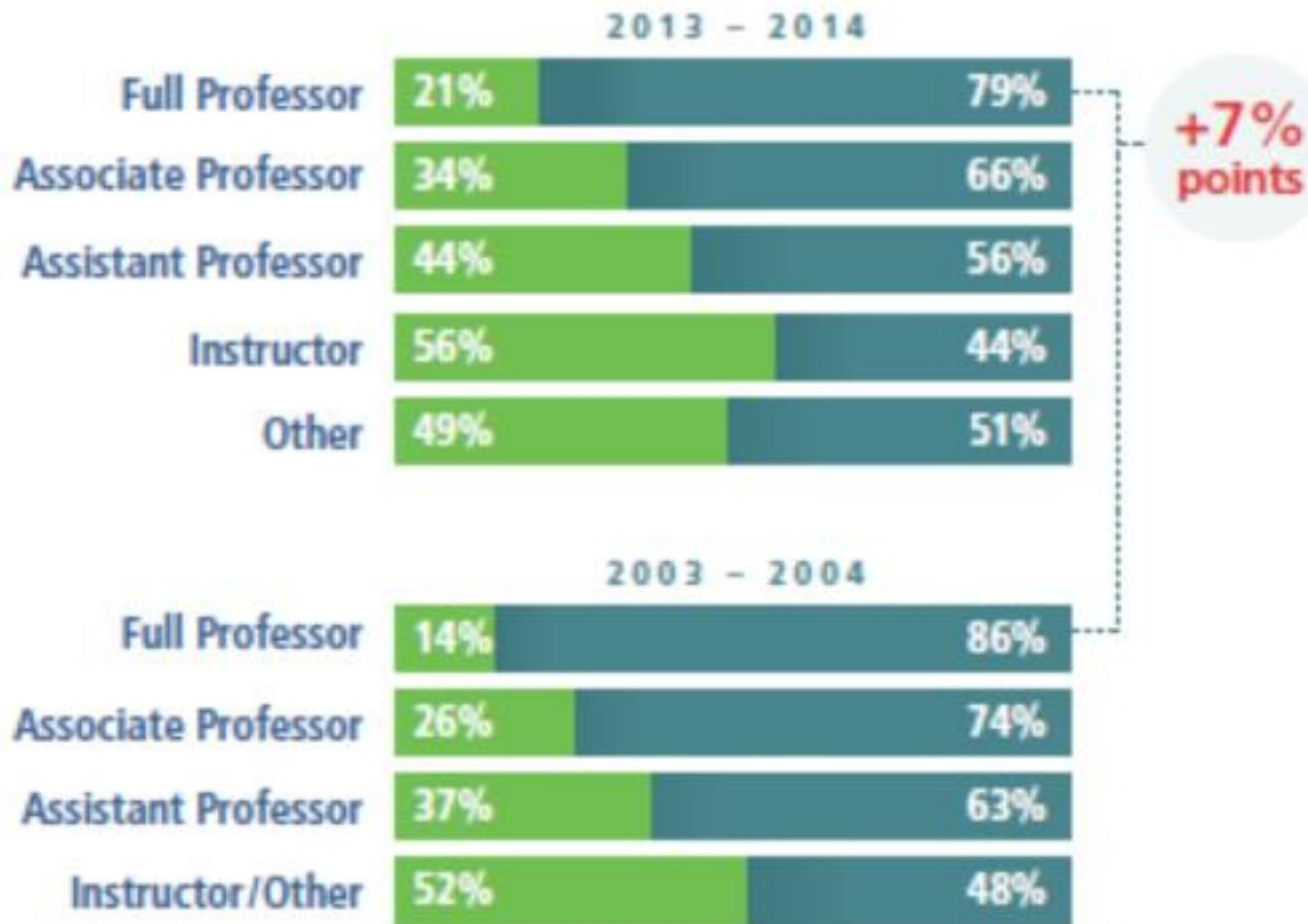
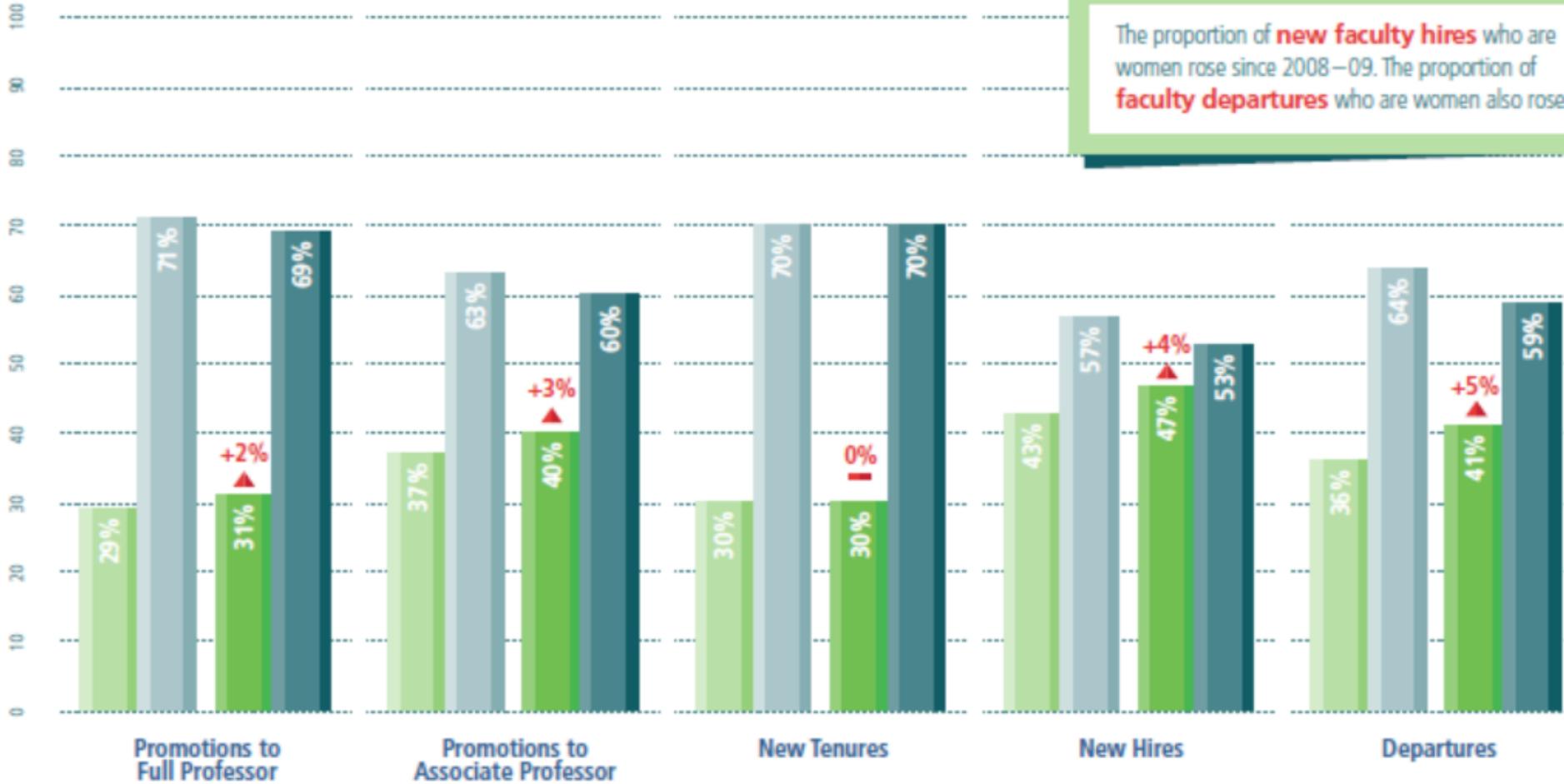


FIGURE 8

A 5-year Comparison of Full-Time Faculty Promotions, Hires, and Departures by Gender*

Women 2008-09 2013-14
Men 2008-09 2013-14



The proportion of **new faculty hires** who are women rose since 2008-09. The proportion of **faculty departures** who are women also rose.

Strategies to Enhance Success for Women

- Mentoring Programs
- Flexible Career Pathways
- Recognizing Unconscious Bias
- Institutional Climate that supports all faculty
- Research that informs us on how to sustain growth of faculty and recognize the value of diversity

- Laura A. Hunter PhD lahunter@email.arizona.edu
- Jennifer L. Allie jallie@email.arizona.edu
- Linda R. Nelson lnelson2@email.arizona.edu