


Cracking the Glass Ceiling in Academic Medicine

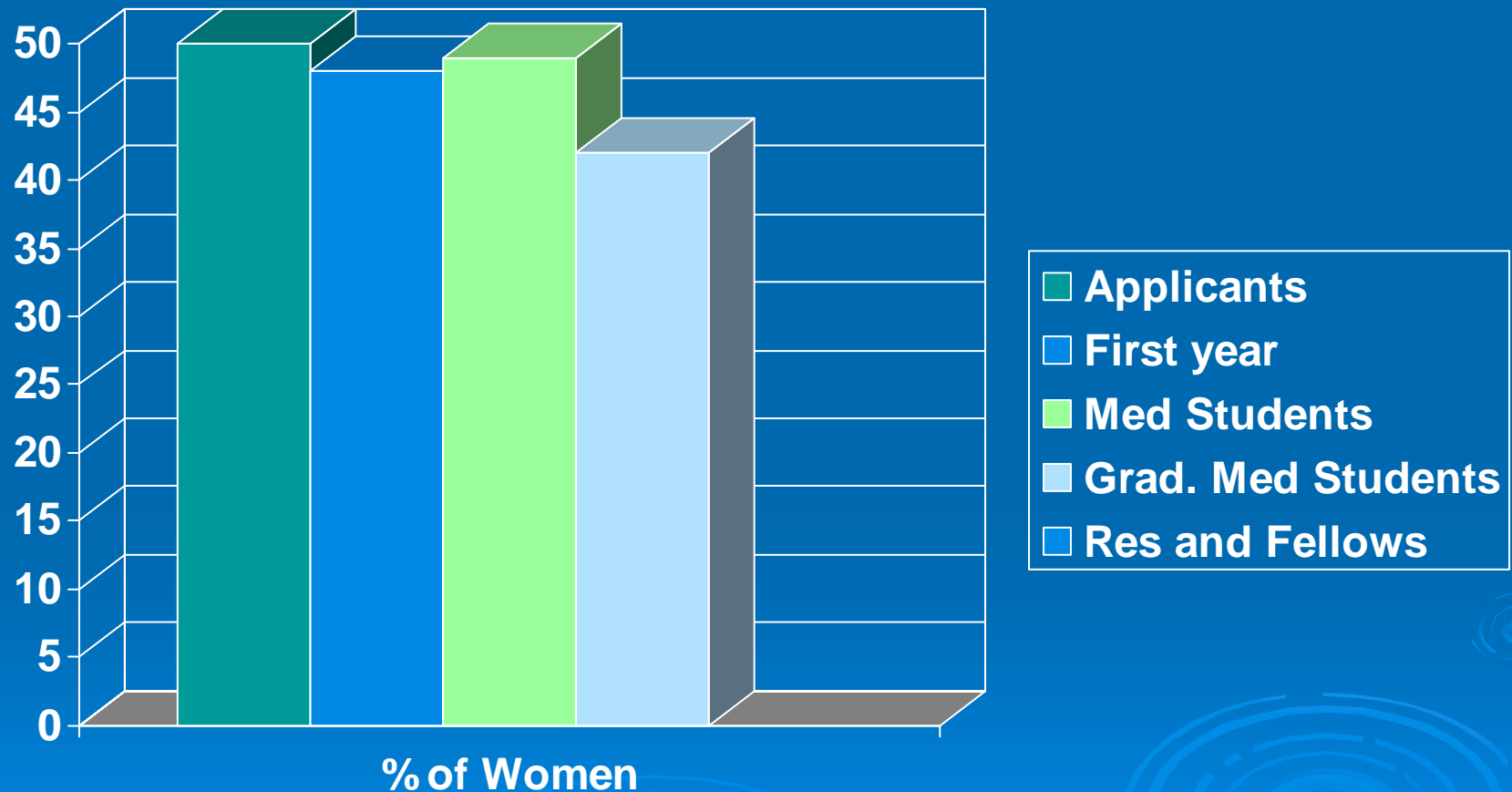
Eve J. Higginbotham MD
Dean and Senior Vice President of
Academic Affairs
Morehouse School of Medicine



Reflections from a Career Academician

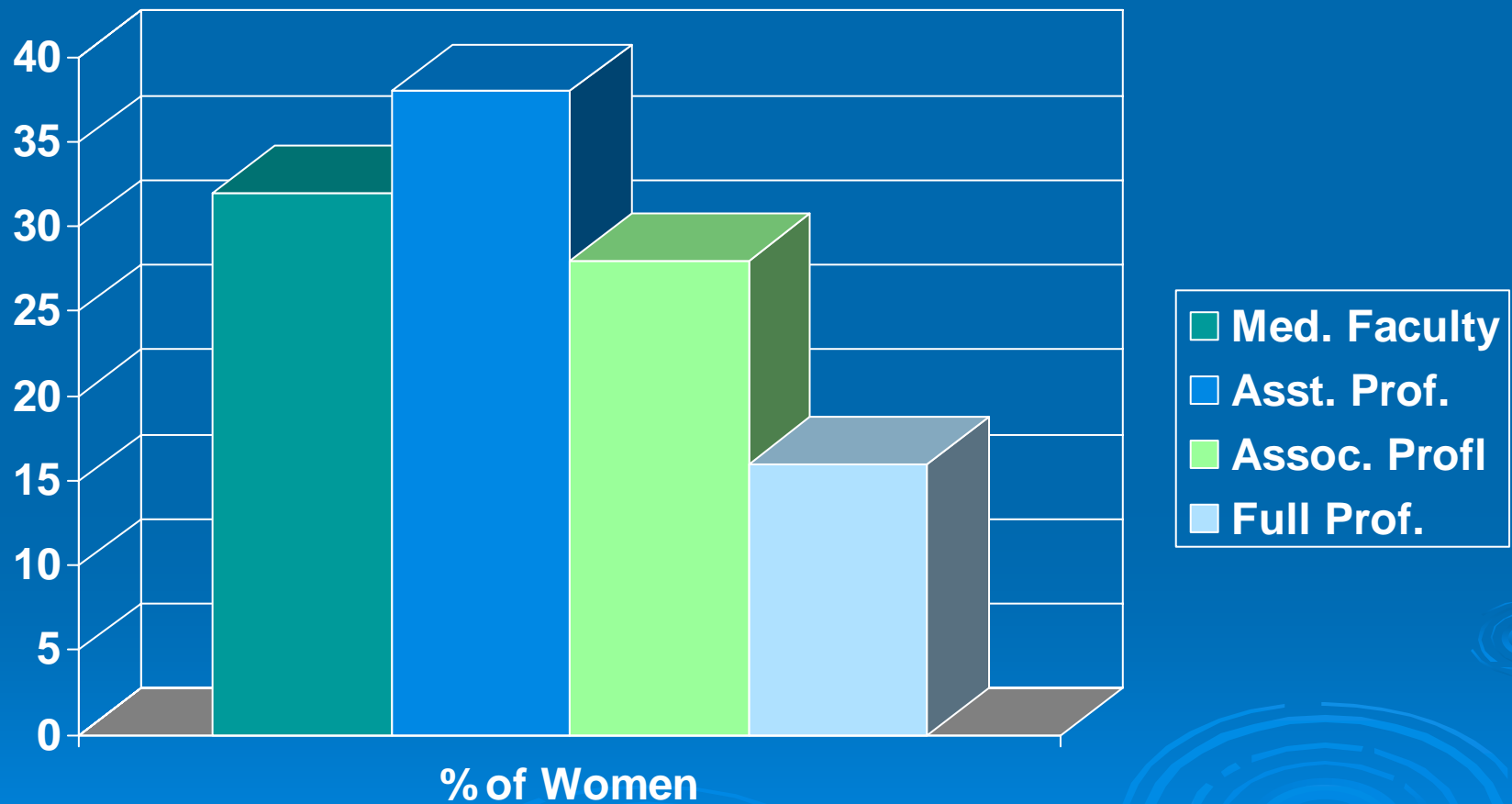
- Women in Medicine: Current State of Affairs
 - My Own Journey
 - Assessing the Future
 - My Own
 - Women in Academia
- 

Overview of Women in US Academic Medicine, 2005-06



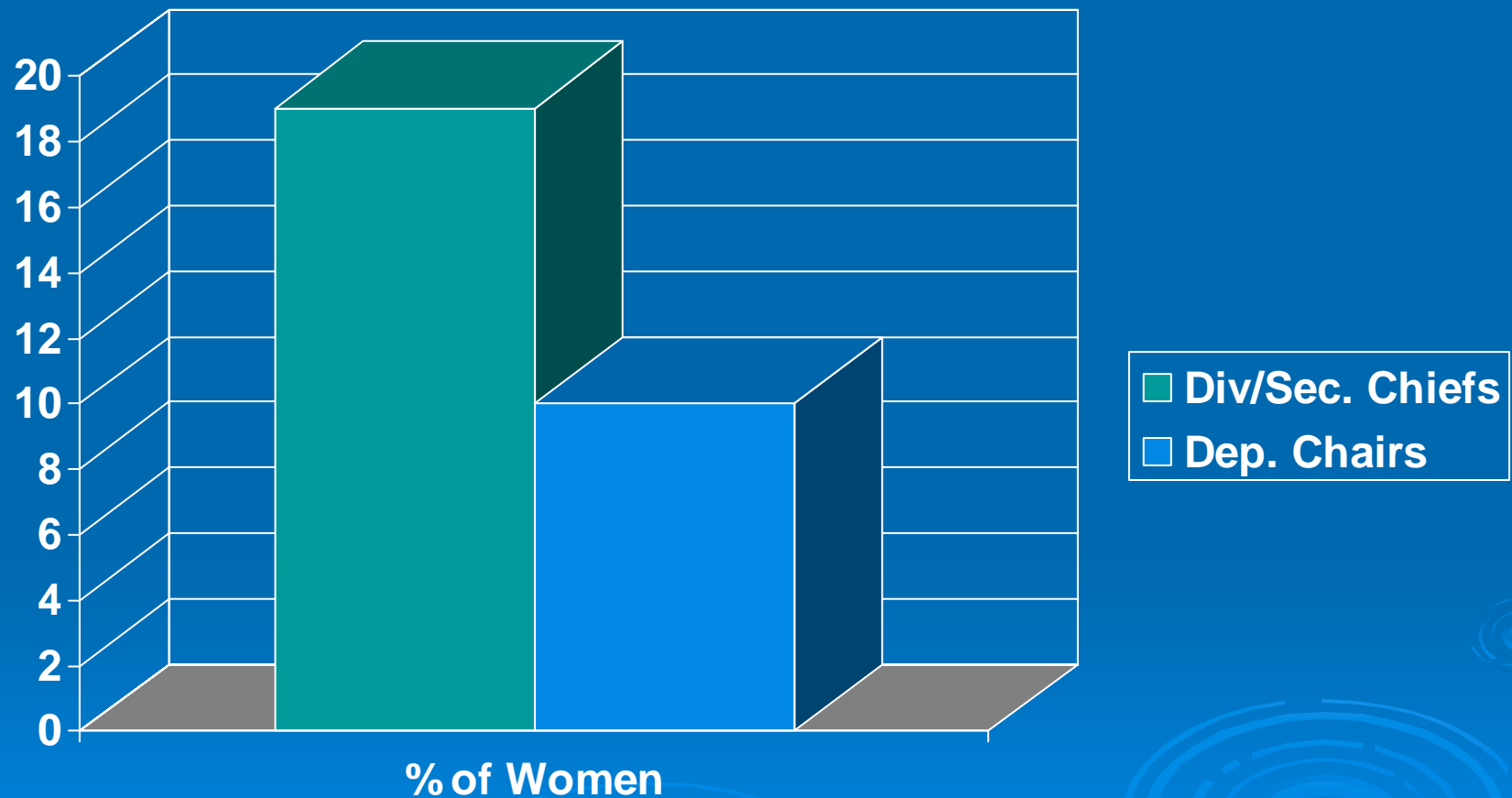
AAMC, Analysis in Brief, Vol.6,
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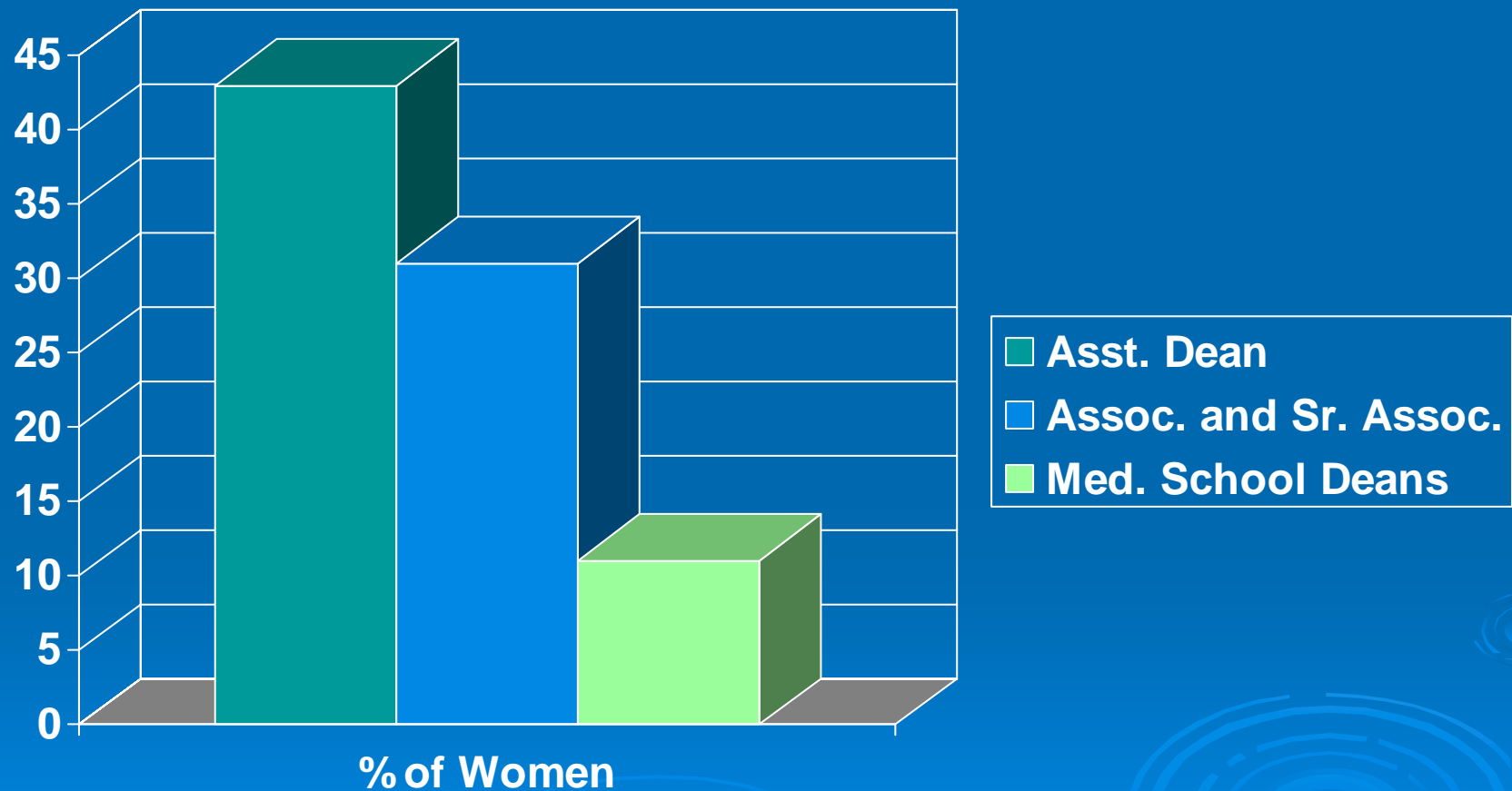
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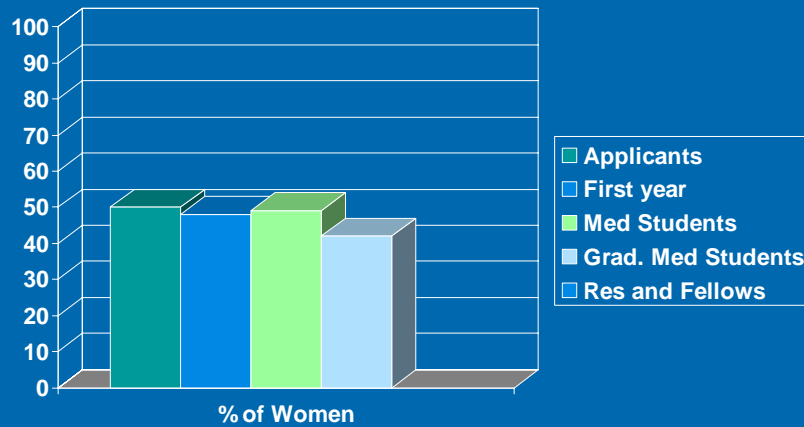
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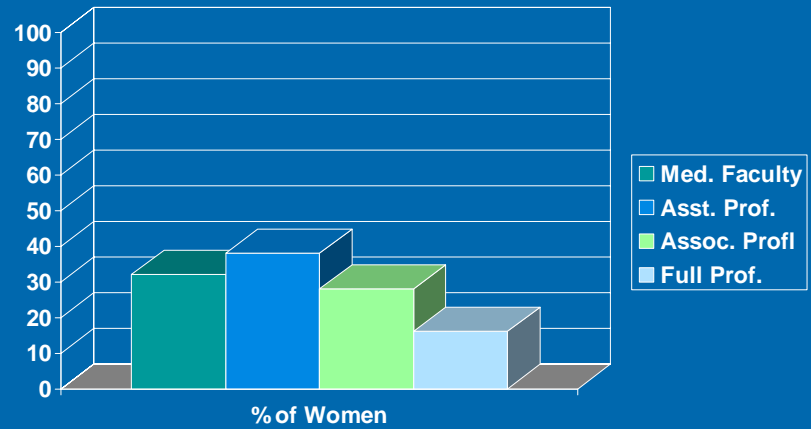


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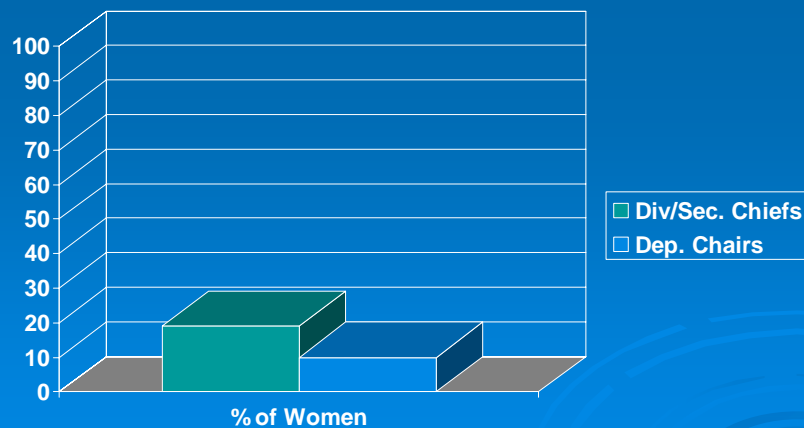
The Path to Leadership Positions: Chairs and Deans



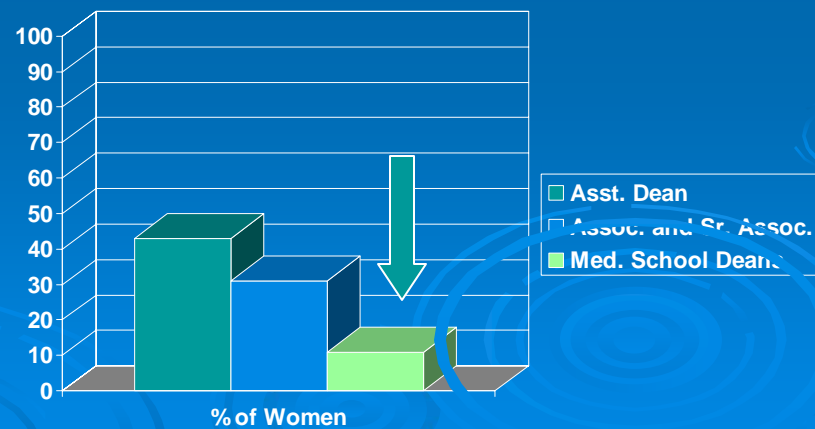
Students



Faculty

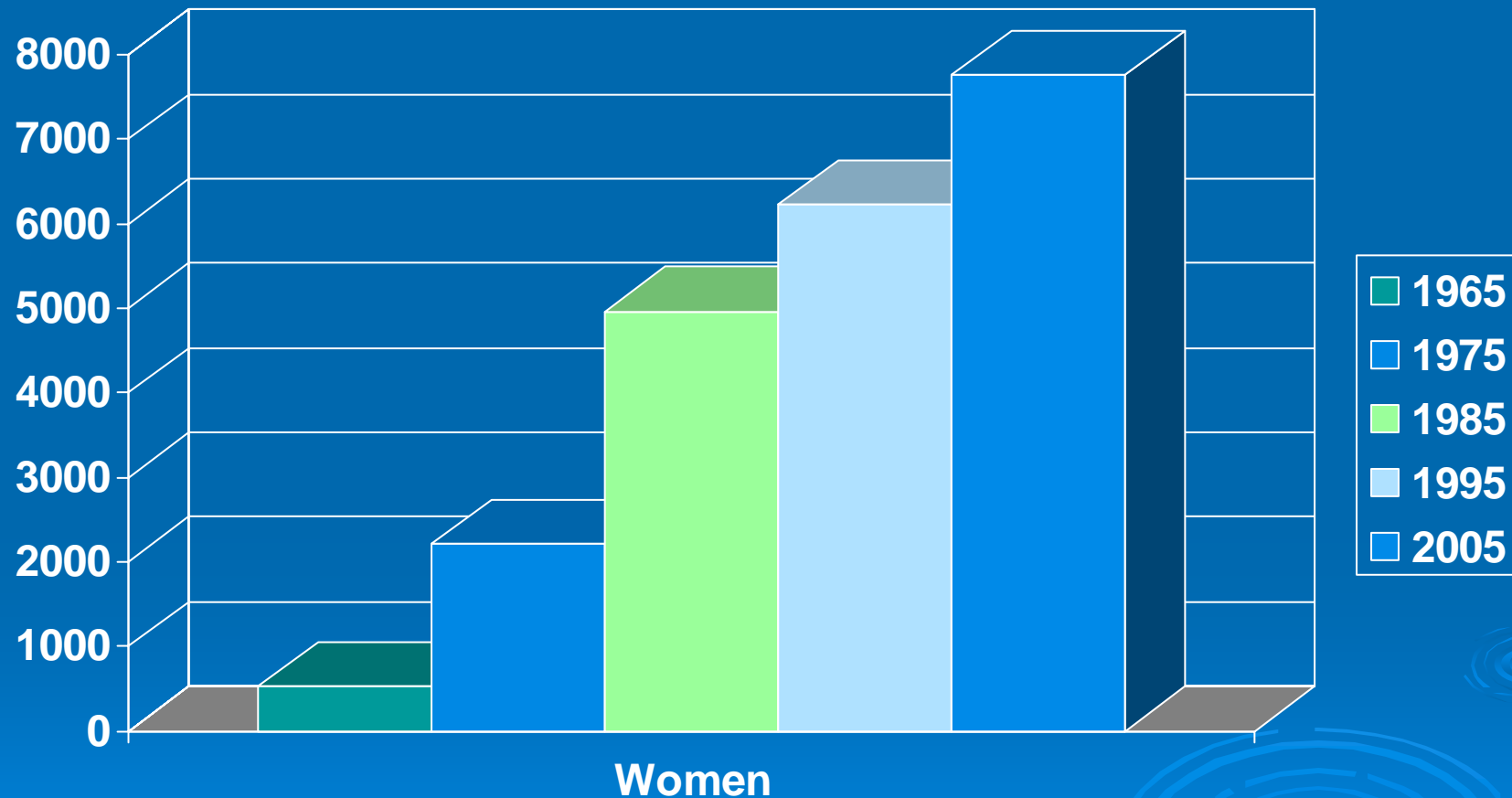


Chairs



Deans

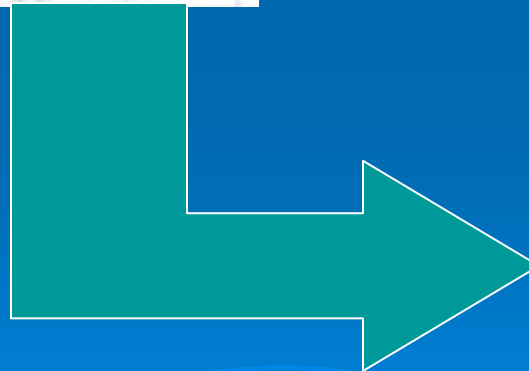
Women Medical Students: Graduates 1965 - 2005



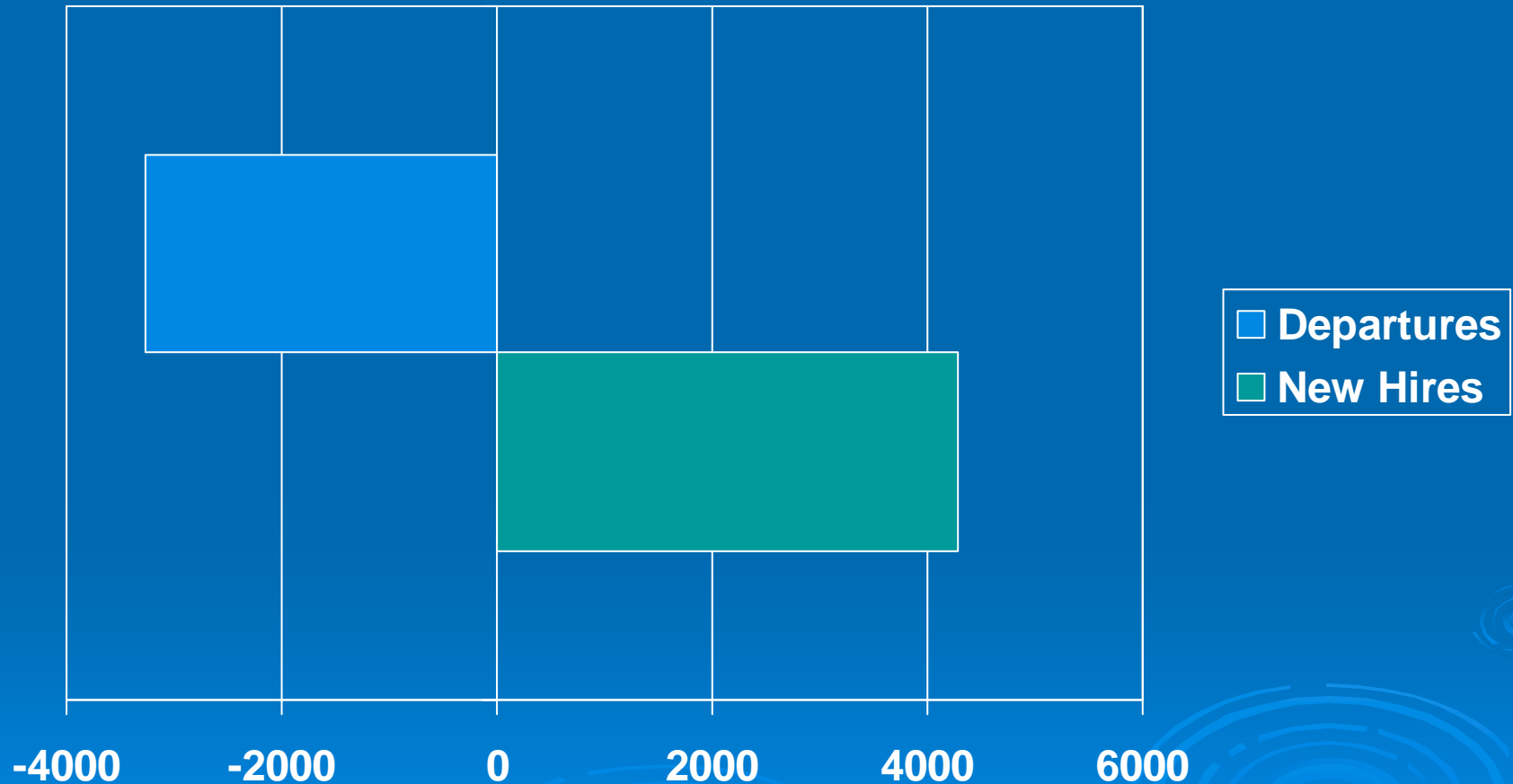
Medical Students, Selected Years 1965 -2006,
www.aamc.org/members/wim/statistics/stats06/start.htm

Diane Magrane, M.D AVP Faculty Dev. And Leadership

So When One Has Such a Diverse Group, Why Do So Few Women Make It To Leadership Positions in Academia?

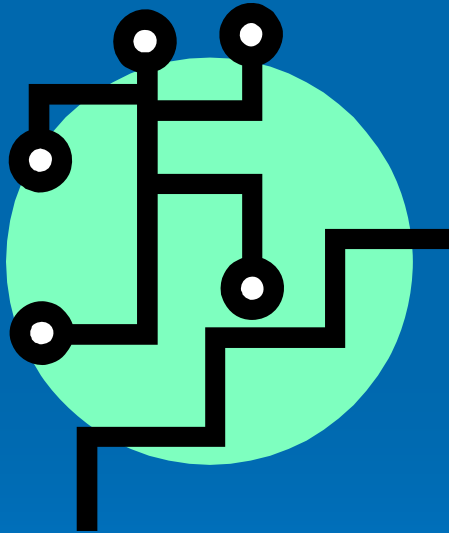


Women are joining faculty almost as quickly as they leave...



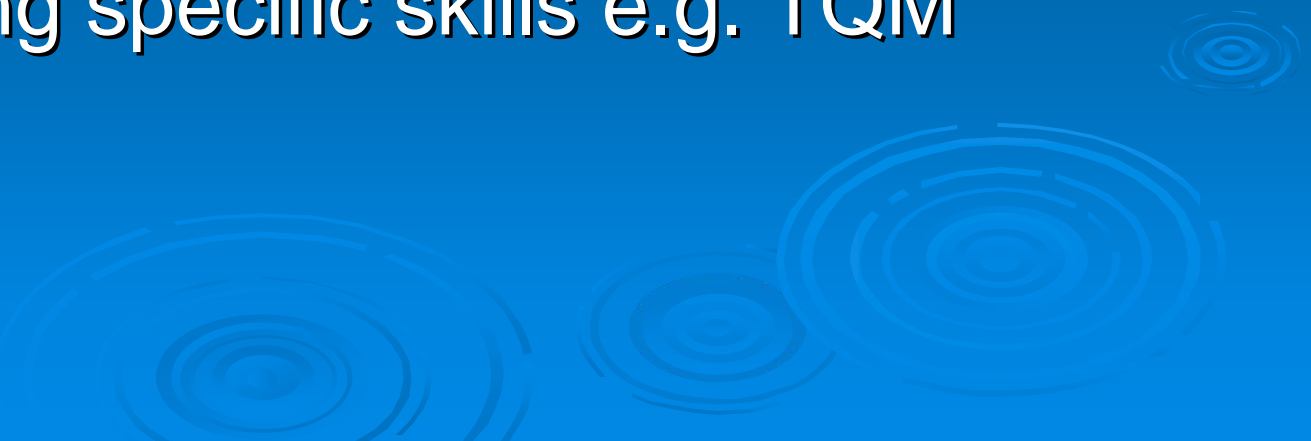
New Hires and Departures; www.aamc.org/members/wim/statistics/stats06/start.htm
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My own journey...



- ✓ **Undergrad/grad:** MIT
- ✓ **Medical School:** Harvard Medical
- ✓ **Residency:** LSU/Charity Hospital
- ✓ **Fellowship:** MEEI/HMS
- ✓ **Faculty Positions:** Univ. of Illinois, Univ. of Michigan, Univ. of Maryland
- ✓ **Decanal/Administrative:** Assistant Dean/Univ. of Michigan
Department Chair/Univ. of Maryland
- ✓ **Research Interests:**
Pharmacology/Biochemistry/Clinical Trials
- ✓ **Special Training:** ELAM, AAMC COD Fellowship, Harvard Business School Course

What has been helpful for me..

- Engaging mentors
 - Networking with peers
 - Collaborating on projects and publishing
 - Staying focused on specific goals
 - Developing specific skills e.g. TQM
- 

Assessing the future

➤ My Own

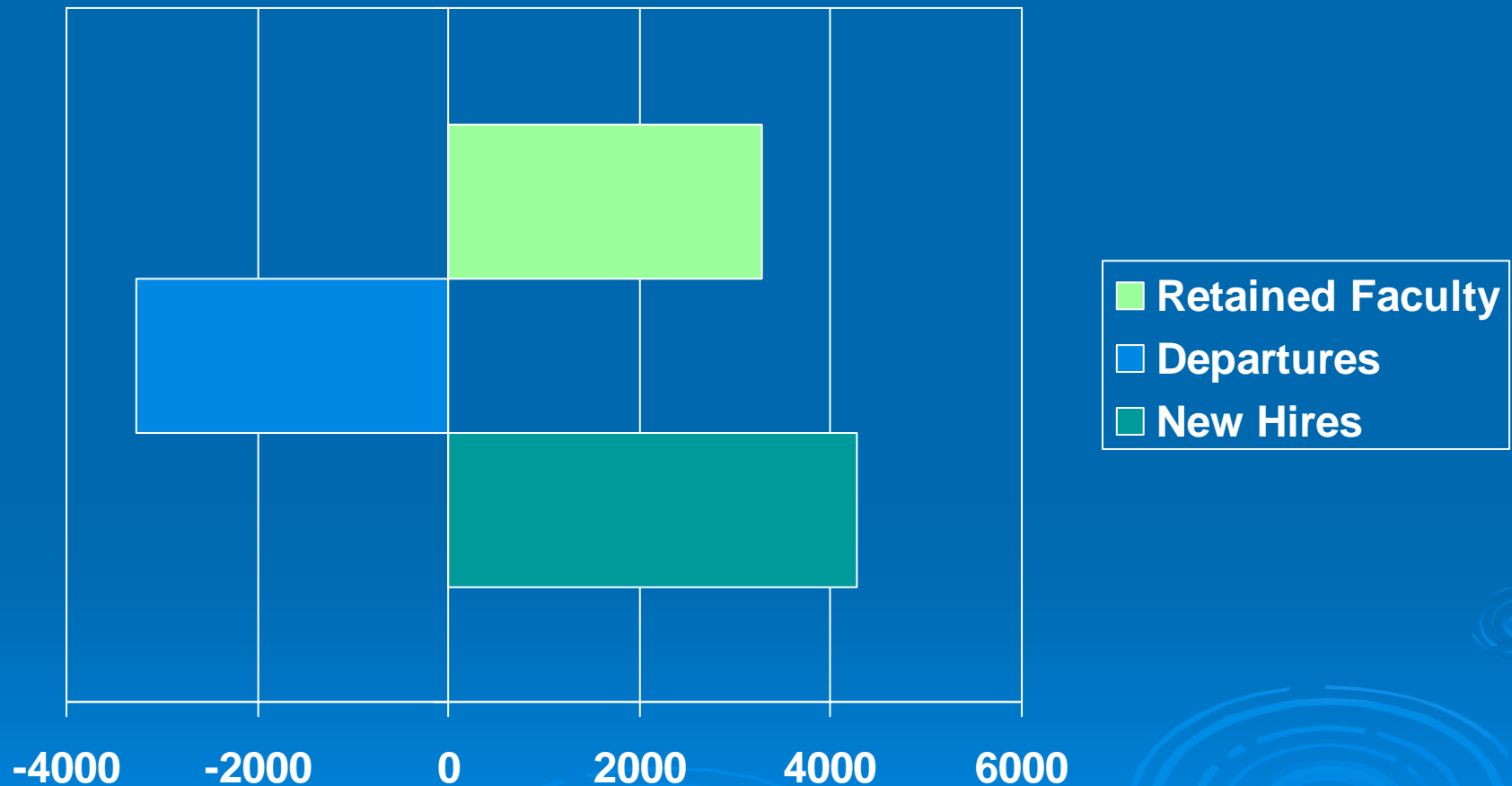
- Critical issue: Survival as a leader, a new landscape which is more political than academic
 - Engage a “mosaic” of advisors
 - Dean’s Cabinet
 - Executive Coaches
 - Consultants
 - Legal Advisor
 - Friends
 - Family
 - Develop a strategic plan of my own
 - Remain connected with key constituencies
 - Remain connected to my own profession
 - Strive to achieve balance in my personal life
 - Continue to develop new skills

Assessing the Future

➤ Women in academia

- Encourage women to find mentors and develop effective relationships
- Network with peers both in and outside of medicine
- Encourage women to personally assess strategic goals
- Continue to develop professional skills such as organizational development
- Consider leadership development opportunities
- Strive to achieve balance, spending time with friends and families

We should all aim to retain women faculty, encourage women to lead, and support those who are in leadership positions...



New Hires and Departures; www.aamc.org/members/wim/statistics/stats06/start.htm
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So that collectively we can all crack
the glass ceiling...

