Cracking the Glass Ceiling in Academic Medicine

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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, Number 7, October 2006
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The Path to Leadership Positions: Chairs and Deans

**Students**
- Applicants
- First year
- Med Students
- Grad. Med Students
- Res and Fellows

**Faculty**
- Med. Faculty
- Asst. Prof.
- Assoc. Prof.
- Full Prof.

**Chairs**
- Div/Sec. Chiefs
- Dep. Chairs

**Deans**
- Asst. Dean
- Assoc. and Sr. Assoc.
- Med. School 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](http://www.aamc.org/members/wim/statistics/stats06/start.htm)
Diane Magrane, M.D AVP Faculty Dev. And Leadership
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...

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So that collectively we can all crack the glass ceiling...