

**Indiana University School of Medicine
Committee Report Template**

Please submit this report to Rebekah Bredenbeck at rdbreden@iupui.edu.

Committee Name: Women's Advisory Council

Committee Chair Name: Co-Chairs: Linda DiMeglio, Joanna Chambers

Committee Chair Email: dimeglio@iu.edu, jechambe@iupui.edu

Meeting Frequency: Monthly

What is the mission of your committee? (100 words)

The IUSM Women's Advisory Council provides a critical advisory role for the School's efforts to create a culture that promotes faculty vitality and diversity with a particular emphasis on the advancement of women in medicine and science. The Women's Advisory Council works toward an environment where all members of the IUSM community, both men and women, can thrive.

What has your committee accomplished this year? (250 words)

The Women's Advisory Council is composed of five Subcommittees:

1. **Nominations Subcommittee:** nominated women for local, national, and international awards.

Cynthia Brown, MD – sponsored to attend the December 2015 *AAMC Mid-Career Women Faculty Professional Development Seminar*

Shannon Hawkins, MD, PhD – sponsored to attend the December 2015 *AAMC Mid-Career Women Faculty Professional Development Seminar*

Linda DiMeglio, MD, MPH – sponsored for the *Executive Leadership in Academic Medicine (ELAM) Fellowship*

Flora Hammond, MD – nominated for the the *Executive Leadership in Academic Medicine (ELAM) Fellowship*

Elizabeth Wetzel, MD - sponsored to attend the *AAMC Early Career Women Professional Development Seminar*.

Katherine Hubert Chan, MD, MPH - sponsored to attend the *AAMC Early Career Women Professional Development Seminar*.

The WAC also encouraged its members to consider nominating other women for the Trustee Teaching Awards.

2. **Diversity Subcommittee:** works together with the Diversity Council and the Office for Diversity Affairs on overlapping policies, interests, and agendas. Dr. Chemen Tate, the Chair of this Subcommittee, and Dr. Mary Austrom are actively involved and coordinating efforts for current and future events and initiatives.
3. **Support Services Subcommittee:** provides support to all women in the IUSM.
4. **Part-time Subcommittee:** together with the Policy Subcommittee, is investigating the policy that part-time faculty cannot be tenured.
5. **Policy Subcommittee:** investigating current policies that may be less supportive of women in general, and makes suggestions to address such policies. Dr. Hannah Maxey is the Chair of this subcommittee. The following policies are being investigated:
 1. Increasing the number of pumping rooms in our hospitals. The subcommittee will consider some suggestions to increase the ease with which our faculty can pump with minimal interruption to their work day.
 2. Investigating the policy that part-time faculty cannot be tenured.
 3. Investigating the current research showing gender differences inherent in the use of patient satisfaction scores as a quality metric and the policy of tying this metric to salary of faculty. This has been resolved as IUHP has decided not to tie this metric to salary for the foreseeable future.
 4. Advising IUHP Leadership on revising the Parental Leave policy to be more accommodating to young faculty.

Additional accomplishments:

- Co-authored and endorsed a statement regarding the IUSM impact of the passage of HEA 1337.
- Co-sponsored, together with the Office of Diversity Affairs and Office of Faculty Affairs and Professional Development, the Tolerance Survey, sent to all medical students, graduate students, residents, clinical fellows, postdoctoral fellows, and faculty at the IUSM. Results of the Tolerance Survey will be presented in a poster at the GWIMS meeting in May 2017.
- Wrote a letter with the Office of Diversity of Affairs to request a Diversity Plan for IUHP and then negotiated with IUHP to add one Women's Advisory Council and one Diversity Council liaison on each IUHP operational leadership committee.
- Provide faculty sponsors for the AMWA Student Interest Group and led a workshop on CV preparation
- Co-sponsoring the Women and Medicine and Science Conference scheduled for March 8

- Provided publications and updates on gender issues in medicine and science to members.

What goals does your committee have for the next academic year? How can the Faculty Steering Committee help you to accomplish those goals? (150 words)

In 2016-2017, the Council will continue the work of the committees.

We will continue to support the professional development of women faculty and leaders in the School of Medicine through award nominations and sponsorship to national seminars and fellowships.

We will continue to monitor benchmarks for the advancement of women in the Annual IUSM State of the Faculty Report and the biennial benchmarking report from the AAMC Group on Women in Medicine and Science.

We will continue to support the mentorship of our upcoming learners through AMWA, IUSM, and IUPUI events.

We will continue to collaborate with Dr. Austrom and Dr. Tate to coordinate oversight of student interest groups and achieve overlapping goals.