

MENTORING IN CLINICAL DEPARTMENTS

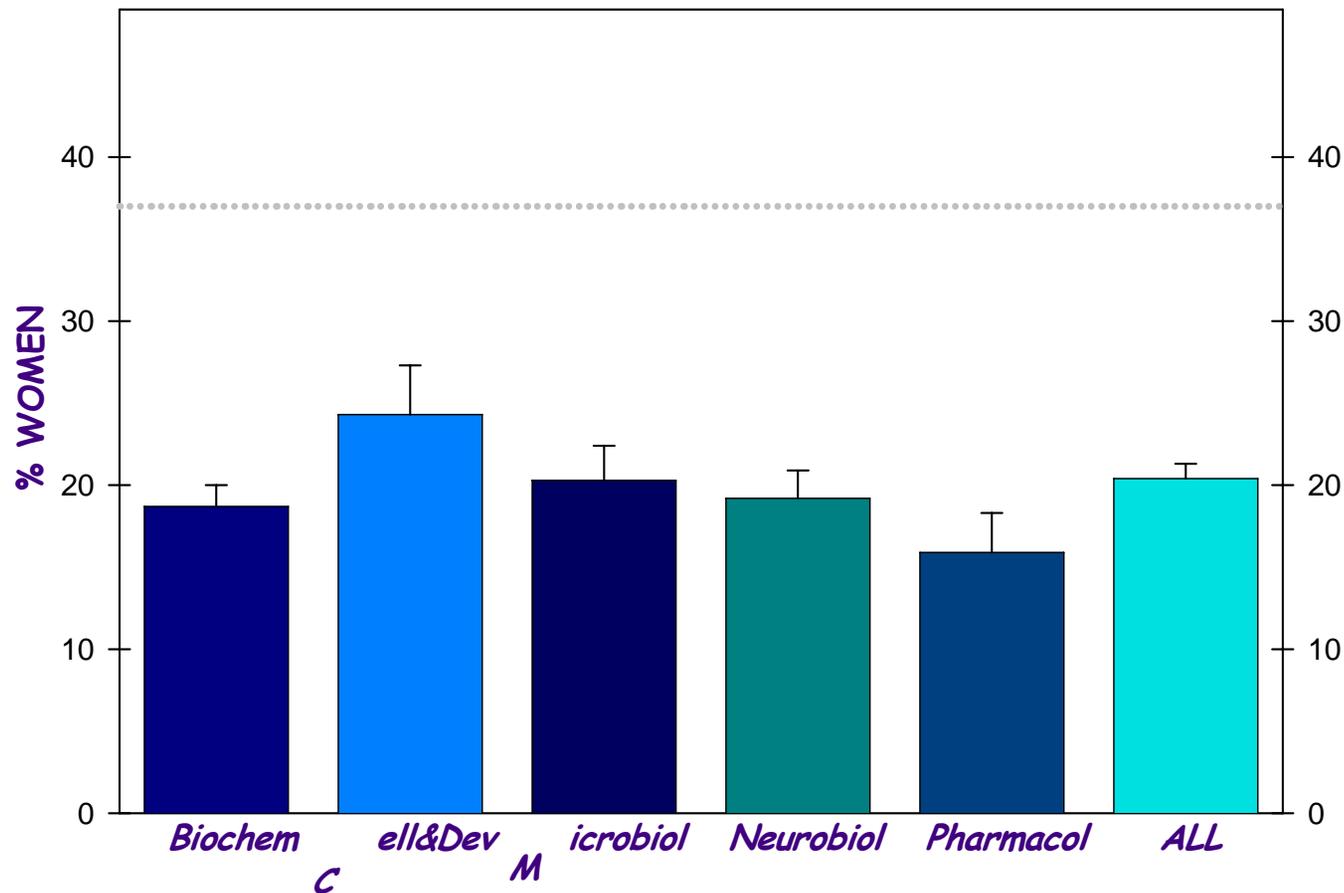
- WORKSHOP V:
 - ❖ Dr. Jeremy Boss, Emory Univ
 - ❖ Dr. PonJola Coney, Virginia Commonwealth
 - ❖ Dr. Scott Hultgren, Washington Univ
 - ❖ Dr. Phoebe Leboy, Univ Pennsylvania

**NIH NATIONAL LEADERSHIP WORKSHOP ON MENTORING WOMEN
IN BIOMEDICAL CAREERS
November 27-28, 2007**



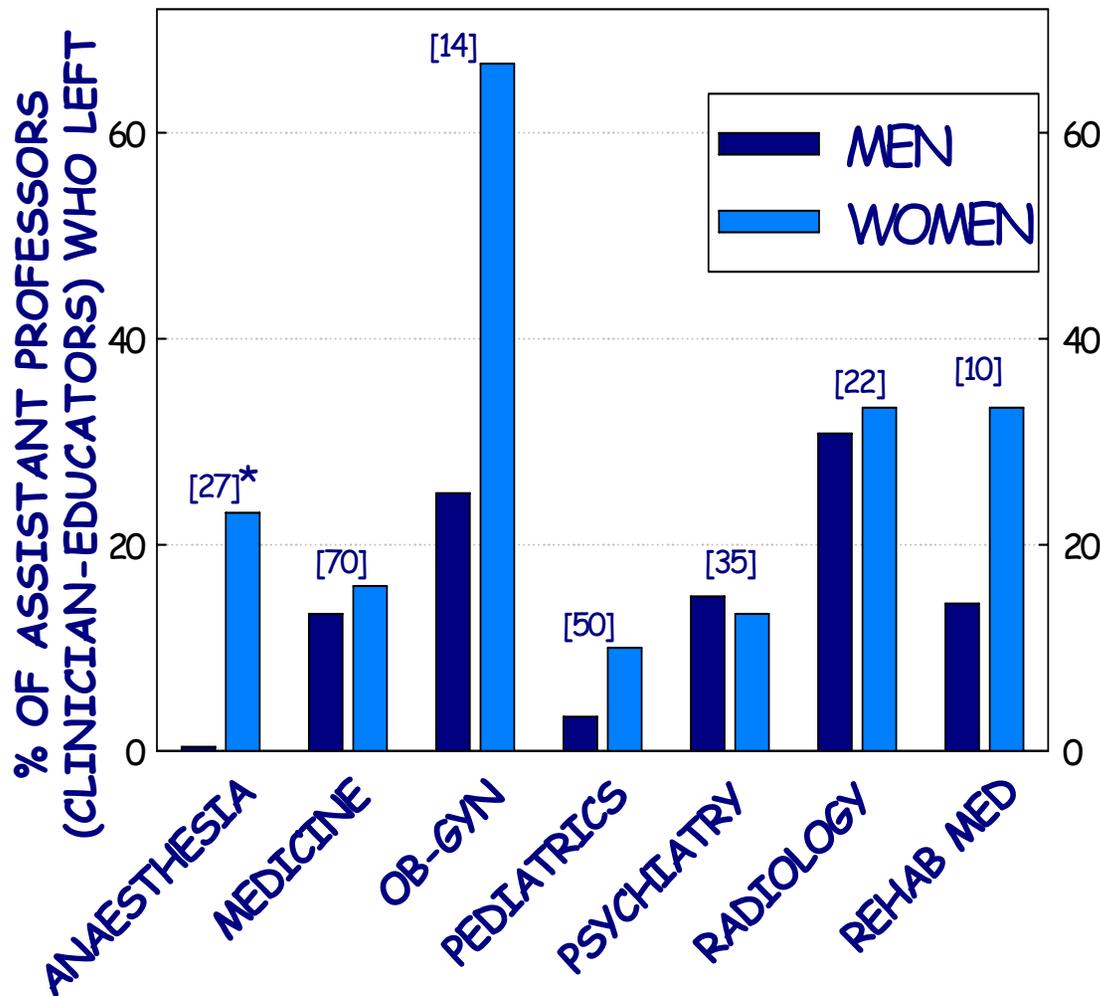
"HOUSTON, WE HAVE A PROBLEM"

PROPORTION OF SENIOR FACULTY IN MED SCHOOL BASIC SCIENCE DEPTS* WHO ARE WOMEN



* Associate and full professors in 24 med schools ranking within the top 100 for NIH funding.

THE DISAPPEARING ASSISTANT PROFESSORS IN CLINICAL DEPARTMENTS



The annual loss of assistant professors from clinical depts at one med school* averaged:

WOMEN: 16.4%/yr

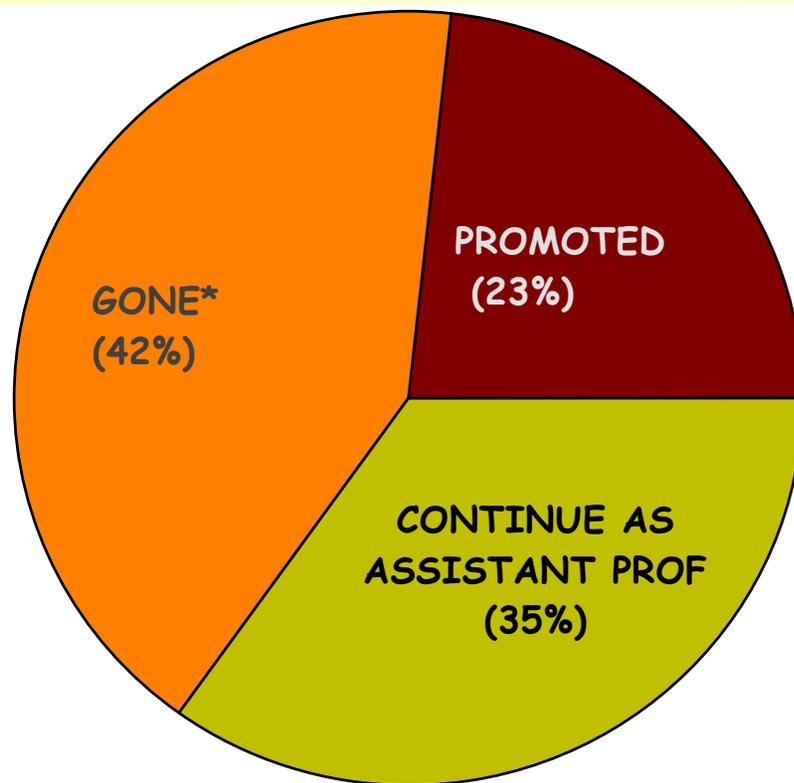
MEN: 9.7%/yr

*Source: Univ Pennsylvania
<http://www.upenn.edu/almanac/v48/n14>

* Total number of assistant professors in each department

THE FATE OF 43 TENURE-TRACK WOMEN FACULTY IN CLINICAL DEPARTMENTS

Status in 2007:



who were assistant professors at a major academic health center in 2002-2003

*Either left the institution (11/18) or transferred to more clinical position (7/18)

MENTORING IN CLINICAL DEPARTMENTS

- Can we improve retention and promotion by better mentoring?
- What mentoring models are most effective in clinical departments?
- Are there gender-specific issues to be addressed when mentoring women clinicians?

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