Roberta Sonnino gave a brief history of the presence of women students and faculty in medical schools. While the number of women students in medical school classes has increased over the years to the current average of about 50% per medical school class, there has not been a comparable rise in the rate of women as faculty (most notably at senior levels) and leaders in medical schools. She posed two questions to the group:

1) Why are fewer women advancing in rank than would be expected?
2) What can we do to remedy the situation?

Responses from the group:

1) Why are fewer women advancing in rank than would be expected?

   • Women are less likely than men to actively promote themselves; rather, they are more likely to remain quiet about their accomplishments
   • Women are less likely to ask for advancement and more likely to remain satisfied with their current position
   • Women junior faculty are sometimes less visible to senior departmental faculty members than are men who are junior faculty
   • Women take on a disproportionate share of service activities compared with men

2) What can we do to remedy the situation?

   • Provide mentoring and developmental activities for women faculty targeted to:
     o Ensure that junior faculty have a specific timeline for advancement
     o Provide knowledge and tools to help women advance along their timeline (include knowledge about departmental committees/actions re selective salary and P&T)
     o Teach women how to "toot their own horns" and ask for opportunities and advancement to which they are entitled
     o Provide guidelines about how to learn about, assess, and make decisions regarding service opportunities/obligations
Proposed actions:

1) Promote GWIMS website to WSUSOM women faculty: [https://www.aamc.org/members/gwims/](https://www.aamc.org/members/gwims/)
2) Facilitate mentoring arrangements targeted to women faculty
   • Send article by Kosoko-Laskai, Sonnino, et al
   • Send mentoring questionnaires - to be a mentor, to be mentored...
   • Continue women's programming; may need to assess best times to offer (Survey Monkey?)
3) Offer SOM workshops on faculty tracks - especially criteria for promotion
4) Ensure that chairs are educated about faculty tracks, criteria for promotion, departmental processes for salary and P&T
5) Develop mini AAMC-type programs for early- and mid-career women

Future luncheons will be held in the
Margherio Family Conference Center of Mazurek Education Commons
12:00 p.m. – 1:00 p.m.

Please RSVP to [FAemail@med.wayne.edu](mailto:FAemail@med.wayne.edu) and indicate which session you plan to attend.

- **Thursday, February 28, 2013:** Mentoring for Women in Medicine and Science
- **Wednesday, March 20, 2013:** Topic TBD
- **Tuesday, April 16, 2012:** Fiscal Awareness for Women