

Wellness and WIM

11.10.2022



Health vs Wellness

SURVIVING VS THRIVING

2017 ACGME
revised
Common
Program
Requirements

*“Psychological,
emotional,
and physical
well-being are
critical ...”*

Focus on DEI,
CLER, and
collaboration
NAM

October 2022,
NAM National
Plan for Health
Workforce
Well-Being

The Changing Workforce

National Plan for Health Workforce

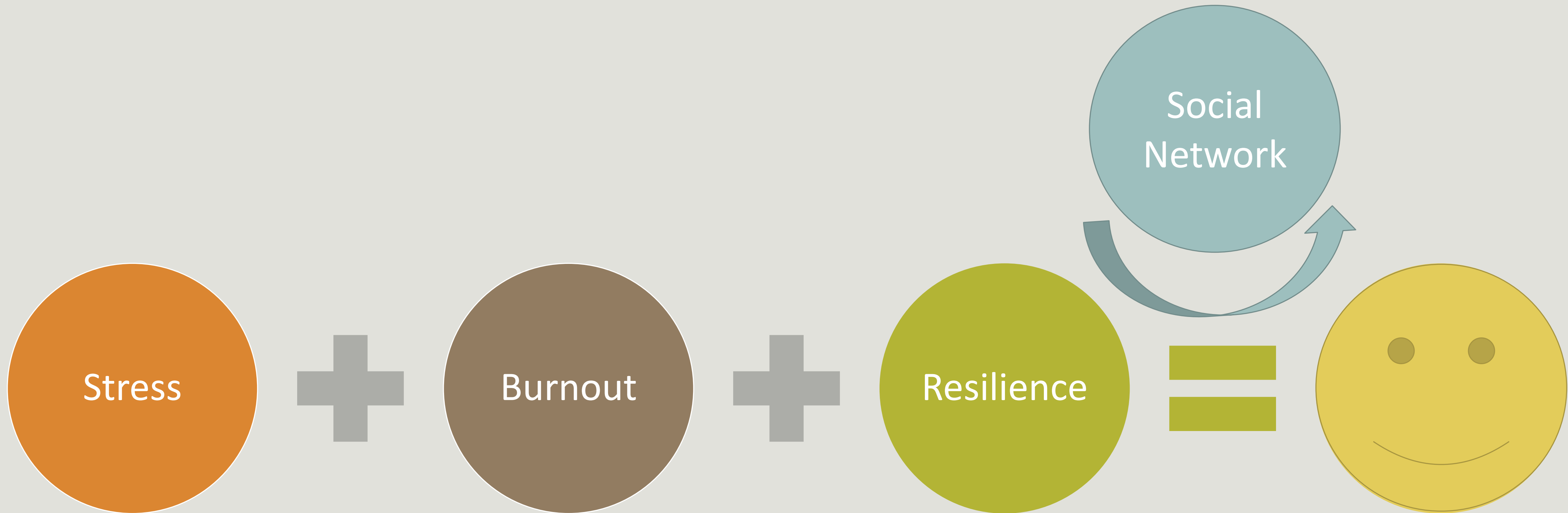
NAM 10/2022



What Does Wellness Mean To You?



What Does Wellness Mean To You?





THE STATE OF WOMEN IN ACADEMIC MEDICINE, 2018-2019

**Financial support for
AAMC EWIMS program**



n=82

**Financial support for
AAMC Mid-WIMS program**



n=83

**Financial support for
ELAM Program**



n=80

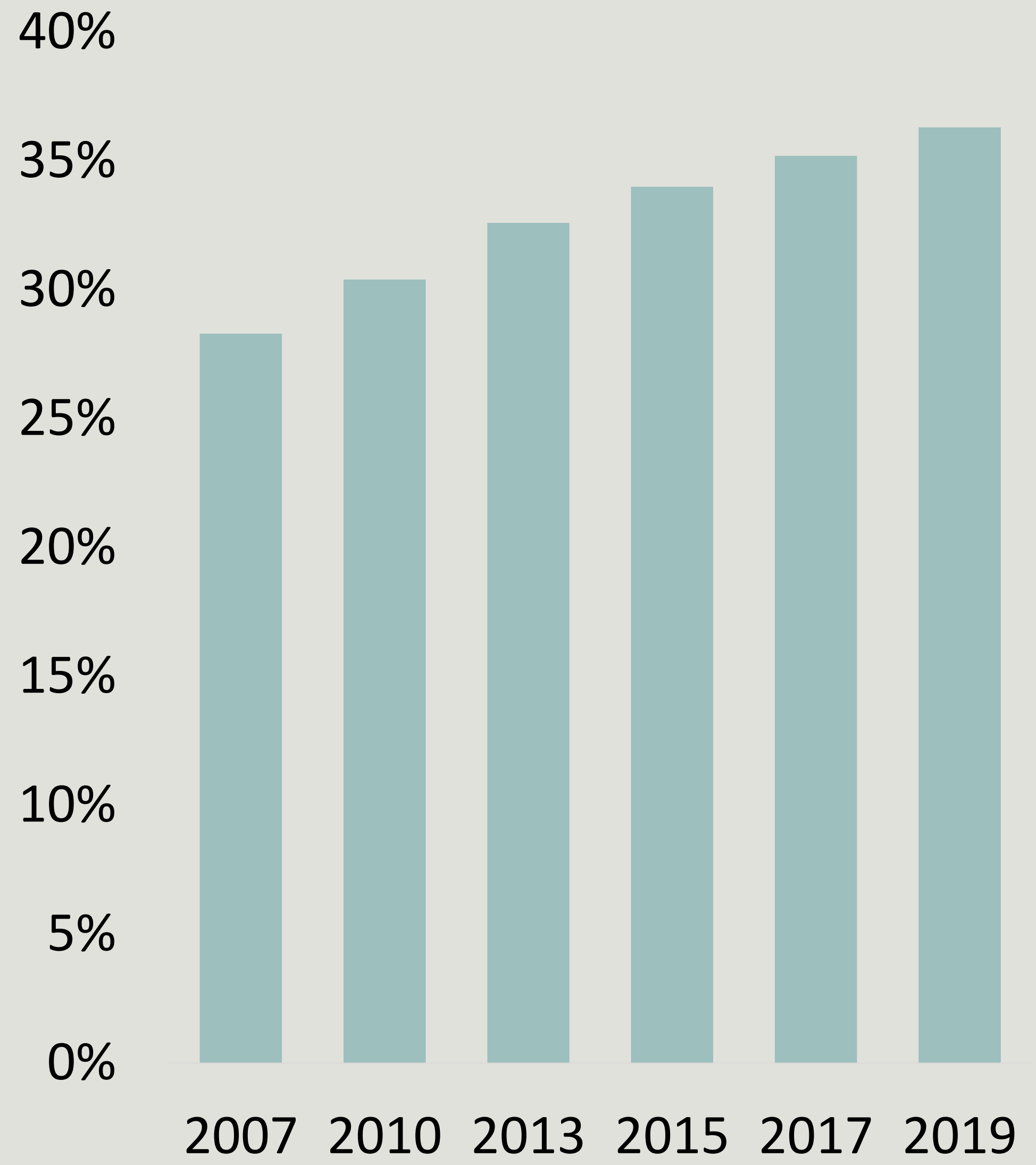


**Schools that have
one or more local
WIMS organizations**

WIM

Women in Medicine

Supportive Wellness
Professional Growth



National Data

“One of the steadiest movements in our Physician Survey has been the rise in women as a percentage of the physician workforce.”

-AAMC

What is fueling this change?



Leadership in Medicine

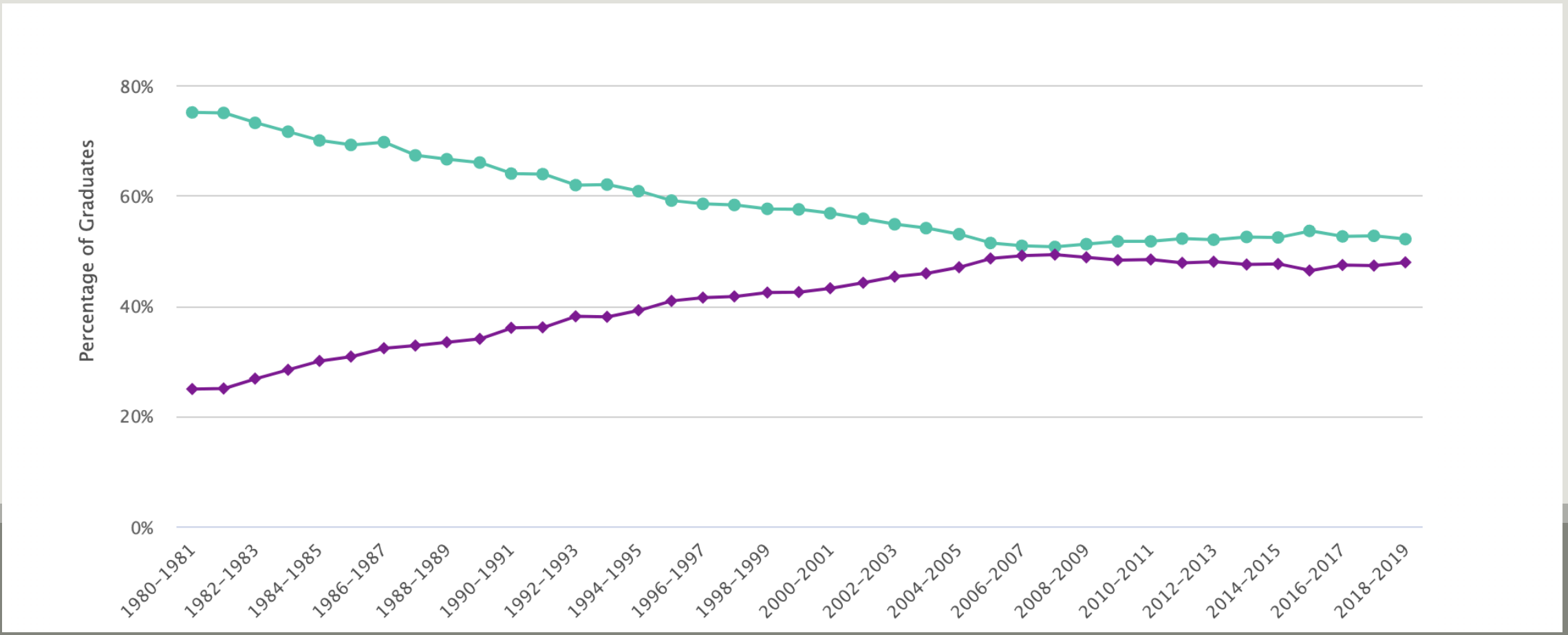
- 38% of Medical School Faculty
- 21% of Full Professors of Medicine
- 15% of Department Chairs
- 16% of Deans Of Medical Schools

Pipeline Stats

- 34% of Active Physicians
- 46% of Physicians-in-Training
- 50%+ of Medical Students



National Data



Percentage of Active Physicians Who Are Female by Specialty 2019

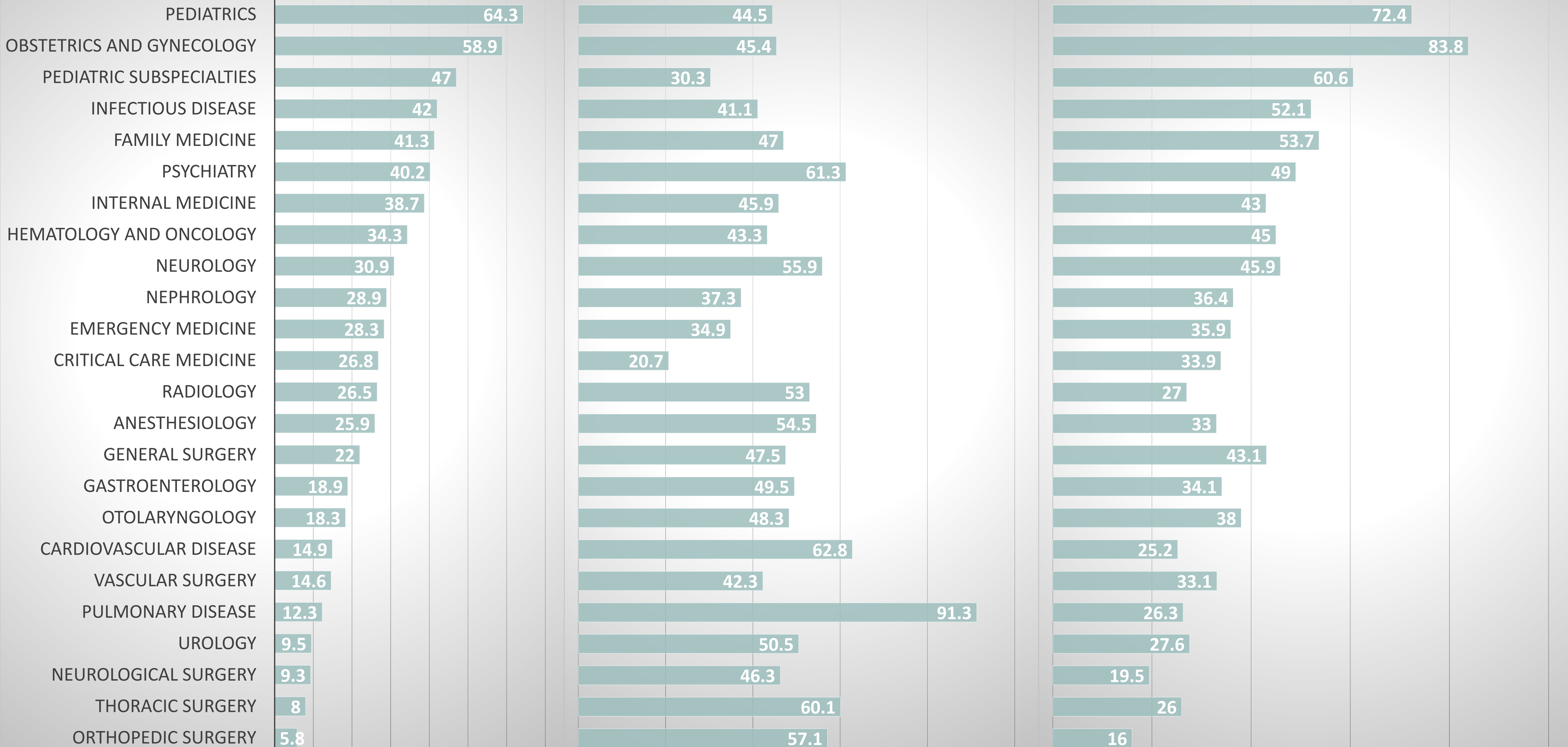
0 10 20 30 40 50 60 70

Percentage of Active Physicians Age 55 or Older by Specialty 2019

0 20 40 60 80 100

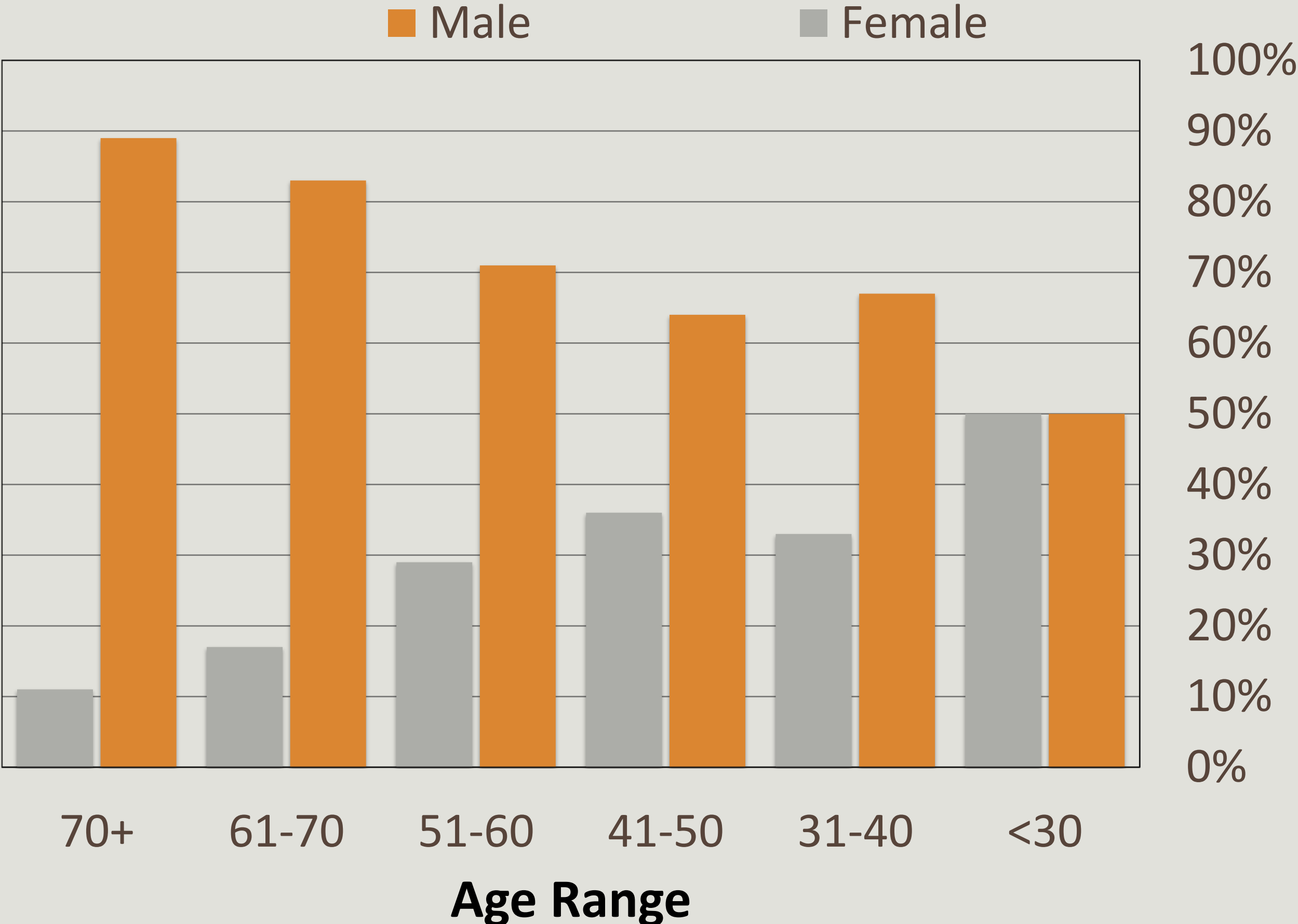
Percentage of Active Trainees Who Are Female by Specialty 2019

0 20 40 60 80 100



CAMC Data

Currently Overall
Our Medical Staff is
30% Female And 70% Male



WIM at CAMC

Supportive Wellness, Professional Growth

WIM at CAMC

Started in 2018 by Dr. Beth Emerick

Initially Model Based on AAMC GWIMS

Group of Women in Medicine and Science

Small Academic Core Council

In 2021, Dr. Bors took on the leadership role

Restructured With Core Planning Meetings Twice Per Year

Monthly WIM Meetings With Faculty Development Topics

Grown to Currently over 50 Members

WIM at CAMC: Goals



THEME:
SUPPORTIVE
WELLNESS,
PROFESSIONAL
GROWTH



FACULTY
DEVELOPMENT AND
MENTORING



RESEARCH



ADVOCACY



NETWORKING

WIM at CAMC:
Faculty
Development

Leadership

Professional Advocacy

Financial Planning

Self-Care, Health and Well-being

Women in Leadership/FLEXPEDS

Mentoring in Medicine

OhioHealth Women Leadership Group

WIM at CAMC: Research

Trauma Informed Care (Dr. Lasky)-

- Recently completed data analysis and into manuscript development
- Accepted as pilot site to hold courses for national curriculum

Gender equity study (Dr. Luzier) – IRB

- Survey ready to launch

WIM at CAMC: Networking and Advocacy

Mentoring in Medicine Series

- Conducting needs and format assessment (Dr. Frohna, Dr. Mauer, Dr. Ihle)

Social Events/Social Media

Developing a BRG (Business Resource Group)

- Collaboration with CAMC HR

Family Care Resources

- Pooled information/Facebook page (Dr. Amos)
- Working with Dr. Knutson and University of Charleston MBA department to develop sustainable model

Thank You CAMC for Your Support and Allyship

“I’d like to make the point that this is a very **open and inclusive** group of WVU/CAMC DO-MD-PhD-PharmD women professionals; very **member-driven**, collective group who **guide the mission**, goals, activities and work; theme is **supportive wellness, professional growth** – a **clear need and energy** from our women colleagues for this collegial group”

–Dr. Kathleen Bors

