

Experiences of Women Faculty in Academic Medicine

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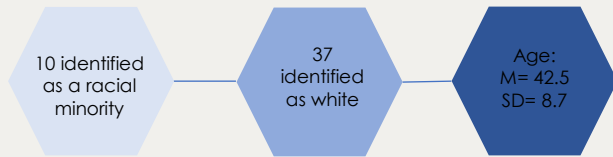


Introduction

- Women faculty report feeling like “outsiders”, and report experiencing multiple barriers to career advancement compared to men.
- Being a woman of color or holding a non-medical degree, like a Ph.D., serves to exacerbate this feeling of not belonging.
- In 2022, 54% of graduating MDs were women, but only 28% of full professors at academic medical centers were women. This wide disparity has led the National Institutes of Health to express concern regarding the underrepresentation of women faculty.

Method

- Sample consisted of 47 women faculty at a university-affiliated community hospital in the Appalachian region of the United States
- Participants were recruited via email to complete an anonymous survey



- Women with both medical and non-medical degrees (e.g. Ph.D.) participated
- We measured demographic data, burnout, and administered the CCWAS

Discussion

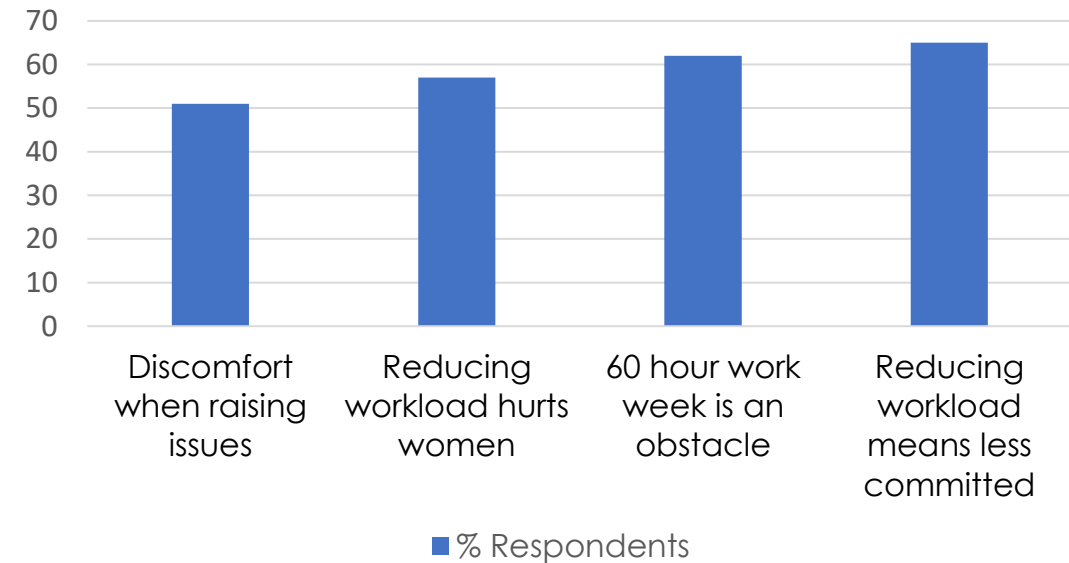
- Those in leadership positions should consider women faculty for leadership regardless of their family circumstances, and offer support and guidance when someone takes credit for their work
- Reducing the culture of marginalization for female faculty will secondarily benefit their physical and mental health
- This study provides incremental validity for the CCWAS and replicates the findings of other similar studies with larger samples.

Around 50% agreed that



- Women were not as frequently considered for leadership positions
- Their chair/chief did not try to ensure that women faculty are not subjected to subtle gender-based biases
- Women faculty are more likely to have others take credit for their work
- Women faculty were discouraged from raising concerns about biases against women

Our Respondents Endorsed



Conclusion

We echo the words of 1849 editorial in the *New England Journal of Medicine*, that “no law prevents woman from occupying...the three great fields of medicine...but there are obstacles nevertheless, much more subtle and powerful than law”.