

Motherhood and a Medical Career

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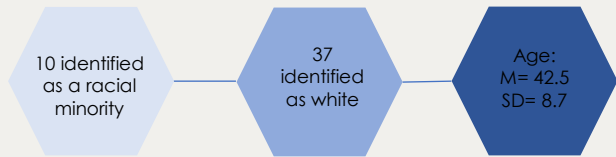


Introduction

- Parenthood has been cited as the most common barrier women face to taking a leadership role in medicine
- Arranging work schedules to accommodate childcare responsibilities has been shown to negatively affect career advancement for women
- This could account for why women make up 80% of healthcare workers in the US, but only 3% of the health care CEOs, 6% of the department chairs, and 3% of the chief medical officers

Methods

- 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

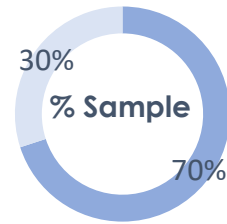


- Women with both medical and non-medical degrees (e.g. Ph.D.) participated
- We measured demographic data, burnout, and administered the *Work Family Conflict*

Discussion

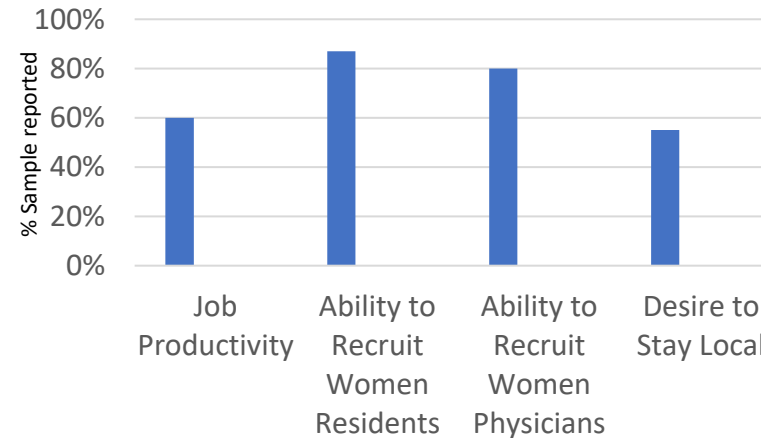
- Women without extended friend/family support feel significantly more burdened by work tasks than those with more extensive local support networks.
- Modest options for childcare makes burnout more likely and limits women's availability to perform leadership roles
- Broader institutional change, as some academic medical centers are employing, is needed to support female faculty

Results

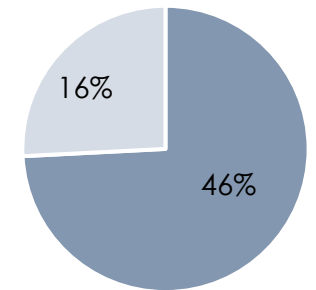


- Availability of childcare in the area is not adequate to meet their family's needs

Lack of Reliable Childcare Affects...



% Sample Reporting Burnout



- No Extended Family Support
- Extended Family Support

Qualitative Suggestions For Childcare Improvement in the Area

- A hospital sponsored childcare facility with extended hours
- Childcare facility with drop-in care, sick care, and part-time care open on weekends and holidays
- Partnership with third party childcare facilities who offer employees subsidized rates and extended hours
- Network of childcare providers available for back-up care
- Updated family leave policies
- Change in culture of HR to be more supportive of common diversity, equity, and inclusion practices

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".