Title of Abstract: FOCUS on Health & Leadership for Women

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Purpose of program/study/research: FOCUS on Health & Leadership for Women has a twofold mission: supporting the advancement and leadership of women in academic medicine, and promoting women’s health research.

Methodology (including study design, analysis, and summary of results): FOCUS is generously funded by the Dean with significant salary support to a leadership team of four individuals who have a direct reporting relationship to him. FOCUS achieves its goals by: a) providing a recognized, comprehensive program for women medical faculty that promotes networking and mentoring, provides professional development, and advocates for institutional change to support successful integration of work/family responsibilities for ALL faculty; b) increasing awareness of institutional barriers through annual collection, analysis, and reporting of gender statistics to monitor trends in promotion, retention and leadership appointments (FOCUS data since 1999 indicates a statistically significant increase of women at the Associate Professor rank [21%, p= 0.02]); c) assisting senior leadership at both the University and School level in an overall effort to address institutional policies and procedures that affect women's careers more negatively than men's; and, d) promoting women’s health research by awarding seed grants to junior faculty and 6-month or 1-year fellowships to medical students, and by creating a multidisciplinary forum for faculty presentation of women’s health research.

Conclusions: The Association of Women Faculty & Administrators confirmed the significant impact of FOCUS by recently honoring the Director of FOCUS with a University level award: Your work offers an oasis of strength, support and refuge to women in the School of Medicine. Through FOCUS, you bring guidance to junior faculty and community to all women faculty. Describing the real status of women faculty through consistent data collection and reporting, you make gender equity a compelling issue, above competing priorities. Countless women will be able to attribute their advancement to you and your tireless personal and professional commitment to gender equity in the medical profession.