Overview

The NIH-TAC Trial is a cluster-randomized trial of a multi-faceted intervention at the Perelman School of Medicine to enhance institutional culture, increase academic productivity, and improve job satisfaction for women assistant professors.

Multi-faceted intervention targeted 3 critical levels:
- Senior Leadership: provided oversight and input
- Deans, Vice Deans, Department Chairs and Division Chiefs
- Department/Division Task Forces created customized, local interventions to target unit-specific needs

Women Assistant Professors participated in:
1. Total Leadership course for 4 months
2. Manuscript writing course for 4 months
3. Task Force Initiative developed and implemented local department changes resulting in creative initiatives to support faculty

A Multi-level Intervention to Enhance the Careers of Women in Academic Medicine

Rebecca Speck PhD
Grants
Publications
Measure
Total Leadership
Force
13 Task Force
Patricia Scott BA
Manuscript Group
Initiatives
Measures

The NIH-TAC Trial is a multi-faceted intervention targeted at 3 critical levels: productivity, culture, and job satisfaction for women assistant professors.

- **Senior Leadership** provided oversight and input.
- **Deans, Vice Deans, Department Chairs and Division Chiefs** created customized, local interventions to target unit-specific needs.
- **Women Assistant Professors** participated in:
  1. Total Leadership course: 4 months
  2. Manuscript writing course: 4 months
  3. Task Force Initiative: developed and implemented local department changes.

**Key Results**

- **Impact of Longer Work Hours and Supportive Work Culture (CCWAS) on Work-Family Conflict**
  - Longer work hours were associated with greater work-family conflict.
  - Less supportive cultures were associated with greater work-family conflict.
  - Culture mitigates the impact of long work hours on work-family conflict.

- **Task Force Initiative developed and implemented local change at department/division level**
  - Magnitude of effort:
    - 100 diverse faculty engaged over 2 years.
    - All 13 task forces met with facilitator for a total of 43 meetings.
    - Summit meetings of all 13 task forces, Dean and senior leaders shared insights and recommendations.

**Results**

- Task Force initiative enhanced local engagement.
- Specific interventions developed for local environments.

**Examples**

- Overhauled clinical operating times of night and weekend for junior/senior faculty to improve equity.
- Created Vice Chairs of Faculty Development.
- Instituted home reading stations in radiology for off-hour coverage (rather than in-house coverage).
- Increased support and accountability for mentoring programs.
- Augmented startup packages to support mentors of junior faculty.
- Developed grant writing/review programs.
- Established peer mentoring programs.

**Summary**

**Overall goal to create an environment where women can succeed fully in their careers, maximizing their contributions to academic medicine and improving workplace for all faculty**

- First randomized trial to test effectiveness of a multi-level, school-wide intervention.
- Women working in departments with more supportive cultures were more satisfied with and more committed to their departments; women faculty agreed on the supportiveness of the culture of their department and significant differences existed among departments.
- Department culture played a key role in mitigating the effect of long work hours on work-family conflict.
- A task force process to develop and implement local department changes resulted in creative initiatives to support faculty.