Impact of Race on Attrition of Women Faculty at a Research-Oriented Medical School

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Study Aims

- To identify factors associated with attrition among women faculty at an elite school of medicine over a three year period

Analyses

- A generalized linear multivariable model was employed to estimate the risk of attrition
  - Generalized estimating equations accounted for clustering by departments/divisions
  - Analyses controlled for years in rank, a confounding variable
  - Risk factors include race, marital status, and core self-evaluation (CSE)

Summary Results

- Over a period of 3 years:
  - 21 women (16% of the cohort) left the institution
    - URM women were >3x more likely to leave than White women
    - Unmarried women were 3x more likely to leave than married women
    - Women with higher core self-evaluations were less likely to leave
    - There was no difference in attrition between the intervention and control groups

Table 1. Participant Characteristics by Race (N = 131)

<table>
<thead>
<tr>
<th>Race</th>
<th>URM N=15</th>
<th>White N=79</th>
<th>Asian N=37</th>
</tr>
</thead>
<tbody>
<tr>
<td>Left Institution</td>
<td>6 (40.0)</td>
<td>9 (11.4)</td>
<td>6 (16.2)</td>
</tr>
<tr>
<td>Unmarried</td>
<td>2 (13.3)</td>
<td>13 (16.5)</td>
<td>5 (13.5)</td>
</tr>
<tr>
<td>At least 1 Child at Home</td>
<td>11 (73.3)</td>
<td>62 (78.5)</td>
<td>25 (67.6)</td>
</tr>
<tr>
<td>Marital Status</td>
<td>13 (86.7)</td>
<td>2 (13.3)</td>
<td>2 (13.3)</td>
</tr>
<tr>
<td>Clinician Educator</td>
<td>3 (60.0)</td>
<td>10 (12.7)</td>
<td>5 (13.5)</td>
</tr>
<tr>
<td>Research</td>
<td>3 (60.0)</td>
<td>13 (16.5)</td>
<td>6 (16.2)</td>
</tr>
<tr>
<td>Tenure</td>
<td>0 (0)</td>
<td>12 (15.2)</td>
<td>6 (16.2)</td>
</tr>
<tr>
<td>Part time b</td>
<td>1 (6.7)</td>
<td>4 (5.1)</td>
<td>1 (2.7)</td>
</tr>
<tr>
<td>Time as Asst. Prof. (&lt;3 Years)</td>
<td>1 (6.7)</td>
<td>13 (16.5)</td>
<td>6 (16.2)</td>
</tr>
<tr>
<td>Time as Asst. Prof. (≥3 Years)</td>
<td>5 (33.3)</td>
<td>36 (45.6)</td>
<td>18 (48.7)</td>
</tr>
<tr>
<td>Core Self-evaluations b</td>
<td>3.43 (14.0)</td>
<td>4.96 (7.08)</td>
<td>4.33 (1.61)</td>
</tr>
</tbody>
</table>

Risk Ratio (95% CI) p

- Race (White = Comparison)
  - URM: 3.30 (1.38 – 7.91) 0.007
  - Asian: 1.67 (0.75 – 3.74) 0.210
- Core Self-Evaluation
  - Unmarried: 3.03 (1.24 – 7.37) 0.015
  - Time as Asst. Prof. (<3 Years = Comparison)
    - 3-6 Years: 1.30 (0.51 – 3.28) 0.580
    - ≥6 Years: 0.15 (0.02 – 1.28) 0.083

Conclusions

- During a 3-year longitudinal study, 16% of women assistant professors left the university.
  - URM women were greater than three times more likely than White women to leave their faculty positions at a research-oriented medical institution.
  - While unmarried women and those with less positive core self-evaluation were also more likely to leave, these results were independent of the race effects.
  - Understanding the intersection between gender and race on the retention and advancement of women faculty is critical to developing, implementing, and evaluating strategies to increase diversity.