RUSH UNIVERSITY

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The mission of the Provost's Committee on Gender Issues (ProCG) is to champion a culture of gender equity in faculty career and leadership development.

The Vision is that Rush University will be recognized as a place where women are fully integrated and equally represented across all levels, including governance and leadership.

Catalysts **Concerns about:** Gender equity & fairness Inadequate mentoring •Gendered communication Inadequate representation of women in leadership positions

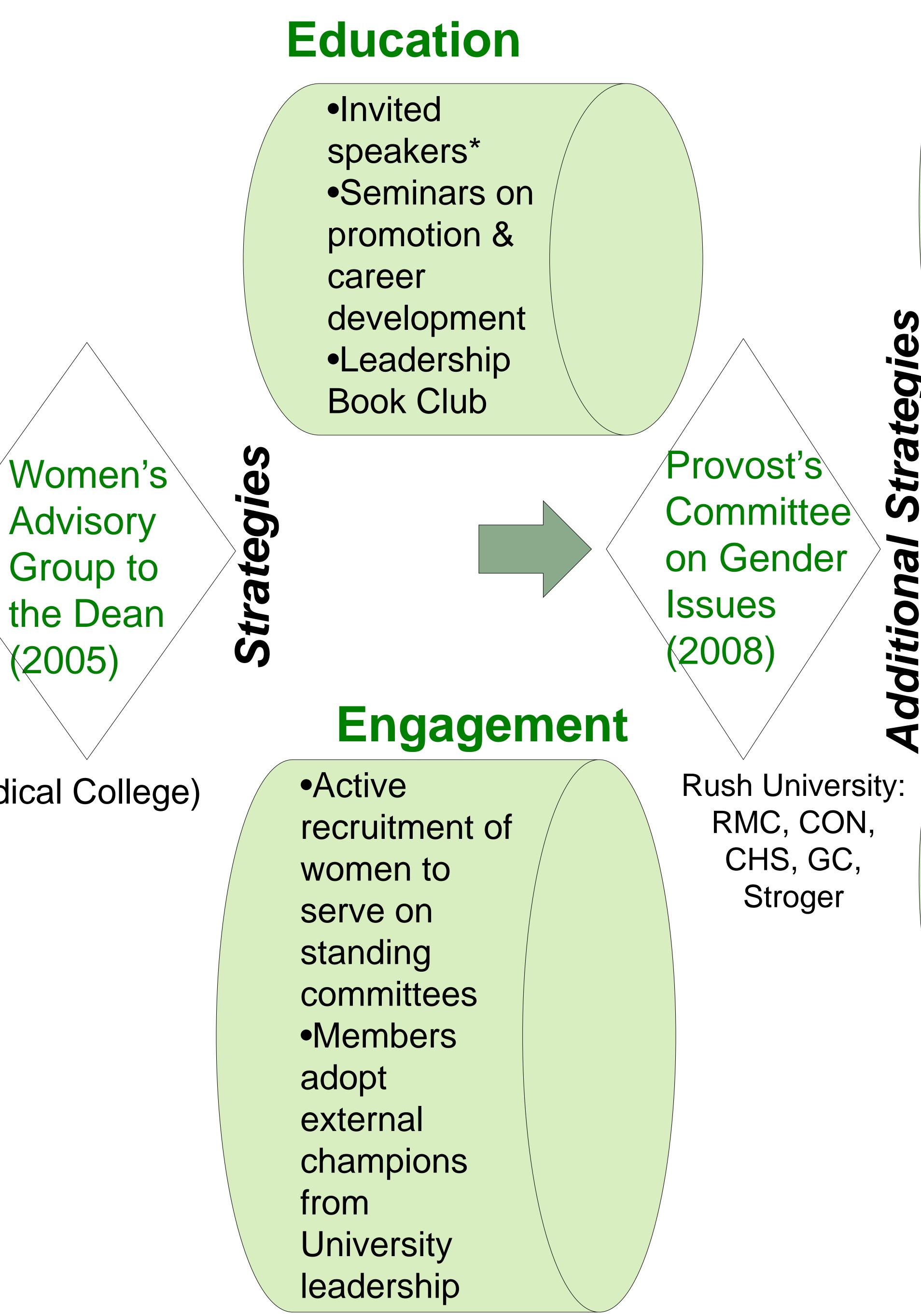
(Medical College)

The VALUES: Gender Equity Innovation Collaboration Accountability Respect Excellence

*Speakers and topics : Morrissey – Parity without Power; Eagly – Through the Labyrinth; Thorndyke – Graceful Self-promotion; Littrell: Pearls of Wisdom; Travis: Women and Minority Faculty in Leadership; Dankoski: Stepping Stones - Understanding Paths of Female Leaders; Freischlag: Women in Charge in Academic Medicine; Degen: Working with your Chair – Creating a Partnership to Advance your Career

Acknowledgements: Dr. Katherine Liu (founding member) & Dr. Thomas Deutsch (Provost & Dean)

A Women's Advisory Group: Evolving from a Grass Roots Effort to an **Empowered Leadership Group**



Outreach

 Recruit & support women faculty to attend AAMC professional development seminars •Presentations @ AAMC, AMWA, AACN, etc. •Report-out to the community •Talent inventory & and talent management

Scholarship

 Analyze data on faculty ranks, promotion, salary, annual reviews Analyze data on faculty engagement •Scholarly productivity: abstracts, manuscripts, presentations, etc

Collaboration

 Academic Affairs •Diversity & Inclusion •HR/Talent Management Mentoring Programs University Strategic Plan

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Outcomes

Increased representation of women on all standing committees Increased participation in career development Increased faculty satisfaction and morale •Vibrant community of peer support •Culture Change!

CONCLUSIONS

•Organized groups can improve the academic environment, promote diversity and gender equity, and foster professional and leadership promotion for qualified women. •A culture of gender equity in the academic environment improves morale in the work place, which then improves the quality of care in the Medical Center