

COSOWAM

Committee on the Status of Women
& Minorities

Mission

- COSOWAM provides leadership and guidance regarding the progress of women and minorities in achievement of their full potential within the School Of Medicine (SOM)

Activities

- Monitoring representation of women and minorities
 - Benchmarking on the status of women and minority faculty
 - Report to the Dean, Chairs and the AAMC
 - Publicly available on our website
 - Cohort Study (1997-2007)
- Recruitment tools for Chairs
 - http://www.womeninmedicine.vcu.edu/PDF/20060412_recruitment_resources.pdf

Activities cont.

- Minority recruitment and retention
 - Faculty Development
 - Research infrastructure
 - Faculty Exit Survey (2001-2005)
 - Better communication within the School
 - SOM calendar of events – SOM website and television monitors
 - Faculty dining room
- IRB Membership and Transparency Issues
- Trends analysis survey
 - Identify women and minorities in leadership positions
- Postdoctoral Policy
 - Maternity leave

Successes

- More women in leadership positions
 - ELAM Fellows (Executive Leadership in Academic Medicine for Women)
- Publication of Faculty Exit Survey Results and Poster presentations at the AAMC Faculty Affairs meeting
- Installation of Digital Signage for better interdepartmental communication
- Recognition for service on IRB panels
- More realistic maternity leave policy for postdocs
- Ethnicity reporting changes starting 2009-2010

New Activities for the 2008-2009

- Graduate student exit survey in conjunction with the Office of Graduate Education in the SOM
- Access for the disabled
- Survey of SOM Programs for minority recruitment and mentoring of students, house staff and faculty
- VCU Five-year Diversity Plan

Additional Information

- Officers
 - Saba Masho, MD, PhD – Co-chair
 - Rita Shiang, PhD – Co-chair
 - Carol Hampton, MMS - Ex-Officio
- COSOWAM website
 - <http://www.womeninmedicine.vcu.edu/COSOWAM.html>
- Bring to the Committee any issues and concerns
- How do you join COSOWAM?
 - Indicate your interest in the committee when the Dean sends out his annual survey of committee participation