Celebrating 17 Years of WISDM: An Effective Model for Women in Medicine Programs
Virginia Commonwealth University • School of Medicine • MCV Campus • Richmond, VA

WISDM

Women in Science, Dentistry, and Medicine
- Established for medicine ’92, science ’02, dentistry ’03
- Goal: To further professional goals of women physicians, scientists, dentists, and other faculty
- Professional development seminars, mentoring, advocacy, networking
- Newsletter
- Website: www.medschool.vcu.edu/wims/index.html
- Mentoring students -- medical, graduate, housestaff
- Executive Council and committee structure
- By-laws set nominations and voting processes

COSOWAM

Committee on the Status of Women and Minorities
- Advisory to the Dean
- Goal: to provide leadership and guidance regarding the progress of women and minorities in achievement of their full potential within the SOM
- Monitors institutional issues: representation of women & minorities in departments (#s, rank, tenure) and leadership roles, recruitment & retention, promotion & tenure, salary equity & benefits, mentoring, & faculty development; 10-year cohort study/career progress
- Faculty surveys
  - 4-year faculty exit survey: “Why do faculty leave?” Results published in J. Women’s Health, 9/08
  - 1997 Career Development and Mentoring Assessment, 918 surveys, 62% response, 2 peer reviewed journal articles, 5 recommendations addressed
- Leadership for Professionalism Committee and initiative
- Chair evaluations by dean and faculty

Steering Committee
- Created in 2000; composed of WISDM President, VP, Past-Presidents; COSOWAM Chairs; Associate Dean
- Goal: to plan & implement strategically and politically
- Facilitated:
  - election of women MDs to MCVP Board
  - appointments of women MDs to VCU Health System Board
  - appointment of women to SOM Dean’s Search Committee (10 of 23)
  - appointment of women to VCU Board of Visitors
  - Gubernatorial appointments
  - Women selected MCVP Clinician of the Year, ’04, ’06, 07

OFA: Office of Faculty Affairs
- Office of Faculty Affairs established 9/2007; Sr. Associate Dean appointed
- Office of Faculty and Instructional Development established in 1994, Associate Dean appointed; merged with OFA
- Goal: to assist faculty in becoming accomplished, productive and successful in their chosen endeavors of teaching, research, patient care or administration
- Includes Faculty Affairs, Faculty Development, WIMS, Instructional Development
- SOM Faculty Excellence Awards
- Annual New Faculty Orientation (14 yrs.)
- Faculty Mentoring Guide
- Dean’s Newsletter
- Promotion and Tenure/Revisions; Advisory Guidelines
- Matching funds to support women & minorities at leadership seminars
- Provides core support and program management
- Workshops on teaching
- Strategic planning; advancing women and diversity

WISDM Conference

Women in Science, Dentistry, and Medicine
- 17th Annual “Pathways to Leadership” Conference, March 20, 2009, MCV Campus: VCU Schools of Medicine & Dentistry, VCU Health System, Richmond VAMC
- Goal: Promote professional development through enhancement of leadership skills
- Scholarships for medical and graduate students, residents, postdocs
- National model emulated by other regions
- 1997 - 2006 Multi-organizational collaboration: WISDOM Conferences
  - VCU School of Medicine, University of Virginia School of Medicine, Eastern Virginia Medical School, Medical Society of Virginia
  - Richmond Academy of Medicine, Edward Via Virginia College of Osteopathic Medicine, VCU School of Dentistry, Virginia Dental Association

Awards
- VCU Health System named 1 of Top 100 Best Companies for Working Mothers, Working Mother magazine 2004, 2005, 2007, 2008; WISDM lauded
- VCU Institute for Women’s Health designated National Center of Excellence, OWH, HHS, 2003 - 2007
- Received AAMC WIM Leadership Development Award 2000
- 11 ELAM Fellows selected, 1998 - 2009
- Established VCU WISDM Annual Professional Achievement Awards, 1992
- Established VCU SOM Annual Distinguished Mentor Award, 1998

WIM Student Organization

Women in Medicine Student Organization
- Established in 1992; new bylaws/structure 2005
- Student representatives elected annually
- Luncheon lecture series
- Young Women in Medicine Days; outreach to high school students
- Student-faculty wine & cheese receptions
- Medical Student Mentorship Manual

WIS Student Organization

Women in Science Student Organization
- Established in 2006; bylaws; student representatives elected annually, serves graduate students and other trainees in scientific research
- Luncheon lecture series
- Newsletter, networking, leadership skills, website
- Girl Scout Science Fun Day; other community projects
- Website: www.medschool.vcu.edu/wims/student_org/wis.html

Diagram illustrating the components of the VCU Women in Medicine program model and the synergy...