

VCU School of Medicine
Committee on the Status of Women and Minorities (COSOWAM)
February 18, 2010
Minutes

Present: Dr. Susan Kornstein, Mrs. Janette Forte, Dr. Hongjie Lu, Dr. Renee Reid, Mrs. Deborah Stewart and Dr. Saba Masho

Introduction

The meeting began at 4:05 PM with introduction of each member.

Approval of the minutes

The minute from January COSWAM meeting was not available for approval.

ELAM Fellows Roundtable – March 17, 2010 (next COSOWAM meeting)

ELAM fellow's roundtable is scheduled for the next COSOWAM meeting. Committee members discussed and listed questions for the round table. The questions included:

1. In general, please discuss the factors that influenced your success.
2. In general, please discuss the barriers you encountered for your professional development.
3. How did ELAM affect your professional development? How does ELAM translated into VCU setting?
4. Do you mentor others? What are the barriers to mentor others?
5. Since you completed ELAM, what kinds of opportunities were available for your growth?
6. What are your observations of VCU'S environment for a successful faculty development? What should the SOM do to help faculty succeed?

The committee decided that these questions be e-mailed to the ELAM fellows. Having the questions ahead of time will help the fellows prepare for the questions and also will provide the opportunity to send their response if they are not able to come to the meeting.

The committee also recommended that it will be beneficial to survey faculty members and investigate barriers or positive factors influencing their success. To obtain candid response, the committee suggested the design of a confidential self-administered survey using survey monkey.

Dr. PonJola Coney invite on Wednesday, April 21, COSOWAM Meeting

Dr. PonJola Coney has confirmed that she will be meeting with the COSOWAM committee members. Committee members decided to ask her the following questions:

1. Benchmarking - COSOWAM has been tracking SOM faculty benchmarking for several years. What is the SOM plan for benchmarking? Can you please share with us the benchmarking data summary on women and minorities for 2009? Were there any changes in the proportion of women or minority faculty, time in rank, women in leadership positions, tenure and promotion status etc.
2. Please elaborate how the SOM defines success. Should we expect any change in faculty expectations and definition of success at the SOM?
3. What are the strategies for mentoring women and minorities?
4. What are the most common reasons for leaving VCU? Strategies that SOM has taken to improve on retention?
5. Many faculty are feeling not supported by their departments in their effort to advance to leadership and tenure and promotion, are the rules different from department to department?
6. Some departments do not use the annual faculty evaluation to foster faculty development. Are there any central efforts to change or steam line faculty evaluations to help faculty succeed (tenure and promotion)?
7. Most faculty are afraid to evaluate their chairs or provide a candid evaluation. Are there any efforts to address this problem?
8. This committee is interested in salary equity – can you please briefly discuss issues surrounding salary equity?
9. What can this committee do to help your office?

Announcement

Ms. Debbie Stewart reported that WISDOM leadership conference is set for March 5th, 2010 at the Larric Center.

Next meeting

Next meeting is scheduled for Wednesday March 17, 2010 from 4:00 to 5:00 PM at Sanger Hall # 1-038.