2014 SEEDS “You Choose” Awards Application

University of Miami
Women in Academic Medicine Leadership Symposium

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September 22, 2014
ABSTRACT

A recent article published in Academic Medicine by the Women in Medicine and Health Science Program at UC Davis illustrates the importance of opportunities for networking, sponsorship, mentorship, and career development to improving recruitment, retention, career satisfaction and institutional climate for women at academic medical institutions.¹

The University Of Miami Miller School Of Medicine currently supports one senior woman faculty member to attend the Hedwig van Ameringen Executive Leadership in Academic Medicine Program for Women (ELAM) www.drexelmed.edu/elam. This program provides an opportunity to enhance the professional skills of a woman leader, whether she is in a development phase of leadership or transitioning to a new executive position at the select institution. The American Association of Medical Colleges AAMC also organizes annual meetings for early, minorities and mid-career women faculty development that some but not most women in our medical campus have the support to attend. By organizing local initiatives in women faculty development we would provide guidance to mid-career and junior faculty members in a larger forum. The half day forum would include a key note speaker, a complete panel of former ELAM participants, presentation on local and national leadership opportunities, a networking event and evaluation to assess the symposium’s impact.

GOALS

The Women in Academic Medicine (WIAM) group strives to coordinate programs to support women medical faculty and celebrate their achievements. The mission of WIAM is to develop programing to aid in the recruitment, retention and leadership advancement of women faculty at the medical school. WIAM is chaired by Dr. Abbo and Dr. Motola. Currently this program has an operating budget of $4000.00. WIAM with the assistance of the Office of Diversity and Multicultural Affairs at the Miller School of Medicine has sponsored numerous programs to include ELAM panel discussion, Networking/Social, and a session on the Importance of Mentoring.

The overall goal of the symposium is to support the advancement of women through an interactive symposium that promotes advocacy, education and networking opportunities. This symposium will expose mid-career and junior faculty to available professional development

¹ Bauman MD, Howell, LP, Villablanca AC. The Women in Medicine and Health Science Program: An Innovative Initiative to Support Female Faculty at the University of California Davis School of Medicine. Acad Med. 2014 epub ahead of print.
opportunities both locally and nationally. These resources would provide support in achieving career success in the sciences.

**Symposium Objectives:**

- Assist women faculty in creating an individual plan for career advancement and academic promotion.
- Assist faculty expand their network of colleagues to improve scholarly productivity
- Assist women faculty in identifying personal skill sets in need of further career and leadership development

**We propose that this interactive symposium include:**

- Key note speaker:
- ELAM Panel Discussion: What is Elam? Why is it important? What does the application process involve? ELAM past participant experiences shared.
- Presentation on local and national leadership opportunities to include but not limited to how to become a member of a national boards, how to get involved with local science related chapters of national organizations, and presenting a conferences locally/nationally
- Networking opportunity. WIAM surveyed the membership and they stated there was a need for more networking type events. The University of Miami is a mid-size institution separated by three main campuses. There are not many opportunities for women to come together in an academic setting aside from SEEDS related events. This event would help support the SEEDS mission.
- At the end of the program, participants will be asked to complete an assessment on the symposium to evaluate program impact. Findings will be shared with SEEDS leadership.
**BUDGET**

We are seeking to support a WOMEN IN ACADEMIC MEDICINE LEADERSHIP SYMPOSIUM. This invite will be open to all midyear and junior faculty. The estimated costs are:

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Key note speaker</td>
<td>$1800.00</td>
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<tr>
<td>(We will engage other departments to cost share the speaker’s honorarium. The amount listed above is a 3rd of the speakers estimated rate).</td>
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<tr>
<td>Cost of program printing</td>
<td>$200.00</td>
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<tr>
<td>(In house printing to save on cost)</td>
<td></td>
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<tr>
<td>Refreshments/coffee break</td>
<td>$500.00</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$2500.00</strong></td>
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