

Alice Hamilton, 1869-1970



- Worked with Jane Adams at Hull House
- First HMS female faculty member, 1919
- Won Lasker Prize for Public Health, 1947
- Expert in occupational health, lead poisoning
- Highest rank: Assistant Professor

Women Enter Harvard Medical School: 1945



What's the Current State of Women in Academic Medicine and Science?

- The proportion of female applicants applying to medical school has continued to drop since it peaked in 2003-04 (51% female applicants in 2003-04 to 46% female applicants in 2013-14).
- Women make up 38% of all full time faculty.
- The proportion of full professors who are women has increased 7 percentage points since 2004 (14%-22%), but the percentage of new tenured positions given to women has remained the same (30%).
- The only academic rank with more women than men faculty is instructor.
- Women continue to hold a significantly smaller number of key leadership positions
 - 15% Department Chairs
 - 16% Deans
- Women are relatively well represented in deans office administrative roles
 - 46% assistant deans
 - 38% associate deans
 - 34% senior associate deans

AAMC,2015

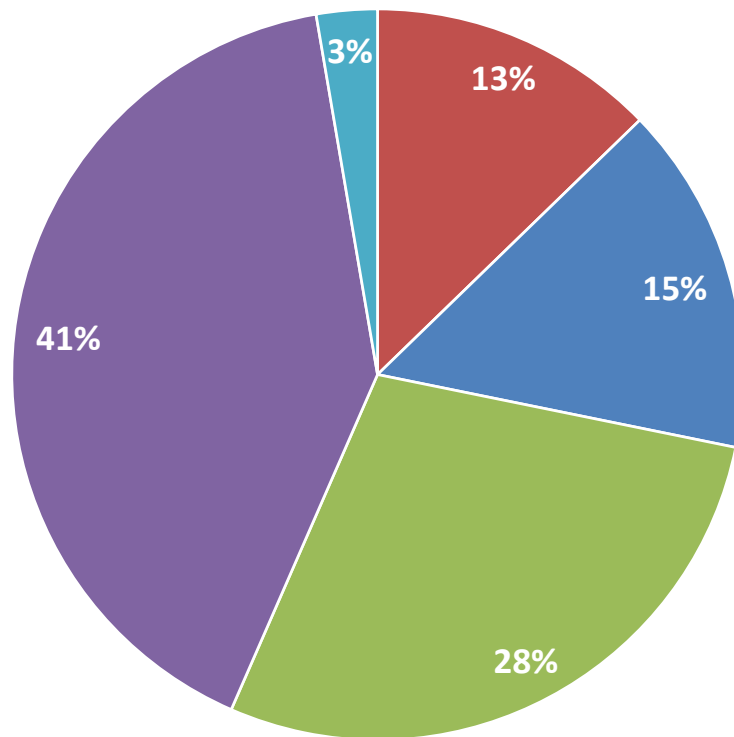
Faculty of Medicine Demographics

(as of September 2017)

Total Faculty Members: 11,415

Includes Lecturers, Instructors, Assistant Professors, Associate Professors and Professors

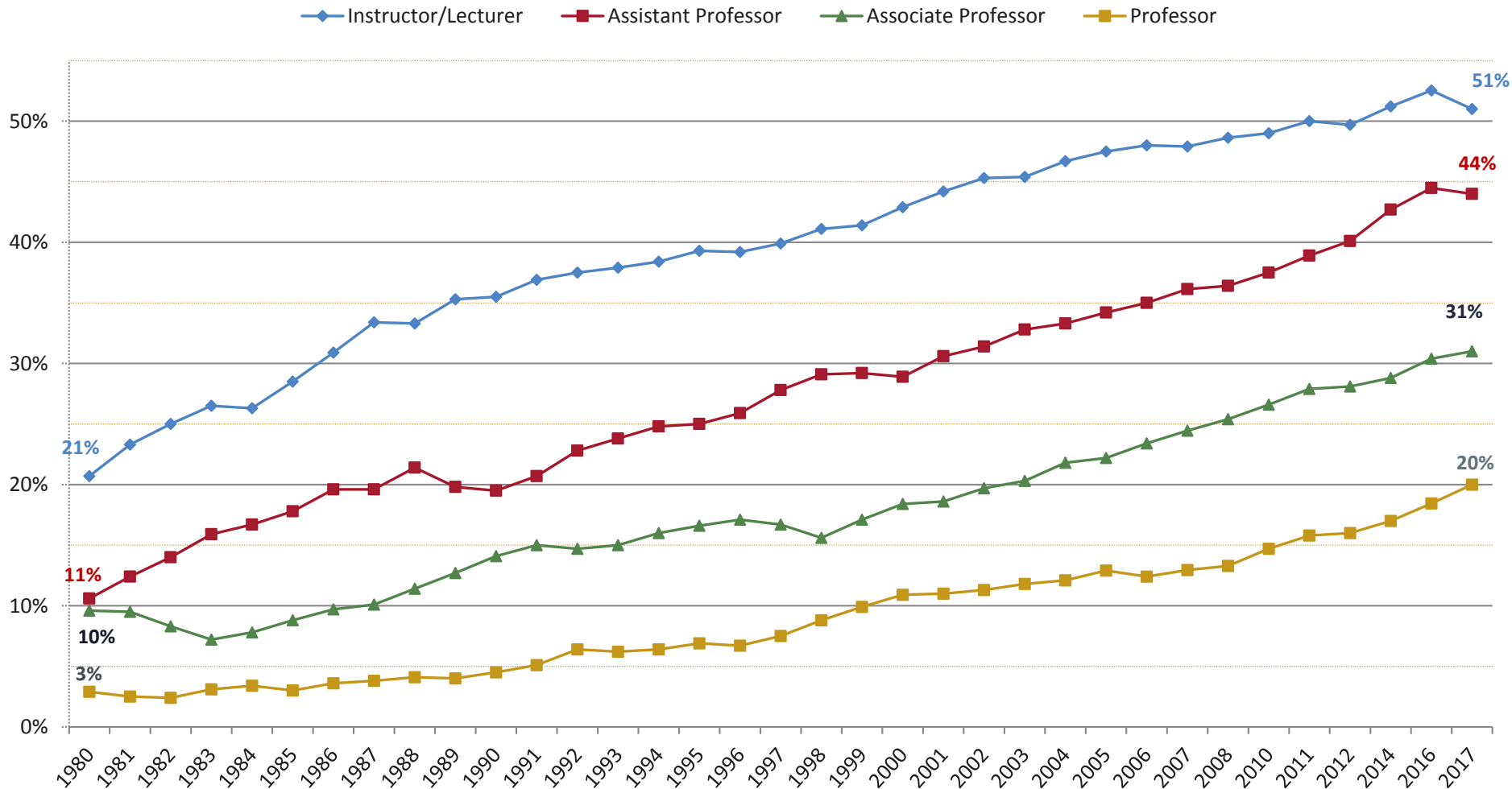
Full Time: 9,358 and Part Time: 2,057



Total Full Time Faculty : 9,358

- Professor (1,222)
- Associate Professor (1,441)
- Assistant Professor (2,644)
- Instructor (3,800)
- Lecturer (251)

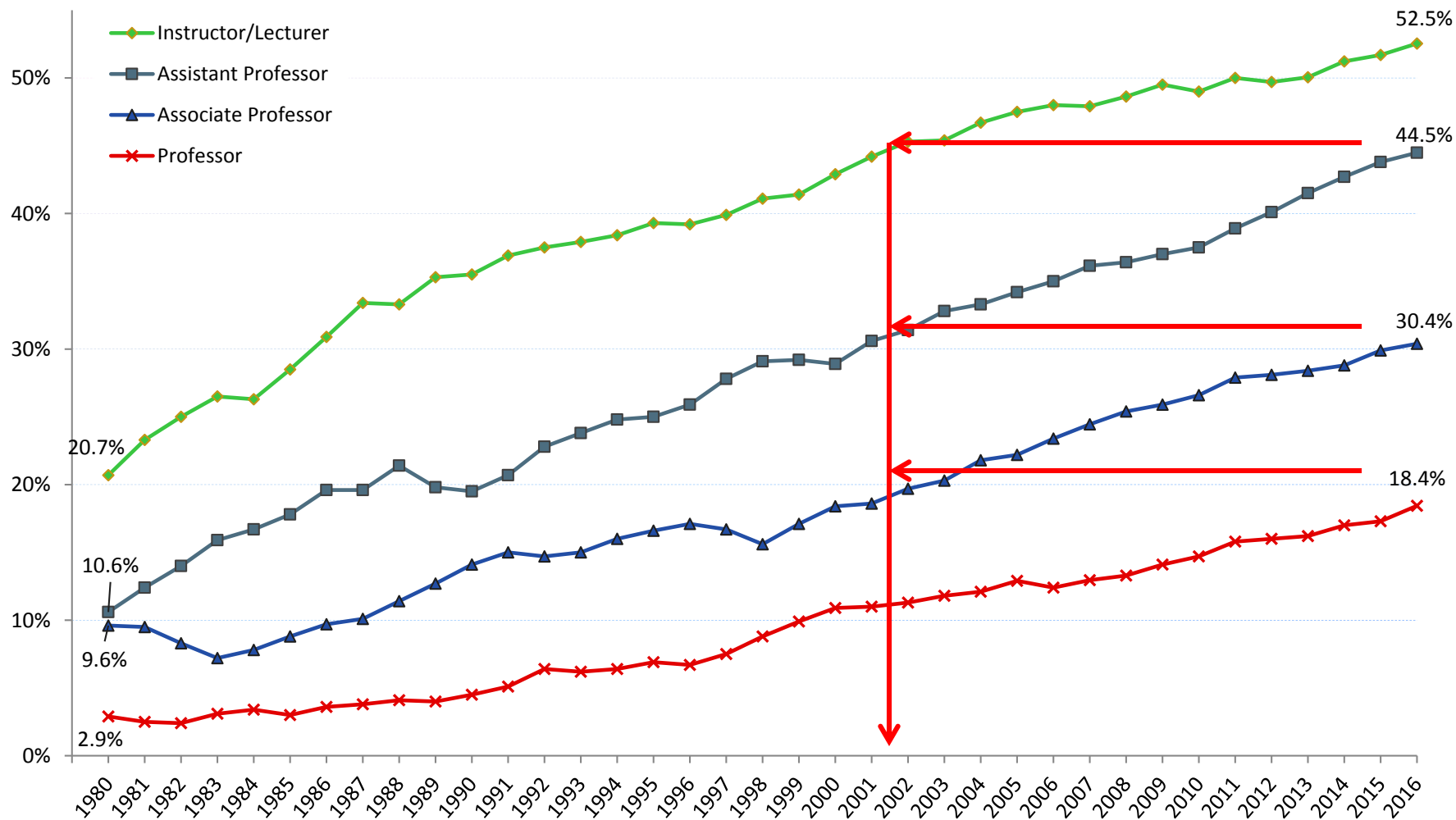
Growth in Percentage of Women Full Time Faculty by Rank (1980-2017)



Data points shown are from July 1st each year (updated September 2017)

Harvard Medical School and Harvard School of Dental Medicine Growth in Percentage of Women Full Time Faculty by Rank (1980-2016)

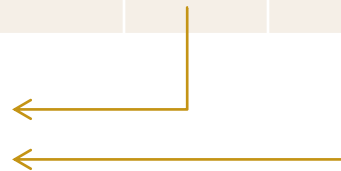
as of July 2016



Distribution of Promotions and Appointments by Race/Ethnicity² and Gender: AY 16-17¹

	White	Black	Hispanic	Asian	Hawaiian	Am. Indian	Two or More	Male	Female	Total
Professor	71	2	4	15				58	34 (37%)	92
Associate Professor	97	2	9	33			2	62	66 (44%)	149 ²
Assistant Professor	246	6	22	88	2	3	2	203	178 (47%)	381 ²
Total	414	10	35	136	2	3	4	343	278 (45%)	622 ²

8% of all promotions to URM faculty
 7% of professor promotions
 8% of associate professor promotions
 8% of assistant professor promotions



One Associate Professor with race = two or more is URM (at least one of the races is URM)

¹ as of September 5, 2017.

²Ethnicity unknown for: 6 Associate Professors and 12 Assistant Professors. Gender unknown for: 1 Associate Professor.

Factors Influencing Improved Outcomes

- JCSW
- Increased representation in junior ranks
- Women Department Heads, other leaders
- Faculty Development Offices
- Faculty Development Task Force
- Leadership programs
- Shore fellowship program
- AAMC Group on Women in Medicine and Science
- Science regarding unconscious bias
- Other?

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The Impact of a Junior Faculty Fellowship Award on Academic Advancement and Retention.

Connelly, Maureen T. MD, MPH; Sullivan, Amy M. EdD; Chinchilla, Manuel MS; Dale, Margaret L. JD; Emans, S. Jean MD; Nadelson, Carol Cooperman MD; Notman, Malkah Tolpin MD; Tarbell, Nancy J. MD; Zigler, Corwin M. PhD; Shore, Eleanor G MD, MPH

Academic Medicine: [Post Author Corrections](#): December 27, 2016

Figure 2

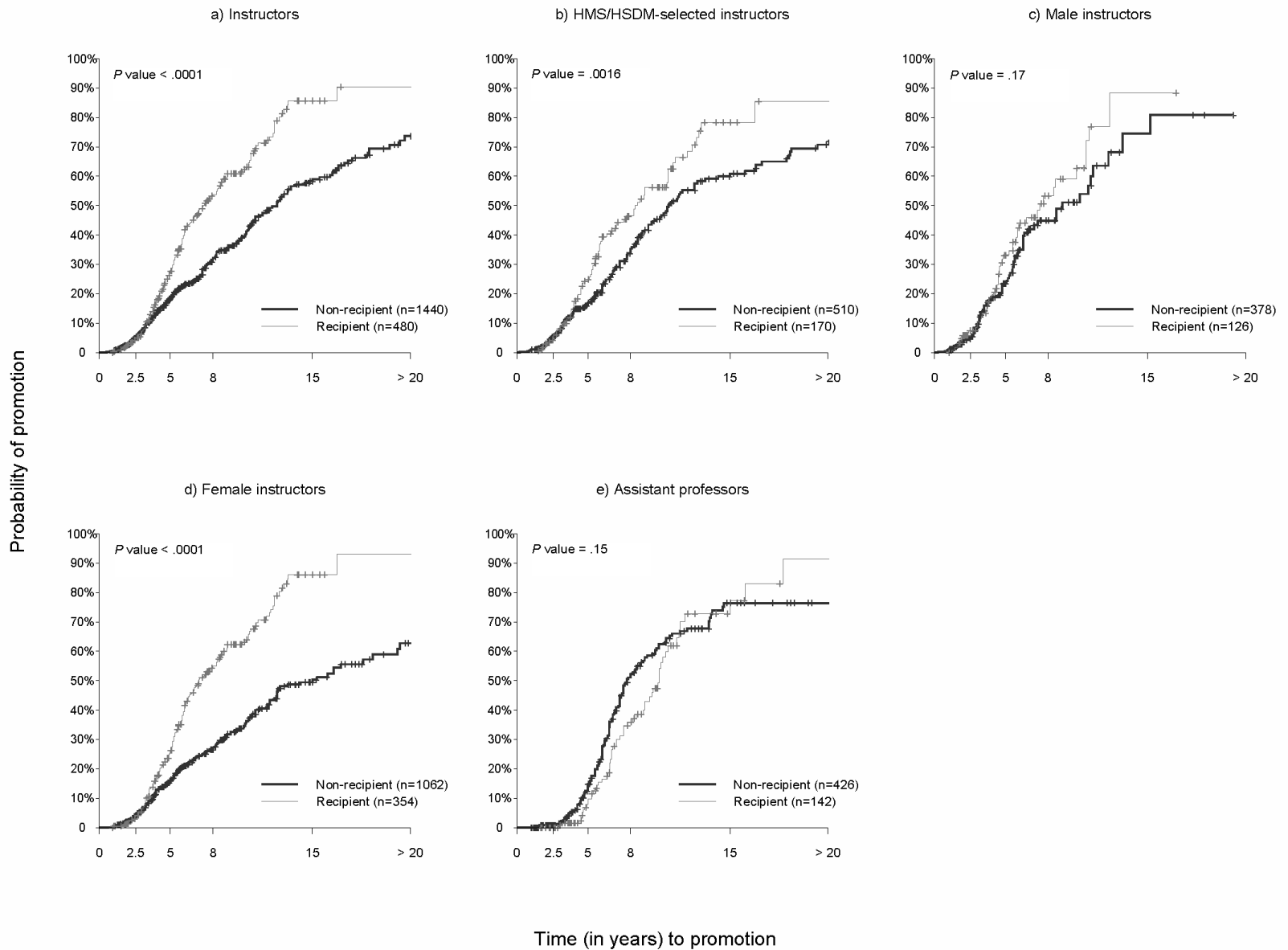
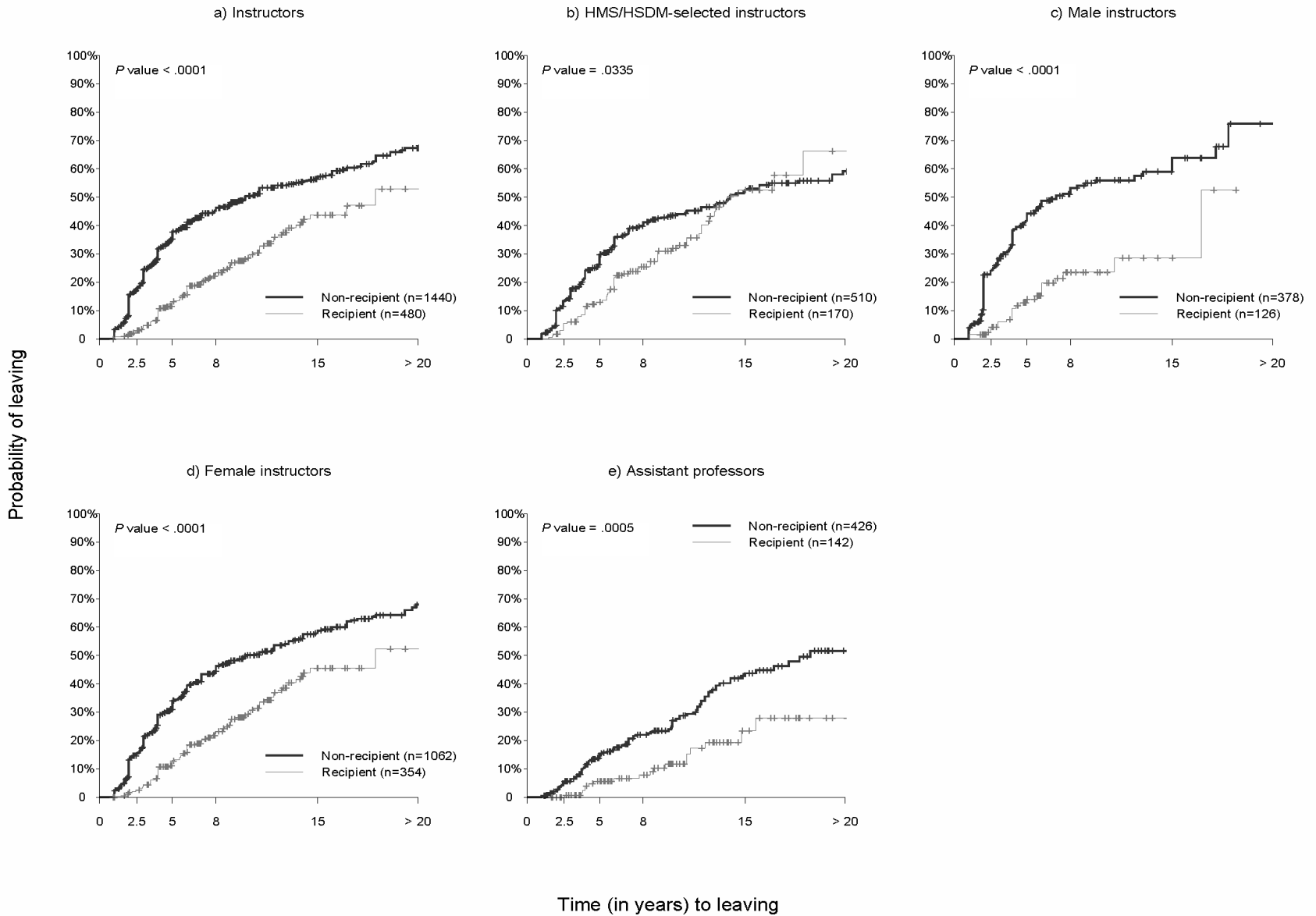


Figure 3



Welcome New Faculty - 2017



Elodi Dielubanza, M.D.
Urology



Lydia Helliwell, M.D.
Plastics



Lindsey Korepta, M., M.D.
Vascular



Elizabeth Mittendorf, M.D.
Surgical Oncology



Anna Weiss, M.D.
Surgical Oncology