

FACULTY FORUM AT THE SCHOOL OF MEDICINE MARCH 12, 2007

The faculty forum held on March 12, 2007 at the School of Medicine centered on the ACES Program and Institutional Transformation at Case Western Reserve University. **Dr. Lynn Singer**, the Deputy Provost, began by updating the audience about the major initiatives that have been launched since the ACES program began in 2003. These initiatives include campus level changes such as improving the minority student pipeline, and hotline coaching for women. School and Departmental changes include Search Committee training, Departmental Initiative Grants, and coaching and mentoring of women faculty in the science and engineering departments. The ACES program also addresses change at the top of the institution through initiatives such as the Provost's Annual Leadership Retreat, and securing commitment for positive change from the senior administrators. For additional information of the new policies and procedures implemented by the ACES team, visit the ACES website at: www.case.edu/admin/aces

Donald Feke, Ph.D., Vice Provost for Undergraduate Education and ACES Co-Investigator, discussed the results of the COACHE survey (The Collaborative on Academic Careers in Higher Education, Harvard School of Education) completed in January 2006 by Case faculty members. The Case response rate was 54% and included faculty members from all departments. The results in the various categories are reported in comparison to "peer" institutions. Dr. Feke reported that in the thematic areas of "global satisfaction", and "nature of work", the majority of Case responders were less satisfied in those domains when compared to faculty members at peer institutions. A summary of the report is available on the ACES research page at: www.case.edu/admin/aces/resources.htm

Nahida Gordon, Ph.D., Professor of Nursing, reported on the salary equity study recently performed. The data presented included all full time faculty from all University departments except for the clinical departments of the School of Medicine. Dr. Gordon displayed multiple graphs which depicted the analysis of the data using regression and controlling for variables such as age, hire year, tenure status, terminal degree. She concluded that differences in salary between male and female faculty cannot be fully explained by such variables. For example, salaries of women faculty are approximately \$6,700 below the mean whereas salaries of men faculty are \$3,200 above the mean. Dr. Gordon also outlined the next steps for monitoring salary equity which includes collecting data in a desired format, maintaining the integrity of the data long-term, and recommending that an independent salary equity analysis be performed independent of the University administration.

Edgar Jackson, M.D., Senior Advisor to the CEO and President of University Hospitals, spoke about the Diversity Initiatives at University Hospitals Case Medical Center. Dr. Jackson reviewed the mission statement of University Hospitals which includes diversity as a major priority. Towards that end, Dr. Jackson has taken the perspective from the "top down" and has been successful in recruiting board members with a more diverse profile. In addition, he successfully recruited Dr. Richard Grant, of Orthopedics, to be

the first Chair of Diversity named in Dr. Jackson's honor. He reviewed the Key Bank Minority Medical Faculty Leadership Program and the Key Bank Minority Postgraduate Fellowship which will help transition minority medical fellows and residents to faculty positions and to train students seeking masters and other advanced degrees in administrative roles throughout the organization. For more information about Dr. Jackson and the Diversity Initiative at UHCMC, see:

<http://www.uhhospitals.org/tabid/1343/Default.aspx>

Interim Dean, Dr. Pamela Davis, commented that she was “appalled” by the ACES data and performed her own review of the data. She presented tables which showed the distribution of men vs. women faculty in the basic science departments. It showed that in virtually every basic science department, women faculty were in the minority and that most women were being hired into the lower ranks of instructor and senior instructor. In addition, Dr. Davis described the “leaky pipeline effect” whereby a greater percentage of women were leaving the School of Medicine that are currently employed (45% versus 33%, respectively). Dr. Davis also reviewed the mean salaries for faculty in the Professor rank (excluding the faculty in the Chairmen positions). She found that male professors had a mean salary of \$156,000, and women professors had a mean salary of \$121,000. Dr. Davis concluded her presentation in outlining proposed efforts to insure the campus climate is supportive of our women and minority faculty which included: assure equity in hiring, promotions and tenure; assure salary equity; place women and minorities in leadership positions; be sensitive to the special needs of the women and minority faculty; and celebrate the achievements of all our faculty. Towards this end, Dr. Davis described the steps she and the administration plan to take to improve the career success of the women and minority faculty. The Office of Academic Career Development is slated to open July 1st, 2007 which will aim to improve and aid in career development for all of our faculty. In addition, she intends to have proper practices and training for search committee members in order to identify a wide array of candidates, track salary data by AAMC standards, and maintain attention to family friendly policies.

Respectfully submitted,
Peggy Stager, M.D.
President WFSOM 2005-2007