

Women in Clinical Academia

Attracting and Developing the Medical
and Dental Workforce of the Future



Medical
Schools
Council

What is today about?

- Launching the report
- Discussing its findings
- Encouraging people to disseminate its findings
- Identifying gaps in our knowledge
- Considering what further work might be done
- Inviting colleagues to collaborate in implementation



Medical
Schools
Council

The rationale for this work

- The crisis in recruitment and retention in academic medicine and dentistry
 - The annual CHMS staffing surveys
 - The request from MWF to include gender in the CHMS reports
 - The increasing proportion of women entering medical schools
 - The 'Walport' initiative



Medical
Schools
Council

Terms of reference

- To review the current position of women in clinical academia by grade and specialty with reference to the international position
- To identify the most important issues which appear to be militating against attracting women into clinical academia and identify those that may be remediable
- To provide recommendations for where action needs to be taken to encourage recruitment and retention of women in clinical academia



Medical
Schools
Council

Process

- Main working party
- Subgroups
 - Student perceptions
 - Learning from experience
 - Flexible working lives
 - Best practice in HR
 - International perspectives



Medical
Schools
Council

The Headlines

- This is not just a womens' issue
- Our students do not understand the term clinical academia
- Too few senior female academics to act as role models
- Discrimination has been a problem in certain specialties
- Mentorship is vital
- Flexible working opportunities in NHS and academia needed
- Most medical schools need to improve HR processes
- UK not so very different from US/Australia but Scandinavia does it better
- There is a lot of work to do!



**Medical
Schools
Council**

Opportunities

- UCAS
- Intercalation
- Graduation data
- AF2 posts
- ACF posts
- RTFs
- CLs
- Post docs/CSAs
- CSLs
- Chairs



Medical
Schools
Council

THE USA

- *‘The potential of most women (in medicine) is being wasted’.*¹
- Women lag behind their male colleagues in attaining positions of leadership and authority in academic medicine, professional organisations and institutions
- Less likely to be adequately mentored
- Less likely to have same sex role models

¹ Report of American Association of Medical Colleges 2002



Medical
Schools
Council

Role models



- Elizabeth Blackwell
- Born in Bristol 1821
- First woman to qualify in USA
- Rejected by every medical school in NYC and Philadelphia
- Applied to Geneva Medical College in NY State
- All male student body voted on her admission and as a practical joke they voted 'yes' unanimously
- She graduated 2 years later



Medical
Schools
Council

Responses to questions about academic placements: F1 house officers in 2006*

		Men	Women	Total
		%	%	%
Have you applied for an academic F2 placement?	Yes	22.4	19.8	20.7
	No	77.6	80.2	79.3
	All	100.0	100.0	100.0
For those who answered yes, has your application been successful?	Yes	83.7	84.7	84.3
	No/DK	16.3	15.3	15.7
	All	100.0	100.0	100.0

UK MCRG Survey. Questionnaires sent to all medical qualifiers of 2005 from all UK Medical Schools. 5124 doctors mailed; 3128 (61%) replied.

Responses to questions about academic career intentions: F1 house officers in 2006

		Men	Women	Total
		%	%	%
After F2, do you intend to apply for an academic training post?	Yes-academic specialist	13.3	6.6	9.1
	Yes-academic GP	1.6	2.9	2.5
	No	48.2	58.0	54.3
	Undecided	36.9	32.5	34.1
	All	100.0	100.0	100.0

Responses to questions about career intentions: F1 house officers in 2006

		Men	Women	Total
		%	%	%
If you intend to practise medicine, in your long-term career do you intend to work mainly in:	Clinical academic posts	6.2	2.8	4.1
	Clinical + some teaching	33.0	42.8	39.1
	Clinical + some teaching and research	39.4	34.9	36.7
	Clinical + some research	4.7	3.5	4.0
	Clinical only	3.0	3.1	3.1
	Undecided	10.8	10.5	10.6
	No reply to this question	3.0	2.4	2.6

The future

Some ideas for debate today:

- Views of NHS consultants about academic medicine
- Views of current junior doctors
- Identification of clinical academic careers lead in each medical school
- Identification of senior academic womens' lead in each medical school
- Etc etc.....



Medical
Schools
Council