

Circle 6: Female Leadership

PRESENTED BY:

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Female Leadership: Times Have Changed



Martha Washington
(First First Lady)



Hillary Clinton
(First Lady President?)



But How Much?



Sources

Catalyst, *Women CEOs of the Fortune 1000* (January 2, 2015) and additional Catalyst research and analysis.

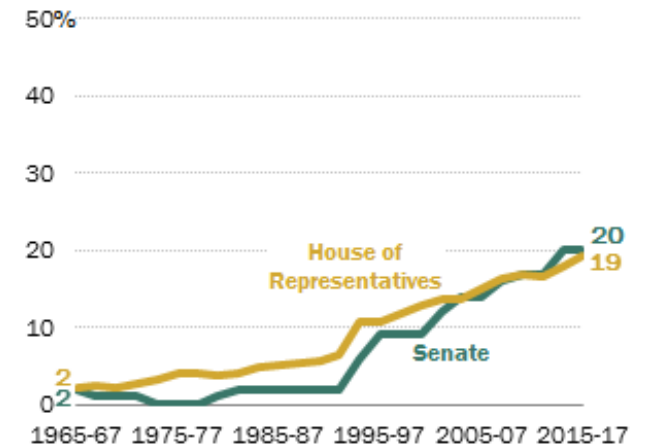
Rachel Soares, Mark J. Bartkiewicz, Liz Mulligan-Ferry, Emily Fendler, and Elijah Wai Chun Kun, 2013 *Catalyst Census: Fortune 500 Women Executive Officers and Top Earners* (Catalyst, 2013).

Rachel Soares, Mark J. Bartkiewicz, Liz Mulligan-Ferry, Emily Fendler, and Elijah Wai Chun Kun, 2013 *Catalyst Census: Fortune 500 Women Board Directors* (Catalyst, 2013).

Bureau of Labor Statistics, *Current Population Survey Table 11: Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity, 2013* (2014).

Bureau of Labor Statistics, *Current Population Survey Table 3: Employment Status of the Civilian Noninstitutional Population by Age, Sex, and Race, 2013* (2014).

Women in Congress, 1965-2015



Note: Chart shows the share of female representatives and senators at the outset of each term of Congress. Does not include delegates from the U.S. territories or District of Columbia.

Source: Center for American Women and Politics, Rutgers University (http://www.cawp.rutgers.edu/fast_facts/index.php) and United States House of Representatives, History, Art & Archives, "Women in Congress" (<http://history.house.gov/Exhibition-and-Publications/WIC/Women-in-Congress/>)

PEW RESEARCH CENTER

And In Dermatology?

EDITORIAL

Sex, Academics, and Dermatology Leadership

Progress Made, but No More Excuses

Table. Women in Leadership Positions in Dermatology vs Medicine in General^a

Specialty	Female Sex, %				
	Residents	Program Directors	MDs Aged 45-54 y	Chairs	MDs Aged 55-64 y
Dermatology	64	28	46	16	23
Average of 15 medical specialties	45	26	29	11	19

And In Dermatology?

JAMA Dermatology **Disparities in Academic Dermatology**

- Only 1 in 3 NIH grants awarded to women
- Only 1 in 4 RO1
- Time? Money? Lack of Flexibility?

JAMA Dermatol. Published online May 18, 2016. doi:10.1001/jamadermatol.2016.1533



And In Dermatology?

- Within the Academy's governance structure (councils, committees, task forces, ad hoc task forces and work groups): There are currently 130 active entities within the Academy's governance structure.
 - 48 women serve as chairs
 - 23 women serve as deputy chairs



Bergfeld's Vision



Contents lists available at [ScienceDirect](#)

International Journal of Women's Dermatology



Editorial

The Women's Dermatology Society: Physicians, Leaders, Mentors



The Women's Dermatology Society (WDS) has evolved to be the third largest dermatology society in the United States and is now celebrating its 45th anniversary. It has a long legacy of leadership, mentorship, networking, and volunteerism. Initially, its mission was to develop collegiality and friendship among women dermatologists, with a major action plan to enhance their involvement and representation in the American Academy of Dermatology (AAD). This effort successfully put an increased number of women dermatologists on the annual meeting program, on committees, and in positions of leadership, as well as helped train and elect the first women AAD President in 1992.



And in the WDS?

Answered: 5 Skipped: 1

Answer Choices	Responses	
1.	100.00%	5
2.	80.00%	4
3.	80.00%	4

#	1.	Date
1	Leadership training	5/8/2016 8:00 AM
2	Preparation	4/26/2016 9:09 AM
3	Lack of leadership in national organizations and academia	4/25/2016 5:31 PM
4	Creating a program to help younger members be invited to give lectures at professional meetings	4/22/2016 2:09 PM
5	Support for top positions	4/21/2016 4:29 PM

#	2.	Date
1	Recruiting	4/26/2016 9:09 AM
2	Need for formalized mentorship program of women in WDS	4/25/2016 5:31 PM
3	More board positions for residents and fellows	4/22/2016 2:09 PM
4	Training to understand politics in orgs	4/21/2016 4:29 PM

#	3.	Date
1	Time allocation	4/26/2016 9:09 AM
2	Female leadership training (WDS leadership program, similar to FLN in ASDS)	4/25/2016 5:31 PM
3	Encouraging involvement in legislative affairs, fundraising for female legislators, and encouraging wds members to run for office	4/22/2016 2:09 PM
4	Work-family balance	4/21/2016 4:29 PM



Solutions?

- Industry Sponsored Leadership Retreat for Residents and YP
 - (perhaps in tandem with the next IVWG)
- McBurney's "Female Affirmation Action" Movement
- No Woman Left Behind Act- WDS BOD members should appoint younger members to leadership roles as part of their team
- A Formal Leadership Program such as ASDS FLN
- Going from Mentorship to Sponsorship

