

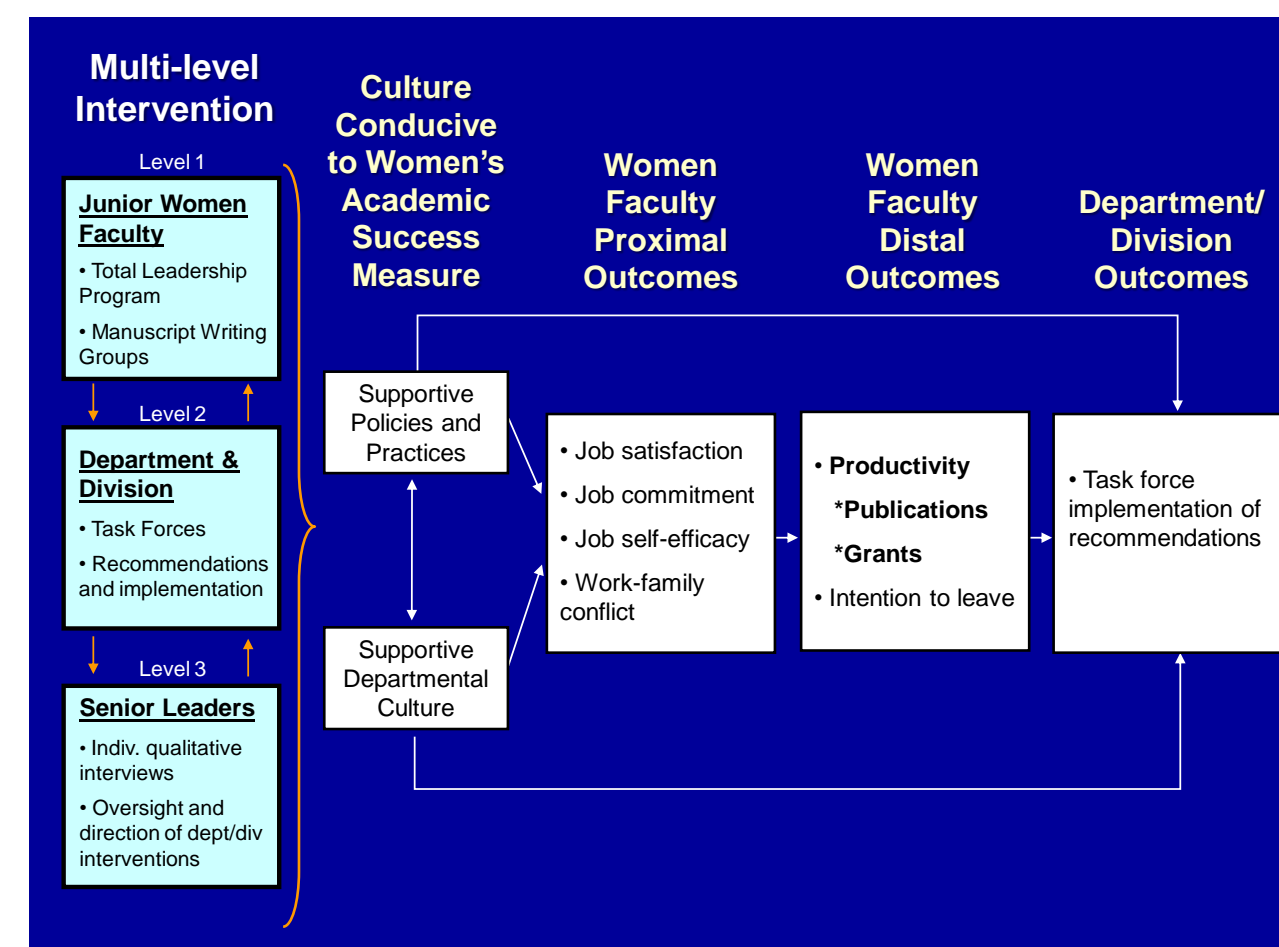
Trial Overview

A cluster-randomized trial of an intervention to enhance the institutional culture, increase academic productivity, and improve job satisfaction for women faculty.

Overall goal to create an environment where women can succeed fully in their careers, maximizing their contributions to academic medicine and improving workplace for all faculty.

Cluster-randomized intervention trial

- 27 departments/divisions randomized:
 - 13 to intervention, 14 to control
- 134 women faculty consented:
 - 62 in intervention, 72 in control



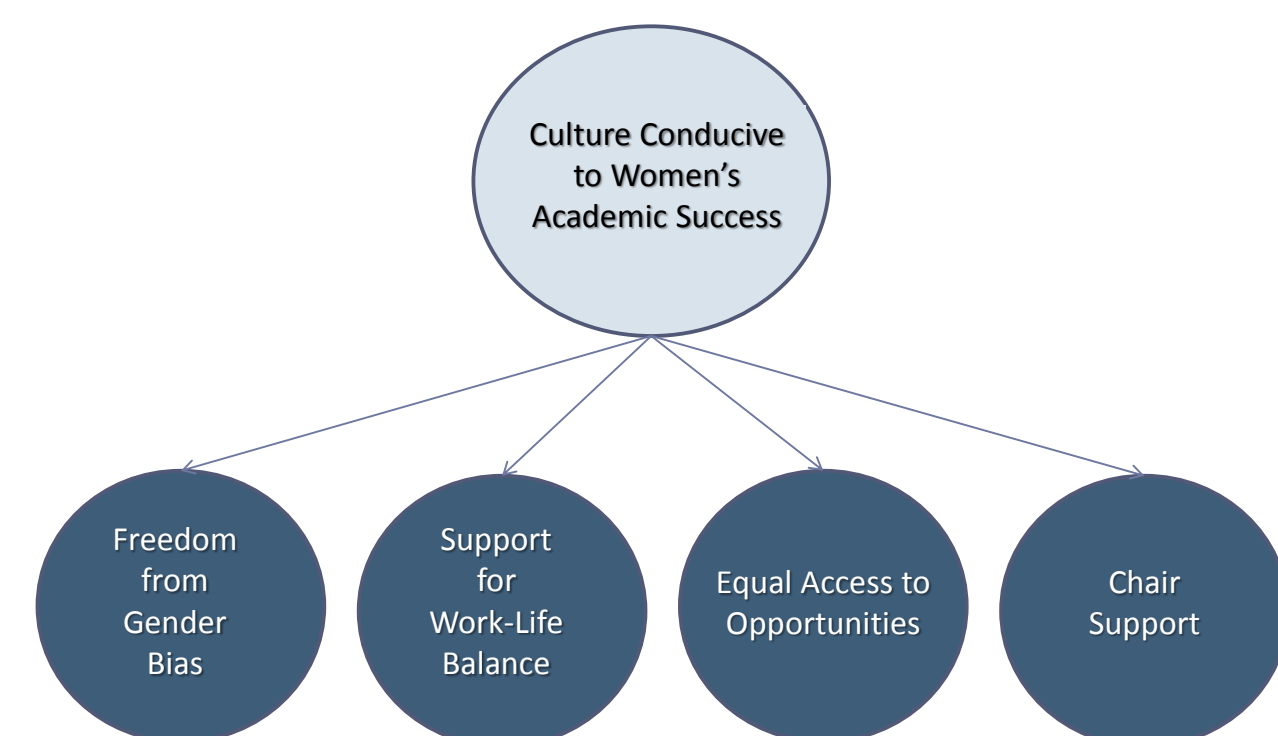
Major Accomplishments to Date

- Culture measure developed (*Academic Medicine*, Nov 2012)
- Women assistant professors completed:
 - Manuscript Writing Group
 - Total Leadership Program
 - Additional workshops
- 13 Task Forces are implementing dept/division-specific initiatives
- Department Chairs & Division Chiefs provided oversight and input into task force initiatives

Measure Development

The CCWAS Instrument: A Measure of "Culture Conducive to Women's Academic Success"

- A measure of a conducive culture was developed:
 - Shared beliefs regarding the extent to which the dept/division enable women faculty to achieve career success
- Instrument development involved:
 - Review of literature and existing questionnaires
 - Focus groups with junior faculty at another institution
 - In-depth discussions with experts in field
 - Pilot test with 56 junior women faculty at over 10 academic health centers
- Final version: 46 items measuring CCWAS comprising four related, but distinct dimensions:

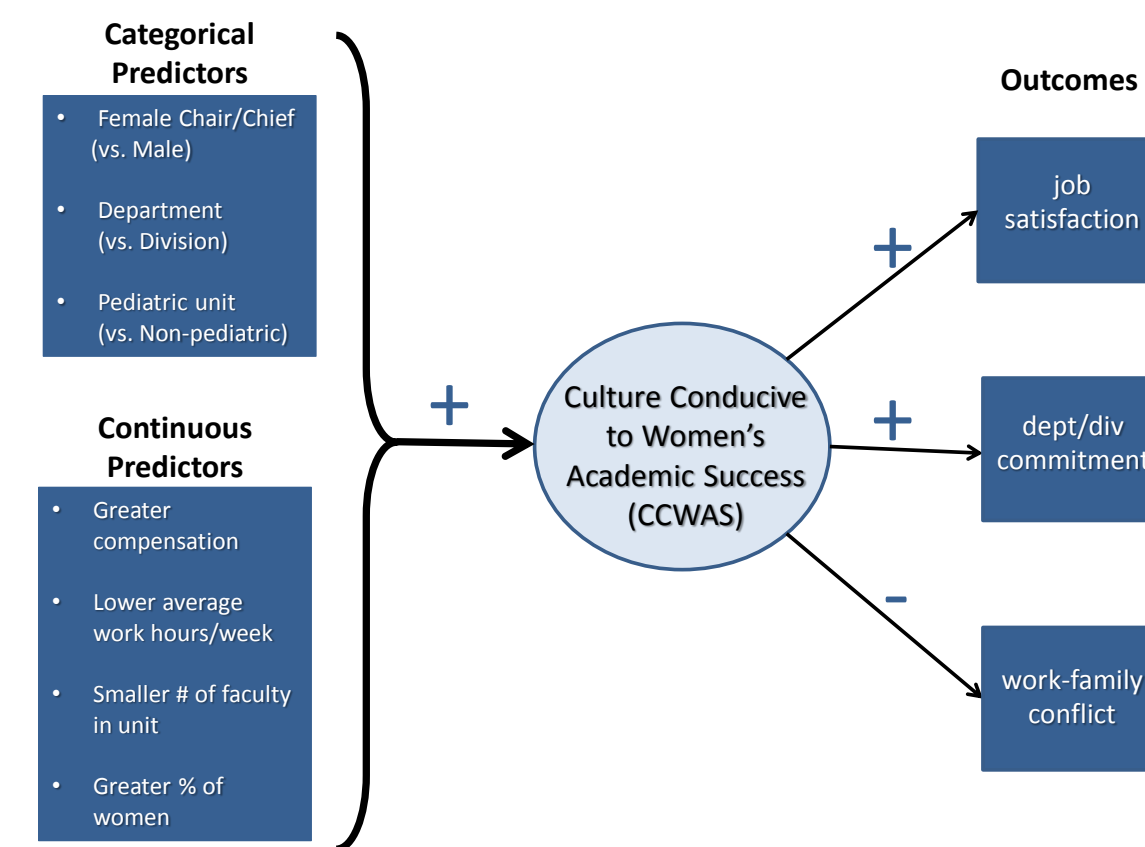


Specific Aims

Culture is thought to be a key factor that contributes to success in academic medicine. The unique culture of a department or division may be particularly important to faculty success.

The purpose of this study is to explore predictors and outcomes of a culture conducive to women's academic success.

Hypothesized Relationships



Results

STUDY SAMPLE

- 133/134 respondents completed the survey (99.3%)
- Participants:
 - Mean age: 40.9 yrs
 - 59.4% white
 - 92% full-time faculty
 - 84.2% married/in a domestic partnership
 - 75.9% had 1 or more children
- Agreement within dept/division in CCWAS scores was strong and reliable indicating that individuals within a dept/division rated work culture similarly
- There was notable variation in the average CCWAS scores across depts/divisions

Results

Association between CCWAS scores and outcome measures

- Women in more positive cultures reported greater satisfaction and commitment to dept/division
- Women in more positive dept/division cultures reported lower levels of work-family conflict (for three of the four types of work-family conflict)

Table 1. Associations with Outcome Measures

	Regression Coefficient	95% confidence interval	p-value
Satisfaction	0.32	0.25, 0.40	<0.0001
Commitment	0.20	0.13, 0.27	<0.0001
Work family conflict			
Time WIF	-0.24	-0.35, -0.15	<0.0001
Strain WIF	-0.16	-0.27, -0.05	0.006
Time FIW	-0.10	-0.19, 0.00	0.05
Strain FIW	-0.05	-0.19, 0.08	0.43

WIF = Work-interference-with-family. FIW = Family-interference-with-work

Summary

- Women faculty within depts/divisions agree on the extent to which the culture of their dept/division is conducive to women's academic success. There are significant differences in culture across depts/divisions
- Regarding outcomes, women working in more conducive cultures were more satisfied and committed to their depts/divisions and experienced less work-family conflict
- Regarding predictors of CCWAS scores, pediatric divisions had significantly more conducive cultures than non-pediatric depts/divisions, in line with our hypothesis
- Other hypothesized predictors were not significantly related to CCWAS scores
- This tool will be used to test the effectiveness of interventions to improve the culture of academic medicine for women faculty
- Testing of this culture measure (CCWAS) is being planned at other academic health centers to further validate these findings

Results

Association of dept/division level predictors and CCWAS scores

- Based on a priori hypotheses, we explored dept/division-level characteristics and the CCWAS measure

Table 2. Associations with Predictor Measures

Categorical predictors	N	Mean	p-value
Chair/Chief gender			0.861
Male	21	3.11	
Female	6	3.22	
Department vs. Division			0.159
Department	16	3.10	
Division	11	3.25	
Pediatric vs. non-Pediatric			0.038
Pediatric	6	3.43	
Non-Pediatric	21	3.05	
Continuous predictors	N	Regression Coefficient	p-value
Average self-reported annual comp (per \$10K)	24	0.269	0.064
Average # hours worked/week	27	-0.011	0.32
# faculty in dept/division	27	-0.003	0.152
% Women assist. profs (of all women dept/division)	27	-0.001	0.852
% Women assist. profs (of all men and women)	27	0.002	0.735
% Senior women (of all men and women)	27	0.007	0.493
% Senior women and men (of all men and women)	27	0.0001	0.984