



2016 Chair Communique Series

Living Our Vision and Values

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Dear Faculty, Residents, Advanced Practice Providers and Staff,

I am honored to bring you the *Summer 2016 Chair Communique*, the second in this new series.

As I reflect on the Core Values of our Department, let's remind ourselves what we hold out to the world at em.emory.edu:

- *We value diversity and inclusion.*
- *We promote professional growth, development and opportunity.*
- *We value creativity, intellectual curiosity, innovation, critical thinking, and diffusion of knowledge.*

And so it is with purpose, that I share with you how putting a stake in the ground on Core Values can serve as a guidepost for our department and the communities we influence and serve.

In this Chair Communique, we will examine one guidepost – diversity and inclusion – viewed through the lens of gender opportunity for our faculty, APPs, residents and staff. In recognition of our collective success in this realm, our Department received an inaugural National award at the 2016 Society for Academic Emergency Medicine annual meeting: The Academy of Women in Academic Emergency Medicine honored us with the 2016 Outstanding Department of Emergency Medicine Award *in recognition of our success in expanding and improving the career opportunities for women in academic emergency medicine.*

Women Faculty, APPs and Residents in Emory EM

Our successes in the recruitment, retention and advancement of women are a direct reflection of more than a decade of individual and collective efforts of faculty, residents, advanced practice providers and staff.

Our faculty is comprised of 46% women, with a 69% 5-year retention rate of women faculty. In addition, 41% of all faculty hires in the past 5 years and 61% of faculty hires in the past 2 years



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have been women. Recently published AAMC data state that women faculty members represent 38% of faculty at our nation's medical schools, so our department is well ahead of the national data.

We employ 73 advanced practice providers in Emory Emergency Medicine, and more than two-thirds of our APPs are women.

In the past 5 years, 55% of all Emory EM fellows and 54% of residents were women. Six residents also welcomed children into their families during their residency training.

Our success in recruiting women faculty, APPs, fellows and residents is inseparable from our commitment to the retention and advancement of women. With nationally recognized women leaders in Emergency Medicine and women faculty in Emory Healthcare, School of Medicine, University and Department leadership roles, junior faculty, residents and students benefit from strong mentorship.

Retention

We avidly promote the development of women leaders who are making local, national and international contributions and impact. The average tenure of current women faculty in our department is more than six and half years, and 27% of women faculty have been at Emory for more than 10 years. We have worked deliberately to create policies, programs and activities that promote work-life integration and a family friendly department. We promote and support maternity leave and lactation policies, and the Grady Emergency Care Center renovation has enabled the creation of a lactation room within the footprint of the new ED.

As we move on our departmental strategic planning process, we embrace the principles that undergird a "Best Place to Work" mindset. We offer reduced FTE schedules and nocturnist clinical positions, and in fact, more than 50% of women faculty members currently participate in at least one of these two programs. Additionally, two women faculty are currently pursuing additional advanced degrees (MBA, PhD Medical Anthropology) while remaining engaged in the daily activities of the department. We support social events specifically for women faculty and the faculty themselves have formed a "mom's group" which meets regularly.

Advancement

We strive to create a highly supportive environment for academic advancement. At the local



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level, we have supported eight women for several Woodruff Health Sciences Center leadership courses, and on the national level, we have provided support to more than 25 women to participate in ACEP, AAMC, NMA and ELAM leadership development curricula. In addition, we currently have six women faculty who have completed our Research fellowship and/or have received additional department support to become trained for federal funding opportunities and leadership.

The department has also provided substantial support to women faculty, fellows and residents to advance global health, including Masters' training at the Liverpool School of Tropical Medicine and Hygiene, development of an injury prevention program in Mozambique, Gates Foundation work in Ethiopia to advance the care of women and children, the development of the first emergency medicine residency in the Republic of Georgia, and one-month global health scholarships for our residents.

Leadership

We have women leaders across all academic missions, including research, education and service. Of our 41 women faculty, we have two associate professors and three full professors, all of whom attained these promotions while at Emory. In addition, the following leadership positions are held by women in our department: Chair, Vice Chair, EMS Medical Directors, Assistant/Associate Residency Directors, Fellowship Directors, and Clinical Competency Committee Chair. Women from our faculty also serve as Chief Quality Officer at Emory Midtown Hospital, Director of the Emory Center for Palliative Care, Deans of the Emory University School of Medicine and the CDC Injury Center Director. We also have two women past presidents of SAEM, past Chair of the National Medical Association's Emergency Medicine section and an immediate past and inaugural president of the Academy for Diversity and Inclusion in Emergency Medicine (ADIEM). At three of our four clinical sites where we employ advanced practice providers (APP), the Lead APP is a woman.

Our women residents excel. In the past three years, one was nationally elected to serve as the Resident Member of the SAEM Board, two women were selected for the highly competitive CDC Epidemiologic Intelligence Service (EIS) and three women were recruited as the first three EM fellows for the Emory Anesthesiology Critical Care Fellowship.

Our interim Department administrator and Emory Clinic administrator are women, each of them highly regarded in the Emory system.



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The Emory Department of Emergency Medicine has a long track record of respect for and advancement of diversity and inclusion, in its many forms. We are vigilant in the assessment and management of compensation equity, based on years in rank, experience and leadership positions. The Office of the Provost of Emory University recognizes our department as a campus thought leader with respect to Title IX initiatives, unconscious bias and respect for diversity and inclusion. As a result, several of our women faculty members have been selected to participate and/or lead areas of strategic importance at the level of the University and School of Medicine.

Our department is nationally known for recruiting, developing and retaining women who are clinically strong and academically adept, nimble scholars. Importantly, beyond the typical 'triple threat' talent, many of our women residents, fellows, APPs, faculty members and staff display extraordinary leadership traits and characteristics. These talents have been recognized and rewarded at the local, national and international levels. Simply put, we attract, foster, support and promote women. It is a priority for us.

Sincerely,

June 2016