UW Medicine acknowledges that the land we occupy today is the traditional home of the Tulalip, Muckleshoot, Duwamish, and Suquamish tribal nations. Without them we would not have access to this healing, working, teaching, and learning environment. We humbly take the opportunity to thank the original caretakers of this land who are still here.
Women Faculty Day:
Lessons from COVID Agenda

• 1-1:20pm Introductory Remarks – Mimi Cabrera, MD
• 1:20-2:05pm Drop the Ball (Keynote) – Tiffany Dufu
• 2:05-2:35pm Breakout Session
• 2:35-2:45pm Break
• 2:45-3:00pm Recovering from Human Giver Syndrome – Michi Shinohara, MD
• 3:00-4:00pm Lessons from COVID Panel – Annie Slater, MD (moderator)
• 4:15-5pm Women Faculty Day Happy Hour (separate invite to Wonder platform)
Special thanks to:

- Annie Slater and the Women Faculty Day subcommittee
- Members of the Women in Medicine and Science Committee
- Lisa Pierce
- Elizabeth McConne
Women Faculty Day Reminders

Social
• @UW_WIMS
• #WFD2021

• Please mute yourself
• Use chat box for questions/comments
• We aim to make this a safe space – please be respectful and inclusive
• Women = self-identified inclusive of cis-gendered, trans-gendered, and non-binary
Wellness Resources

• UW CareLink (24/7 access): 866-598-3978, TDD 800-697-0353
• 24-Hour Crisis Line: 866-427-4747
• WA DOH Hotlines, Text, and Chat Resources: https://www.doh.wa.gov/YouandYourFamily/InjuryandViolencePrevention/SuicidePrevention/HotlinesTextandChatResources
Burnout in medicine

- Medscape 2021 Physician Burnout & Suicide Report

Are More Women or Men Physicians Burned Out?

- Men: 36%
- Women: 51%

2013
- Men: 37%
- Women: 45%

2021
Women and Burnout in STEM

PRE-PANDEMIC TIMES

- Women > men burnout (Gold 2016, Linzer 2000, Messias 2019, Tabarin 2016)

NASEM: The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine
Women and Burnout in STEM

PANDEMIC TIMES

- NASEM: The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine

Intersectional identities

SOCIAL SUPPORT

FAMILY SUPPORT

STRESSFUL NEWS CYCLES

COVID PATIENTS

HUMAN GIVER SYNDROME

ELDER CARE

WORK STRESS

HOME LIFE

CHILD CARE

DISCRIMINATION
Which Physicians Are Most Burned Out?

- Critical Care: 51%
- Rheumatology: 50%
- Infectious Diseases: 49%
- Urology: 49%
- Pulmonary Medicine: 48%
- Neurology: 47%
- Family Medicine: 47%
- Internal Medicine: 46%
- Pediatrics: 45%
- Ob/Gyn: 44%
- Emergency Medicine: 44%
- Cardiology: 43%
- Nephrology: 43%
- Physical Medicine & Rehabilitation: 41%
- Psychiatry: 41%
- Anesthesiology: 40%
- Gastroenterology: 40%
- Allergy & Immunology: 39%
- Diabetes & Endocrinology: 39%
- Radiology: 36%
- Public Health & Preventive Medicine: 35%
- Ophthalmology: 35%
- Surgery, General: 35%
- Pathology: 35%
- Otolaryngology: 33%
- Orthopedics: 33%
- Oncology: 30%
Are Physicians Depressed?

20%  Clinical depression (severe depression lasting some time, not caused by a normal grief event)

69%  Colloquial depression (feeling down, blue, sad)

11%  Other
Estimated 300 physicians die by suicide each year.

Have You Ever Felt Suicidal or Attempted Suicide?

- 13% Yes; I've had thoughts of suicide but have not attempted suicide
- 1% Yes; I've attempted suicide
- 81% No
COVID and childcare
Childcare Related COVID Impacts in STEM (National)

- NASEM: The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine
- October 2020 Survey

90% women respondents handle majority of childcare/school demands
Productivity in STEM (National)

- NASEM: The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine
- October 2020 Survey
UW SOM
Stop the clock on promotions during COVID

Research total N=5
- Male: n=4, 11%
- Female: n=1, 5%

Clinical total N=31
- Male: n=13, 4%
- Female: n=18, 7%
UW Ophthalmology Gender Disparities in Pandemic Academic Productivity

Number of Publications Over 1 Year

- **MEN**: Pre Pandemic: 80, During Pandemic: 100, P=0.36
- **WOMEN**: Pre Pandemic: 60, During Pandemic: 80

Graph shows a comparison of number of publications between men and women pre and during the pandemic.
UW Ophthalmology Gender Disparities in Pandemic Academic Productivity

Number of Publications: 6-month Intervals

- **Pre 12 month (March, 2019 to August, 2019)**
- **Pre 6 month (September, 2019 to February, 2020)**
- **Due 6 month (March, 2020 to August, 2021)**
- **Due 12 month (September, 2020 to February 2021)**

- **WOMEN**
- **MEN**
Full-Time Women Faculty (% of each rank)
Departments with the largest proportion of full-time women faculty
Departments with the smallest proportion of full-time women faculty

AAMC The State of Women in Academic Medicine
Percentage Dept. Chairs by Gender

AAMC The State of Women in Academic Medicine

The proportion of women department chairs has grown only slightly since 2009, at a rate about half a percentage point per year.
UW SOM representation of women

- Department Chairs: 35%
- Full professors: 29%
- Associate professors: 46%
- Assistant professors: 54%
- Residents/Fellows: 52%
- Medical students: 56%
UW SOM
Basic Science vs. Clinical Dept. Women Chairs

- Basic Science: 54%
- Clinical: 22%
UW SOM
Medicine vs. Surgery Women Division Chiefs

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Surgery</td>
<td>0%</td>
</tr>
<tr>
<td>Medicine</td>
<td>46%</td>
</tr>
</tbody>
</table>
UW SOM Faculty by Gender/Race

- **Total**: 2693
  - Female: 2017
  - Male: 676
- **Native American**: 5
  - Female: 4
  - Male: 1
- **Asian**: 321
  - Female: 314
  - Male: 7
- **Black**: 26
  - Female: 22
  - Male: 4
- **Hispanic**: 70
  - Female: 45
  - Male: 25
- **Pacific Islander**: 0
  - Female: 0
  - Male: 0
- **White**: 1635
  - Female: 1168
  - Male: 467
- **Two or More Races**: 29
  - Female: 24
  - Male: 5
- **Did not participate**: 390
  - Female: 309
  - Male: 81

**Legend**
- Female
- Male
UW SOM Departments with Largest % Women Faculty

- Pediatrics (All Divisions): 56% Women
- General Internal Medicine: 59% Women
- Geriatric Medicine: 57% Women
- Metabolism, Endocrinology and Nutrition: 57% Women
- Obstetrics and Gynecology: 53% Women
- Global Health: 56% Women
- Comparative Medicine: 55% Women
- Medical Genetics: 54% Women
- General Internal Medicine: 59% Women
- Genomes Sciences: 60% Women
- Ophthalmology: 53% Women
- Rehabilitation Medicine: 52% Women
UW SOM Departments with Smallest % Women Faculty

- **Bioengineering**: 29% Women
- **Orthopaedics and Sports Medicine**: 17% Women
- **Surgery (All Divisions)**: 27% Women
- **Urology**: 28% Women
- **Emergency Medicine**: 25% Women
- **Cardiology**: 22% Women
- **Gastroenterology**: 24% Women
- **Neurological Surgery**: 14% Women
- **Physiology and Biophysics**: 8% Women
- **Otolaryngology / Head and Neck Surgery**: 19% Women
UW SOM Gender breakdown by department

- Anesthesiology and Pain Medicine: 36% Women
- Radiology: 33% Women
- Hematology: 37% Women
- Nephrology: 38% Women
- Allergy and Infectious Diseases: 36% Women
- Oncology, Medical: 36% Women
- Dermatology: 38% Women
- Pulmonary, Critical Care and Sleep Medicine: 39% Women
- Rheumatology: 35% Women
UW SOM Gender breakdown by department

- **Family Medicine**: 41% Women
- **Health Metrics Sciences**: 36% Women
- **Laboratory Medicine and Pathology**: 45% Women
- **Neurology**: 36% Women
- **Pharmacology**: 33% Women
- **Psychiatry and Behavioral Sciences**: 49% Women
- **Radiation Oncology**: 38% Women
- **Biomedical Informatics and Medical Education**: 38% Women
- **Medicine**: 30% Women
What did I learn from the pandemic?

• Gender disparities are real
• As a mentor/leader/colleague:
  • Consider burnout
  • Evaluate depression/suicidality
  • Offer resources
  • Value connection
• For myself:
  • Seek help
  • Prioritize resilience
  • Seek connectedness
  • Say “no”
Breakout Session

Choose at least one of the following to discuss and please write ideas on the Jam board:

1. Talk about ways you feel like you have been able to ‘drop the ball.’
   - Talk about things you know you should ‘drop’ but haven’t been able—what are the barriers?
   - How can you overcome those?

2. We all have ‘intersectionality’ parts to us in addition to being women. How does your intersectionality make it easier or harder to drop the ball?

3. Who is in your ‘village?’ How did you create that? Those who have great ‘villages,’ what advice can you share for those of us that need our villages expanded?

4. Talk about ways you take care of yourself. How do you prioritize this, and what do you specifically do that re-energizes you?