

Sponsorship : A strategy to

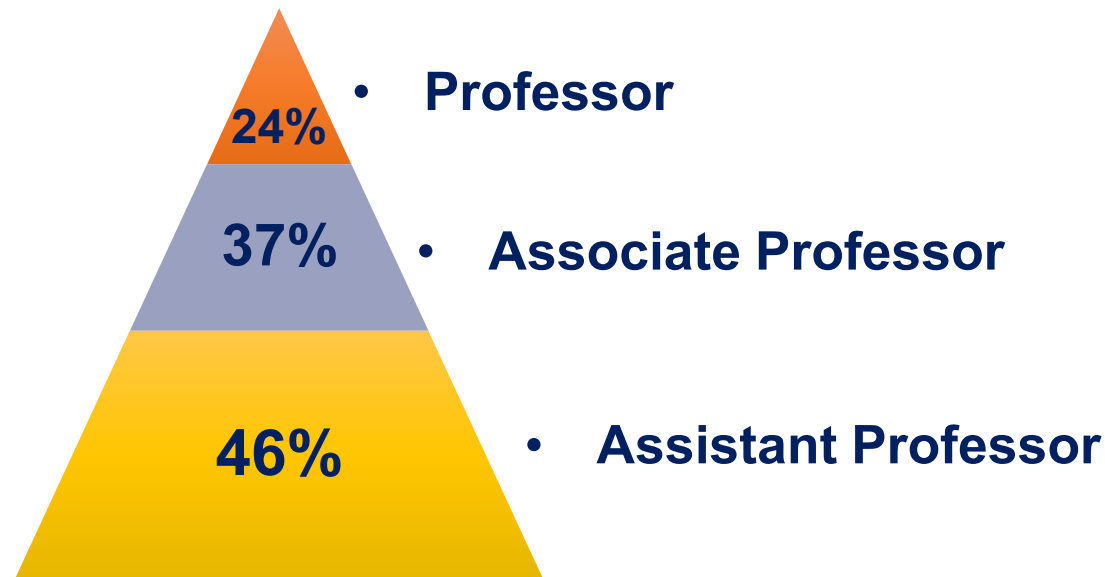


For Gender Equity

Full Pipeline of Women in Academic Medicine

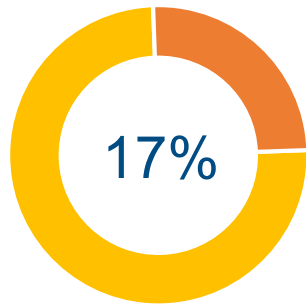
Women constitute:

- > 50% of all medical students
- 46% of all physicians-in-training
- 40% of full-time medical school faculty

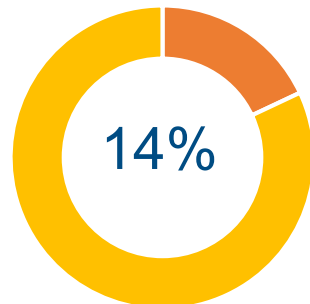


Leaders? Not so many

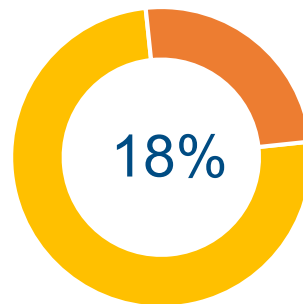
In a span of 27 years, 38 women appointed deans of medical school (7%) vs. 496 men¹



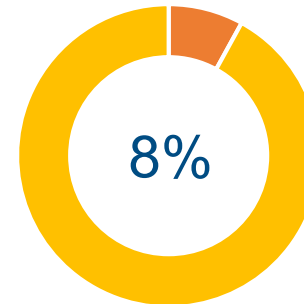
Medical School
Dean or
Department Chair²



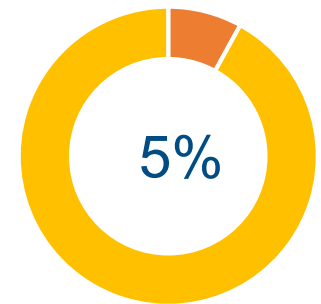
Director of
NCI Designated
Cancer Center³



CEO of
Hospital⁴



CEO
Healthcare
System⁴
(top 100 hospitals)



CEO of
Biotech⁴
(top 100
publicly held)

(1) Gender related differences in the pathway to and characteristics of US Medical School Deanships Academic Medicine. 2012;87:1015

(2) AAMC Faculty Roster, December 31, 2017

(3) NCI: cancercenters.cancer.gov

(4) Women in leadership and the bewildering glass ceiling. American J. of Health System Pharm. 2017; 4:312



“Talent is Universal Opportunity is Not”

N. Kristof, NYT, 1/14/18

Sponsor provide opportunities

2005



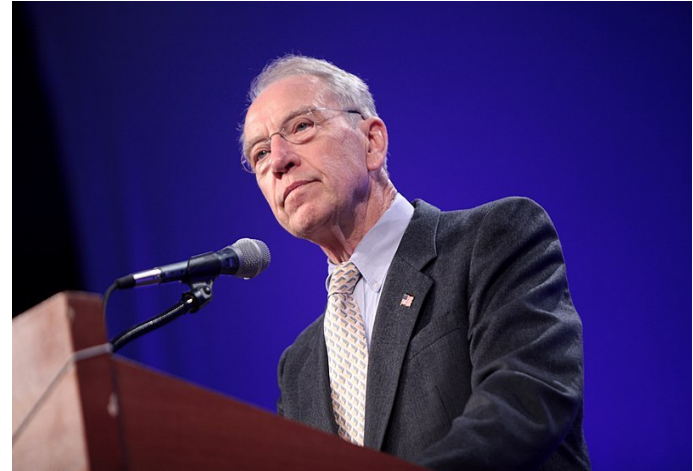
**Larry Summers
President of Harvard**

“Reluctance to work long hours due to child care responsibilities”

“ innate differences between men and women might be one reason fewer women succeed in science and math careers”

...”how much of a role discrimination plays in the dearth of female professors in science and engineering at elite universities?”

2018



**Chuck Grassley
US Senator**

“Women don’t want to work that hard”

116th Congress (2019)



2018 - FINALLY



Damned if you do, Doomed if you don't

1991



ANITA
HILL

JUSTICE CLARENCE
THOMAS

2018



CHRISTINE BLASEY
FORD

JUDGE BRETT
KAVANAUGH

What is Sponsorship?



A long-term, hands-on commitment by someone with
POWER and **INFLUENCE**
to
encourage, fight for and create
ADVANCEMENT OPPORTUNITIES
for high-potential individuals.

Sponsors Provide Opportunities by:



Sponsorship vs Mentorship

SPONSOR

MENTOR

Stick neck out, public

**Deans, provosts,
presidents**

**Open doors for
next move**

**Expect loyalty &
stellar performance**

Behind the scene

**Any rank or
position**

**Help envision
next move**

**Expect little in
return**

Advice

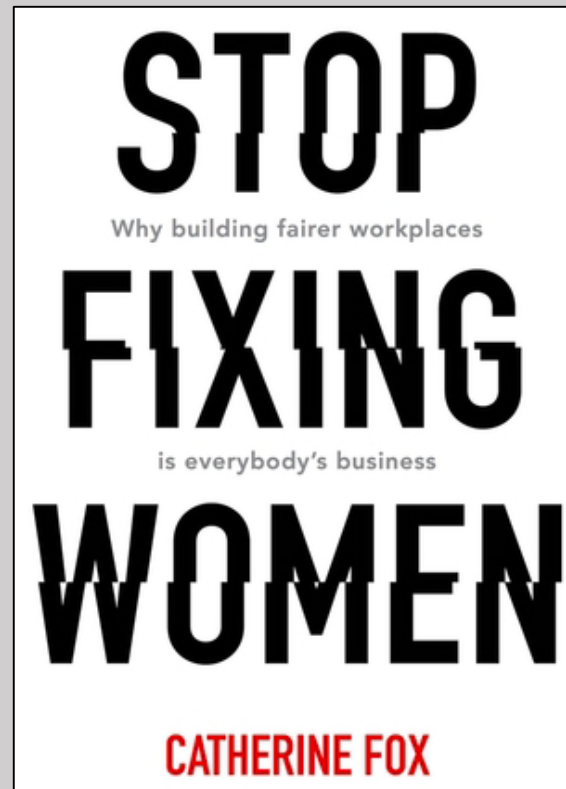
Guidance

*Make
introductions*

*Give
feedback*

Sponsorship is NOT an Entitlement





AND
Start Fixing the System!

Get out of the Echo chamber Engage MEN - Not Simple



But Necessary

Deliberate inclusion of men,
96% of organizations see progress

When men are not engaged,
only **30%** see progress

Sponsorship Workshops for Leaders

From: Dr. Peter Pisters

Sent: Monday, October 01, 2018 3:00 PM

Subject: Your role as a sponsor

As leaders, we have a responsibility to identify and develop the next generation of leaders. Many of you have benefited from having your talent and potential recognized and championed by other leaders. Through their sponsorship, they challenged you to take on new opportunities and helped guide your career path.

As a senior leader at MD Anderson, it's now your turn to do the same for other emerging leaders. I encourage you to attend the below workshop led by Elizabeth Travis, Ph.D., associate vice president for Women and Minority Faculty Inclusion, to learn more about becoming a sponsor.

This event is part of ongoing efforts by the Women's Senior Leaders Network to increase the number and variety of development opportunities for women and minorities. Travis is a co-chair of the group with Allyson Kinzel, J.D., vice president and chief legal officer. Thank you for setting the example and sharing your unique experience to further the development of others.

Peter WT Pisters, M.D., President



**Develop
partnerships**



**Challenge men who
value equity to do more**



**Don't treat them like
unicorns when they show up**



Intentionally invite men to meetings/events



#MeToo



Questions?