



Tomorrow's Doctors, Tomorrow's Cures®

Career Development Opportunities at the AAMC

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Serve

Lead

Christina Tushman, MA
Christina DeLucia, MSOD
Diana Lautenberger, MA

October 4, 2022



Association of
American Medical Colleges

Leadership Development

AAMC Leadership Development Offerings

Virtual workshops

1. Transforming Conflict into Collaboration
2. Leveraging the Power of Self-Awareness to Lead More Effectively

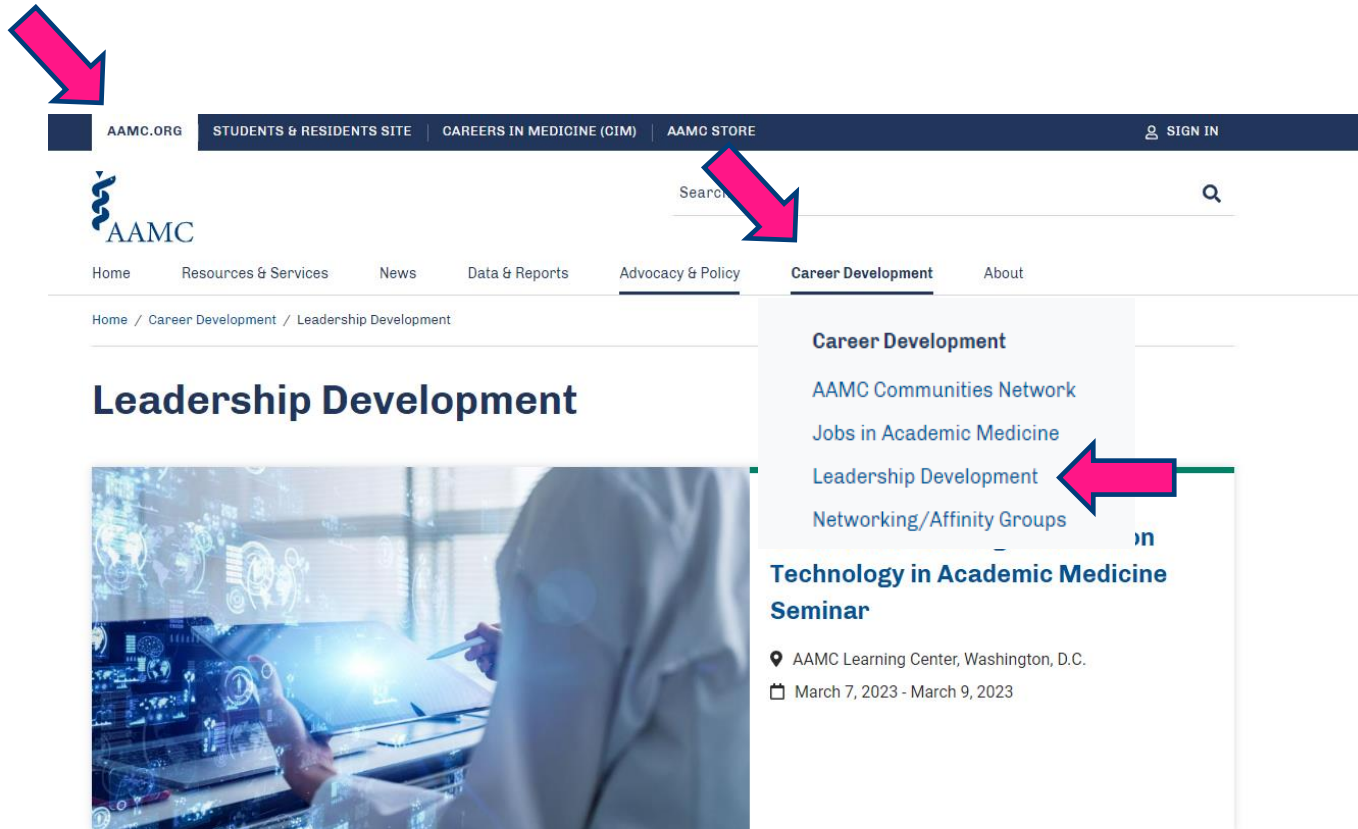
Certificate Programs

3. GME Leadership Development Certificate Program
4. Leadership Education and Development (LEAD) Certificate Program

Seminars

5. Minority Faculty Leadership Development Seminar
6. Mid-Career Minority Faculty Leadership Seminar
7. Mid-Career Women Faculty Leadership Development Seminar
8. Early Career Women Faculty Leadership Development Seminar

www.aamc.org/leadership




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Leadership Development



- Career Development
 - AAMC Communities Network
 - Jobs in Academic Medicine
 - Leadership Development**
 - Networking/Affinity Groups

Technology in Academic Medicine Seminar

AAMC Learning Center, Washington, D.C.
March 7, 2023 - March 9, 2023

Academic medicine is changing—and so is leadership.

Leadership development has never been more essential to anticipating, navigating, and solving the complex challenges facing today's medical schools and teaching hospitals. Whether you are an executive-level leader, new to a leadership position, or in a role where you want to make a difference in your community and profession, the AAMC can help you prepare to lead yourself, your team, and your organization into the future.

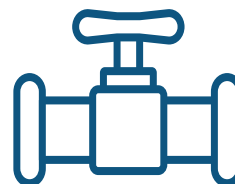
New Core Programs Coming!



1. Provide a continuous learning journey



2. Serve a larger portion of the AAMC constituency



3. Help member institutions grow and diversify their leadership pipelines



4. Elevate content to meet more complex needs

How to join our faculty team 😊

Explore Our Catalog of In-Person Programming

Discover opportunities to transform your organization and advance your career with our leading-edge learning offerings.

[DOWNLOAD THE INTERACTIVE CATALOG \(PDF\)](#)

Interested in Joining Our Faculty Team?



We're looking for experienced speakers to serve on our faculty team for AAMC leadership development programs, seminars, and workshops. Please complete and submit the form if you're interested in being considered.

[DOWNLOAD THE SPEAKER INTAKE FORM \(PDF\)](#)



Successful Department Chair Toolkits

Discover the AAMC's series on becoming a successful department chair. These toolkits provide guidance for those in everything from interim roles to seasoned leaders.

www.aamc.org/leadership

Questions?



Leadership Development Seminars for Women Faculty

Leadership Programming for Women Faculty

LEADERSHIP DEVELOPMENT

Early Career Women Faculty
Leadership Development Seminar



LEADERSHIP DEVELOPMENT

Mid-Career Women Faculty
Leadership Development Seminar



www.aamc.org/leadership

EWIMS & MidWIMS Facts and Seminar Information

Women faculty holding an appointment at a School of Medicine

Two-year minimum requirement in their current faculty appointment

Must be actively and presently seeking promotion and advancement

Basic scientists, clinicians, and medical educators

Capacity is limited to 155

Application based meeting

Early Career Seminar Format and Curriculum

Assistant Professor's

Seminar held annually in July

Plenary sessions + small group workshops

Leadership panel: Pathways to Leadership

Formal and Informal Networking Opportunities

Reflection and Action Planning

Content Focus, including:

- Leveraging the Power of Your Personality Type
- Time Management and Organization Skills
- Communicating as a Leader,
- Academic Promotion and Personal Statement workshops, and more.

Mid-Career Seminar Format and Curriculum

Associate Professor's

Seminar held annually in early December

Plenary sessions + small group workshops

Leadership panel: Pathways to Leadership

Formal and Informal Networking Opportunities

Reflection and Action Planning

Content Focus, including:

- Communication
- Negotiation
- Increasing Visibility
- Career Transitions, and more...

Questions?



AAMC Leadership Development Team Mailbox:
learningandleadershipdevelopment@aamc.org

Professional Development Groups and Resources

AAMC Professional Development Groups

Councils and Organizations

Council of Deans

Council of Teaching Hospitals and Health Systems

Council of Faculty and Academic Societies

Organization of Resident Representatives

Organization of Student Representatives

Professional Development Groups

Chief Medical Officers Group

Compliance Officers Forum

Forum on Conflicts of Interest in Academe

Government Relations Representatives

Graduate Research, Education,
and Training Group

Group on Business Affairs

Group on Diversity and Inclusion

Group on Educational Affairs

Group on Faculty Affairs

Group on Faculty Practice

Group on Information Resources

Group on Institutional Advancement

Group on Institutional Planning

Group on Regional Medical Campuses

Group on Research Advancement
and Development

Group on Resident Affairs

Group on Student Affairs

**Group on Women in Medicine &
Science**

Strategies for Cultivating Career Satisfaction and Success through Negotiation



Rochelle DeCastro Jones, MS
Center for Bioethics and Social Sciences in Medicine (CBSSM)
Department of Radiation Oncology University of Michigan

Martha Gulati, MD, MS
Associate Professor of Cardiovascular Medicine
Director for Preventive Cardiology and Women's Cardiovascular Health
The Ohio State University Wexner Medical Center

Reshma Jaggi, MD, DPhil
Associate Professor and Deputy Chair for Faculty and Financial Operations
Department of Radiation Oncology
University of Michigan



GWIMS Toolkit

Part-Time Faculty in Academic Medicine



Linda Chaudron, M.D., M.S.
University of Rochester School of Medicine and Dentistry

Susan M. Pollart, M.D., M.S.
University of Virginia School of Medicine

Amelia Grover, M.D.
Virginia Commonwealth University School of Medicine

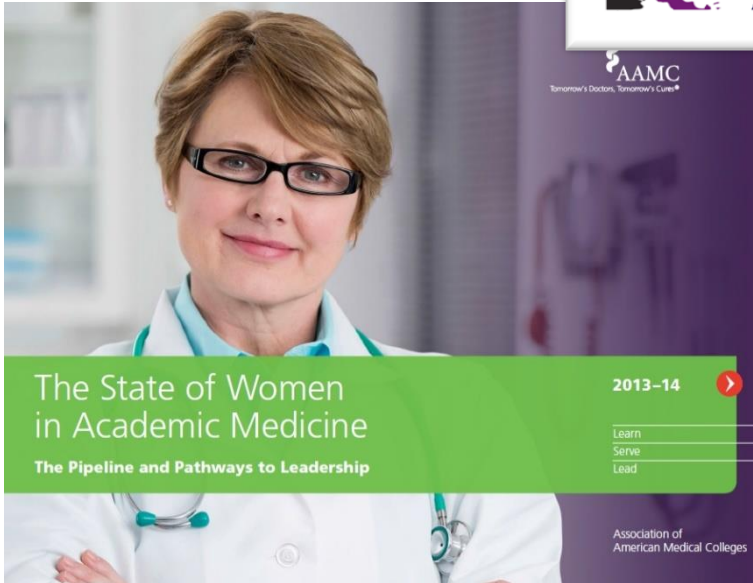


GWIMS Toolkit

GWIMS Group on Women
in Medicine and Science

Member Resource

Association of
American Medical Colleges



**GWIMS
Working
Groups**

Email: gwims@aamc.org

GWIMS Toolkit Series

Volume 1: Leveraging Your Career – Individual Strategies

Chapter 1: Managing through Teamwork for Maximum Performance

Chapter 2: Crafting a Fundable Grant

Chapter 3: Workshop Preparation and Presentation

Chapter 4: Crafting Successful Award Nominations

Chapter 5: Part-time Faculty in Academic Medicine, Individual and Institutional Advantages

Chapter 6: Writing an Effective Executive Summary

Chapter 7: Mentoring Women- A Guide for Mentors

Chapter 8: Mentoring Women- A Guide for Mentees

Chapter 9: Strategies for Cultivating Career Satisfaction and Success through Negotiation

Chapter 10: A Case Study: Creative Faculty Development through your GWIMS Office

Chapter 11: Transitioning to a New Role: Practical Tips on Navigating From One Chapter to the Next

Chapter 12: Strategies for Advancing the Careers of Women of Color in Academic Medicine- Individual Strategies

Chapter 13: A Guide to Prepare for Your First Job in Academic Medicine

Chapter 14: Caretaking in Academic Medicine: From pregnancy through early parenting

Chapter 15: Is Your Salary Equitable? A guide for individual faculty

<https://www.aamc.org/professional-development/affinity-groups/gwims/toolkit>

GWIMS Toolkit Series

Volume 2: Institutional Strategies for Advancing Women in Medicine

Chapter 1: How to Start and Maintain a Robust WIMS Organization

Chapter 2: Equity: Defining, Exploring, and Sharing Best Practices for Gender Equity in Academic Medicine

Chapter 3: Women's Leadership and the Impact of Gender

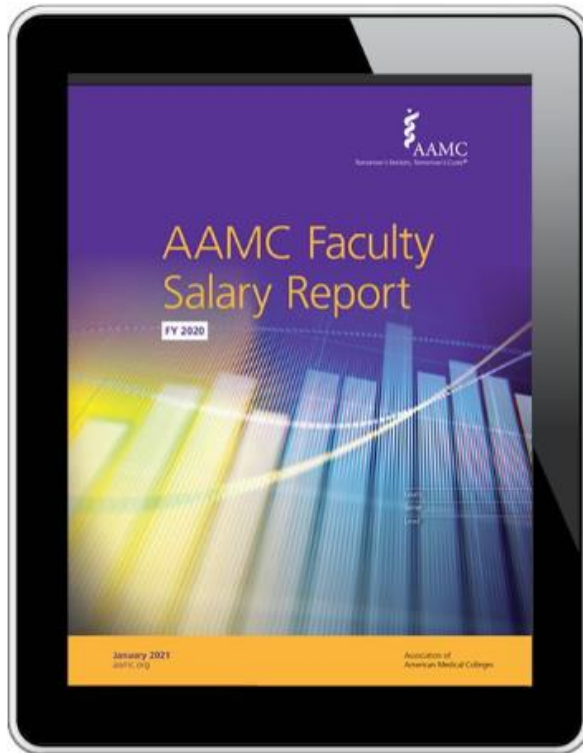
Chapter 4: Implementing an Intensive Career Development Program for Women Faculty

Chapter 5: Strategies for Advancing the Careers of Women of Color in Academic Medicine- Institutional Strategies

Chapter 6: Equity in Promotion

Chapter 7: Equity in Recruitment: Your Go To Equity Guide for Recruitment: Positions, Committees, and Speakership

<https://www.aamc.org/professional-development/affinity-groups/gwims/toolkit>



Data by Gender, Race/Ethnicity Rank, and Degree Per Mean/Median Total Compensation

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Statistics by Gender - Summary Statistics on Medical School Faculty Compensation for All Schools MD or Equivalent Degree, Basic and Clinical Sciences Departments/Specialties Total Compensation in Thousands of Dollars, 2019 - 2020

Total Basic Sciences

| Statistic | Instructor | | Assistant Professor | | Associate Professor | | Professor | | Chief | | Chair | |
|-----------|------------|------|---------------------|-------|---------------------|-------|-----------|-------|--------|------|--------|-------|
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Count: | 33 | 20 | 164 | 203 | 103 | 185 | 118 | 442 | 3 | 16 | 23 | 91 |
| Median: | 114 | 71 | 114 | 122 | 145 | 143 | 202 | 229 | | | 377 | 404 |
| Mean: | 116.4 | 96.8 | 124.4 | 137.0 | 156.9 | 164.5 | 218.8 | 251.4 | | | 392.0 | 433.3 |

**Individual Online Access to AAMC Faculty Salary
Report for \$45.00
for faculty and staff at member institutions**



WORKFORCE

AAMC Faculty Salary Report

The annual AAMC Faculty Salary Report displays total compensation of full-time medical school faculty broken out by rank, degree, department/specialty, medical school type, region, gender and, beginning with the FY 2021 data, race/ethnicity. The online report and printed publication are available for purchase through the AAMC Store with discounted member pricing. **Only the online version contains data on compensation by gender and race/ethnicity.**

As the individuals responsible for participating in the survey, medical school deans, Principal Business Officers, and their designees receive complimentary access to the full report, as well as online custom report benchmarking tools, at <https://services.aamc.org/fssreports>.

DATA CONTACTS

Contact Faculty Salary Report

✉ fss@aamc.org

Request AAMC Data

✉ datarequest@aamc.org

Media or Press Requests

✉ ._press@aamc.org





IN-DEPTH | DIVERSITY AND INCLUSION | COMMUNITY ENGAGEMENT | WORKFORCE

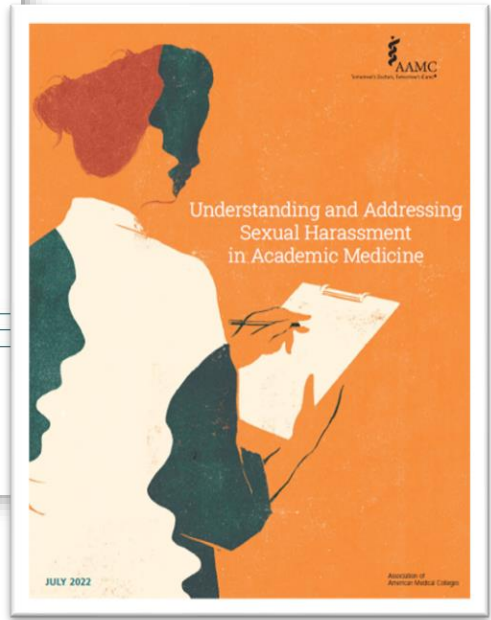
Gender Equity in Academic Medicine

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Promising Practices
for Understanding and Addressing Salary Equity at U.S. Medical Schools
2019

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Understanding and Addressing Sexual Harassment in Academic Medicine

JULY 2022

www.aamc.org/genderequity

Resources on Gender and Sexual Harassment

- Gender Harassment Among U.S. Medical School Faculty Infographic (PDF)
- Sexual and Gender Harassment Resources
- Societies Consortium on Sexual Harassment in STEMM
- NASEM Report on Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine
- AAMC Webinar on the NASEM Sexual Harassment of Women Report
- National Institutes of Health (NIH) Advisory Committee to the Director Working Group on Changing the Culture to End Sexual Harassment

Workforce

AAMC data suggest there are several institutional structures and cultural factors that are pushing women out of medical and scientific careers. Understanding these data can help inform policy and initiatives.

Data & Reports

The State of Women in Academic Medicine

A report describing how women are faring in academic medicine and research, and how to turn data into action to advance women at your institution.



Diversity Facts and Figures

A compendium of detailed statistical information on race, ethnicity, and gender in medical education and the physician workforce.



State Physician Workforce Data Report

A report providing state-specific statistics on active physicians, MD and DO students, residents, and fellows.



<https://www.aamc.org/news-insights/gender-equity-academic-medicine>

Questions?



Faculty salary report: FSS@aamc.org

GWIMS mailbox: gwims@aamc.org



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AAMC Faculty Salary Report

User Name: General User

Table 14

Summary Statistics on Medical School Faculty Compensation for Northeastern Region
MD or Equivalent Degree, Clinical Science Departments/Specialties
Total Compensation, 2020 - 2021

Clinical Science

CLINICAL SCIENCE - TOTAL ALL DEPARTMENTS/SPECIALTIES

| | Instructor | Assistant Professor | Associate Professor | Professor | Chief |
|---------|------------|---------------------|---------------------|-----------|-----------|
| Count: | 2,526 | 15,993 | 6,515 | 4,903 | 960 |
| 25th: | 179,692 | 212,309 | 242,732 | 272,234 | 317,872 |
| Median: | 238,887 | 271,302 | 315,150 | 356,938 | 424,399 |
| 75th: | 324,980 | 366,838 | 437,205 | 485,389 | 566,266 |
| Mean: | 259,663.7 | 308,219.0 | 378,297.5 | 431,606.5 | 531,793.6 |

Anesthesiology

Total Anesthesiology

| Instructor | Assistant Professor | Associate Professor | Professor | Chief |
|------------|---------------------|---------------------|-----------|-------|
|------------|---------------------|---------------------|-----------|-------|