

The background features abstract blue geometric shapes on the left and right sides, with a fine grid pattern overlaid on these areas. The central text is set against a plain white background.

# Recruiting Women into Cardiology Fellowship

ACC.18 - FACET Program Administrators Sessions

# PRESENTERS

Mandi Smith



Lorie Collins



Anne Shipe



# DISCLOSURES

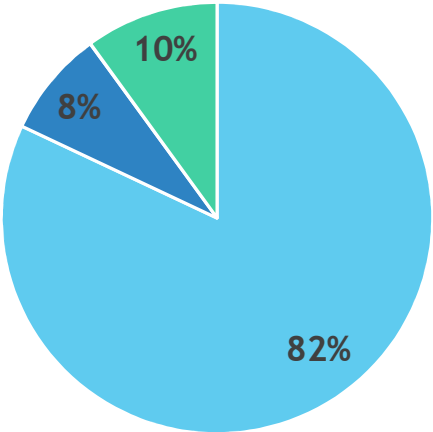
Maybe some day 😊



# PROGRAM SURVEY

## PARTICIPATION

N=230

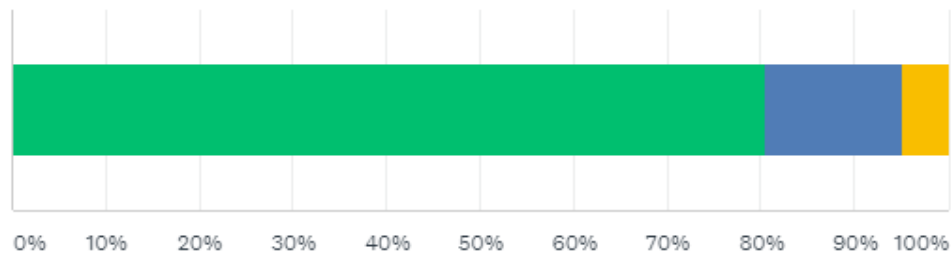


■ No Response   ■ Incomplete Responses   ■ Completed Responses

# PROGRAM SURVEY

## LOCATION

How would you best describe the geographic setting of your institution?



- Urban (area characteristic of a city; high population density ["urban nucleus" g...)
- Suburban (outlying area adjacent to or within commuting distance of a city)
- Rural (agricultural area; low population density [fewer than 1,000 people per square m

# PROGRAM SURVEY

## FEMALE FACULTY/FELLOWS IN PROGRAM

How many Cardiology faculty in your institution are female?

- ▶ 100% have at least one female faculty
  - ▶ Lowest: 4.4%
  - ▶ Highest: 40.0%
  - ▶ Average: 18.9%

N=41

How many Cardiovascular Disease fellows in your program are female?

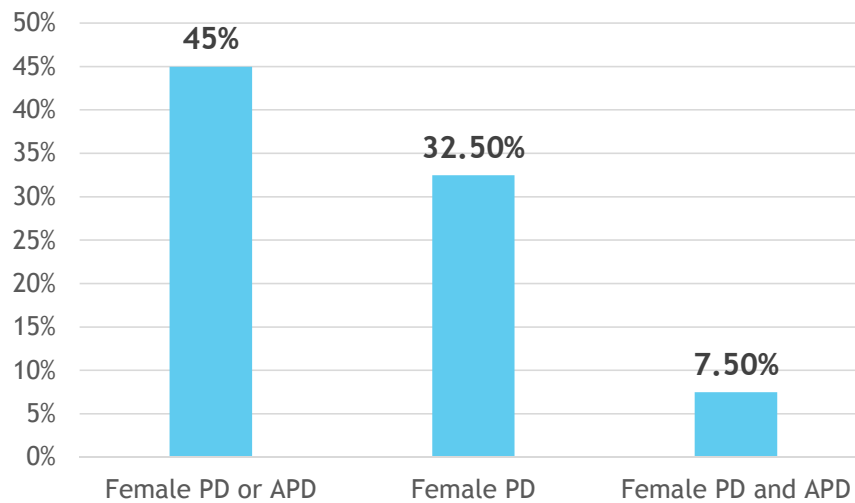
- ▶ 90% have at least one female fellow
  - ▶ Lowest: 0%
  - ▶ Highest: 55.6%
  - ▶ Average: 22.6%

N=41

# PROGRAM SURVEY

## FEMALE PROGRAM DIRECTOR

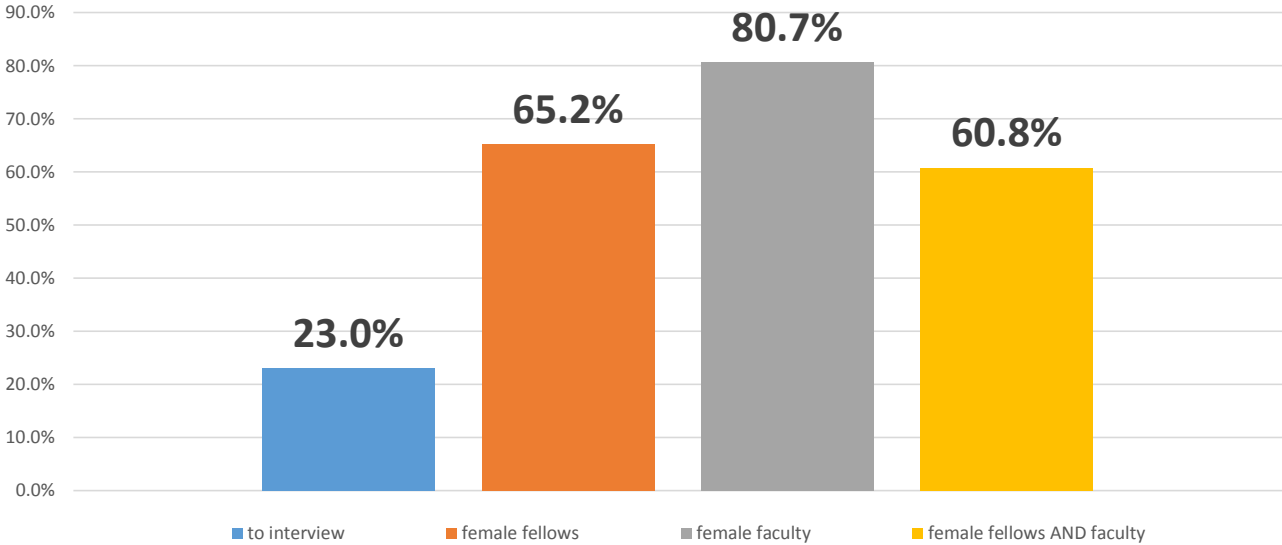
How many programs have female representation among their program director / leadership?



# PROGRAM SURVEY

## RECRUITMENT PRACTICES

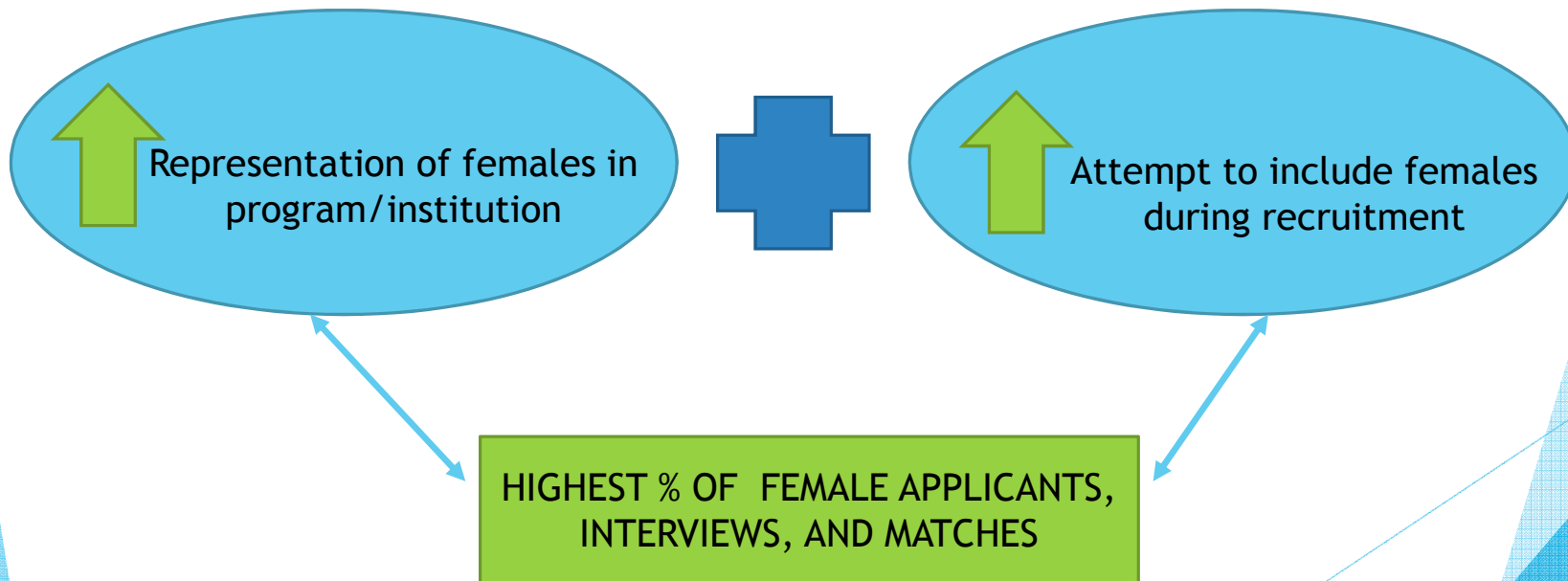
Specific Attempts to Include Females in Recruitment





# PROGRAM SURVEY RESULTS: LET'S COMPARE!

Programs were “ranked” in each of six categories



# PROGRAM SURVEY

## RESULTS: LET'S COMPARE!

- ▶ Of those programs who made at least 2 out of 3 specific attempts:
  - ▶ 93% (14/15) completed our survey in its entirety

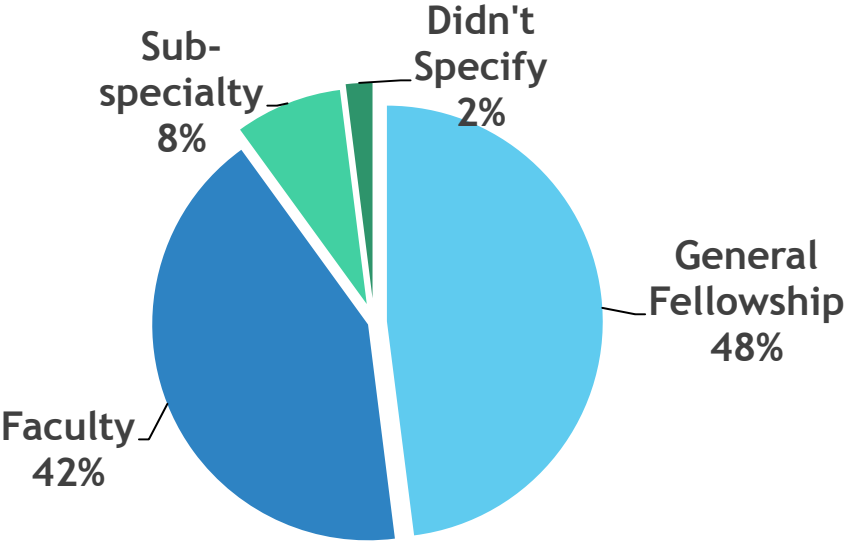
LET'S MOVE ON!



# FELLOW/FACULTY SURVEY

## CURRENT STATUS

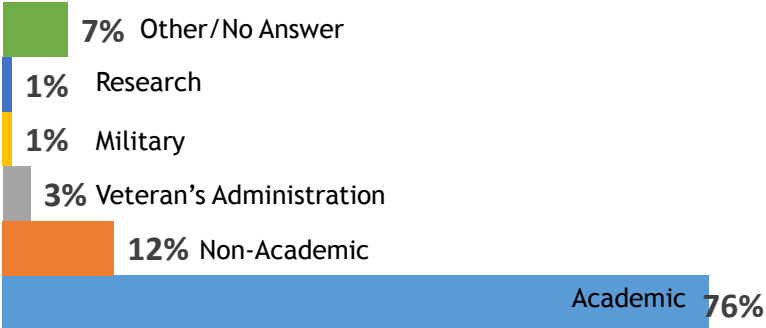
Are you currently in a General Cardiovascular Disease Fellowship, Sub-specialty or Faculty?



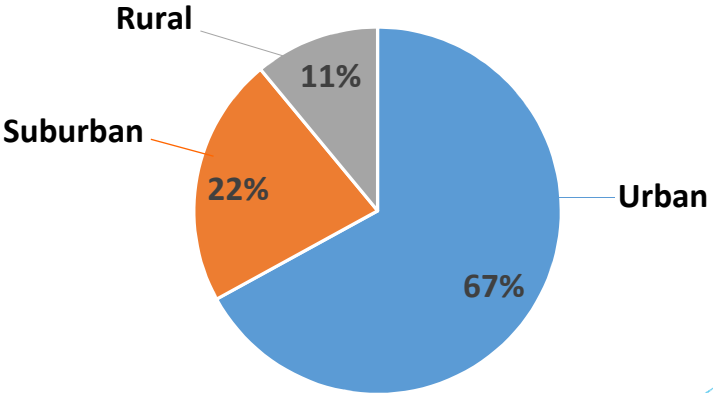
# FELLOW/FACULTY SURVEY

## CURRENT PRACTICE/LOCATION

How would you best describe the type of practice you are in?



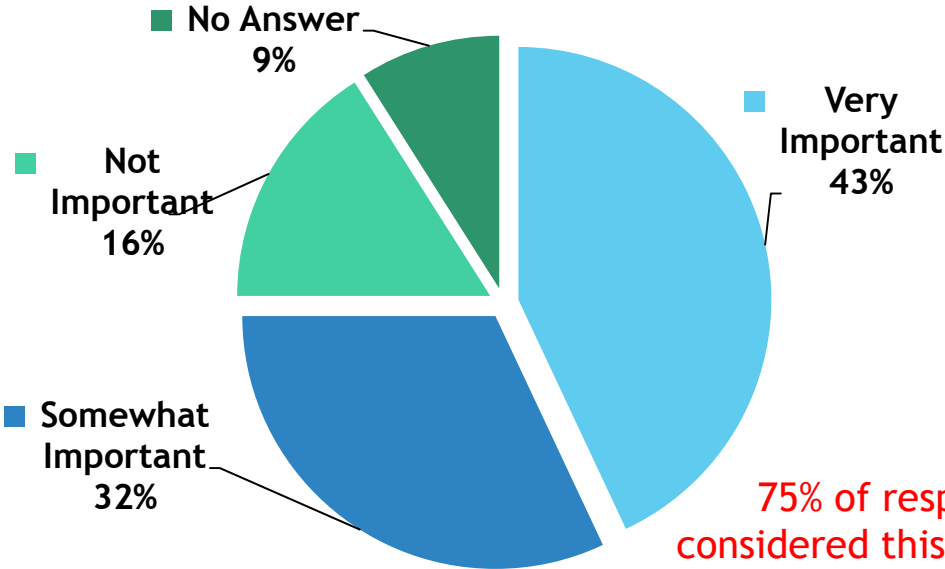
How would you describe the geographic setting of your institution?



# FELLOW/FACULTY SURVEY

## FEMALE REPRESENTATION

When deciding on a fellowship program, how important was it to you how well represented women were among the fellows and faculty in the program?

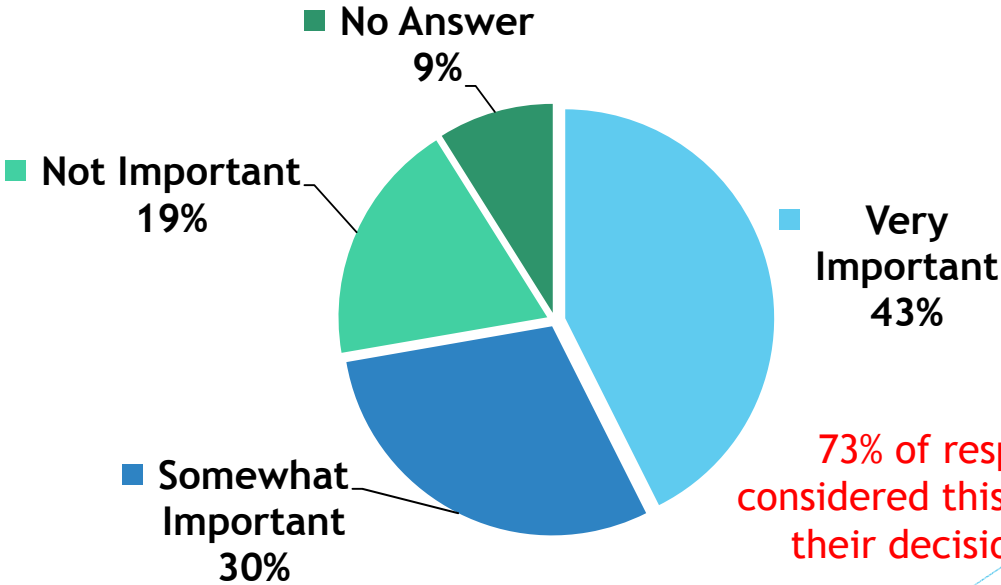


75% of respondents considered this important in their decision making!

# FELLOW/FACULTY SURVEY

## FEMALE REPRESENTATION

When interviewing, how important was it to you to see the presence of female fellows and faculty during the interview process?



# FELLOW/FACULTY SURVEY

## RESULTS: LET'S COMPARE!

### Factors that played a role in ranking programs highly

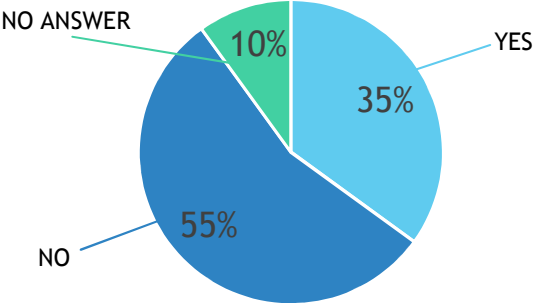
- ▶ The 3 overall most important factors among respondents were:
  - ▶ Location
  - ▶ Reputation of program
  - ▶ Type of setting
  
- ▶ The 3 overall least important factors among respondents were:
  - ▶ Family factors
  - ▶ Call schedule/work hours
  - ▶ Couples match, finding appropriate job for significant other
  
- ▶ The importance of the number of women among the cardiology fellows and faculty ranked at 7 out of 12.



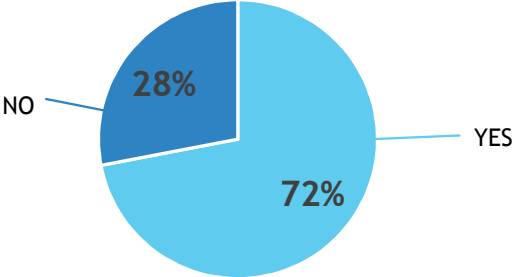
# FELLOW/FACULTY SURVEY

## MENTORSHIP

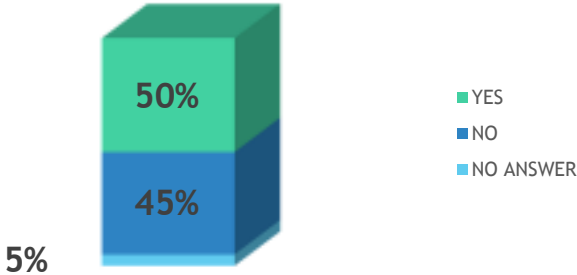
Respondents that specifically sought a female mentor?



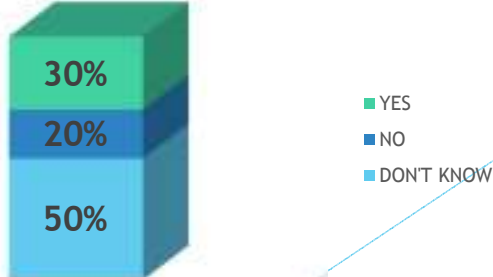
Respondents that were able to find one?



Faculty that serve as a mentor to female fellows?



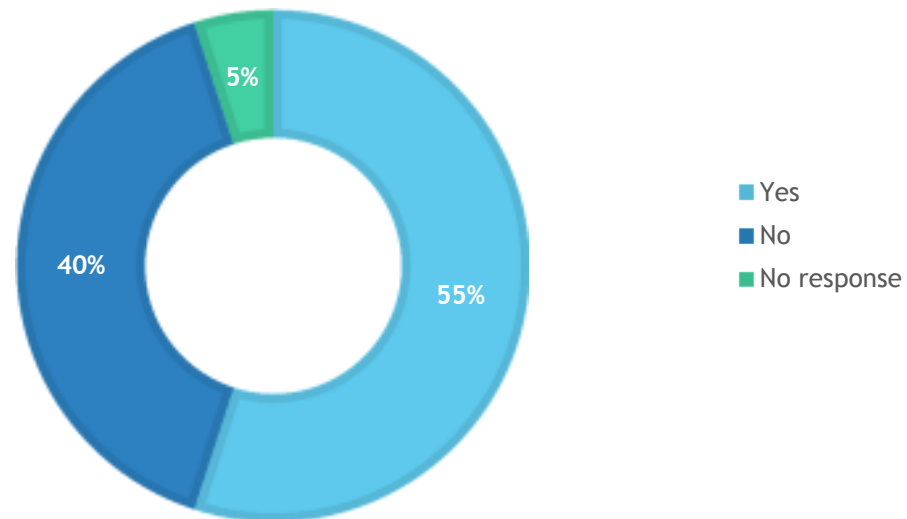
Faculty that were specifically sought out by mentee because of gender?



# FELLOW/FACULTY SURVEY

## FEMALE FACULTY REPRESENTATION

Female faculty that serve in an integral capacity within the general Cardiovascular Disease fellowship (PD, APD, CCC, PEC, mentor)



LET'S DISCUSS!



# QUESTIONS?

Please feel free to contact any of us after today's session with any further questions or comments

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