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Changing the Face of an Institution: Creative Partnerships for Women’s Professional Development

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Changing The Face of an Institution: Creative Partnerships for Women’s Professional Development

University of Massachusetts Medical School

Patricia Franklin, MD; Heather-Lyn Halev, PhD; Barbara Ingrassia, MLS; Ellen More, PhD; Mary Piorun, MLS; Phyllis Pollack, MD; Elaine Martin, DA.

Creating Partnerships

<table>
<thead>
<tr>
<th>Community</th>
<th>School</th>
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<tr>
<td>- Girl Scouts</td>
<td>- Diversity and Equal Opportunity Office</td>
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<tr>
<td>- Colleges of Worcester Consortium</td>
<td>- Faculty Administration</td>
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<td>- Medical Societies</td>
<td>- Medical Students</td>
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<td>- Public Library</td>
<td>- Medical Education</td>
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<td>- Worcester Women’s History Project</td>
<td>- Public Affairs</td>
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<tr>
<td>- YWCA</td>
<td>- Science Education</td>
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Planning Committee
- Lamar Souther Library
- Women’s Faculty Committee

Exhibition-Related Programming
Throughout the six-week-long showing, the LSL hosted a total of 14 events: appearances by national figures in women’s health research, women in academic administration and publishing, nationally known authors, and a playwright, as well as events open to the public -- including an essay contest for schoolchildren co-sponsored by the Worcester Women’s History Project, movies at the Worcester Public Library, and career days for local Girl Scout troops. A mentoring session involved Dr. Catherine DeAngelis, JAMA Editor-in-Chief (and this year’s UMass commencement speaker), with women faculty and students. In addition to the 60,000 visits made to the LSL, 750 individuals participated in these events.

Outcomes
Creative partnerships, motivated by the opportunity to host “Changing the Face of Medicine,” produced greater than expected gains for women faculty, generating new awareness and understanding of women’s accomplishments and leadership potential. Application-writing and event planning sessions forged robust working relationships among top-ranking administrators, senior and junior faculty, and staff. It also generated new mentorship, collaborations and grant-writing collaborations. The exhibition’s national recognition helped draw a larger, more diverse and gender-balanced audience to the events. It enhanced the visibility of the WPC, as evidenced by institutional funding for women faculty to attend the AAMC-WDM professional development workshops and ELAM for the first time.

Exhibit Sponsors and Web site
http://www.nlm.nih.gov/changinthefaceofmedicine/

Lamar Souther Library - A Legacy of Service and Learning