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

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Barbara Ingrassia, MLS; Ellen More, PhD;
Mary Pioun, MLS; Phyllis Pollack, MD; Elaine Martin, DA.

Creating Partnerships

Community
- Girl Scouts
- Colleges of Worcester Consortium
- Medical Societies
- Public Library
- Worcester Women’s History Project
- YWCA

School
- Diversity and Equal Opportunity Office
- Faculty Administration
- Medical Students
- Medical Education
- Public Affairs
- Science Education

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 UMMMS 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 contests forged robust working relationships among top-ranking administrators, senior and junior faculty, and staff. It also generated new mentorship/mentee relationships 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-WIM professional development workshops and ELAM for the first time.

 Exhibit Sponsors and Web site