Women Physicians in Leadership: Who is Choosing Whom?

SCPMG Women’s Health Symposium
Sharon M. Higgins, MD
Executive Medical Director, Northwest Permanente, PC
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When Did You Choose Medicine?

- 5 years or less
- 15 years or less
- 20 years or less
- 25 years or more
What “Firsts” Do You Remember?

• *First* Delivery

• *First* Surgical Procedure

• *First* Patient with Terminal Illness
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1971</td>
<td>Medical School</td>
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<tr>
<td></td>
<td>▪ 10 Women/110</td>
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<td>1975</td>
<td>Head and Neck Residency</td>
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<td>▪ 1st Woman</td>
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<td>1979</td>
<td>NWP First Woman Head and Neck Surgeon</td>
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<td>▪ 60 OHNS of 6000 in the US</td>
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<td>1985</td>
<td>Regional Chief</td>
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<td>1999</td>
<td>Specialty Care Medical Director</td>
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<td>2006</td>
<td>Medical Director, Business Affairs</td>
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<td>2007</td>
<td>Executive Medical Director</td>
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% Women Enrollees in US Medical Schools

- 1926: < 3%
- 1960: 5.8%
- 1971: 13.7%
- 2004: 47.9%
% Women in US Residencies

- 1996: 34%
- 2006: 43.5%
% Women in US Residencies - Specialty

- OB/GYN
- Pediatrics
- Dermatology
- Neurosurgery
- Orthopedics

Year Comparison: 1996 vs. 2006
Physician Educators – 2007

- Men Full Professors: 20%
- Women Full Professors: 4%
- Men Associate Professors: 15%
- Women Associate Professors: 6%
- Men Assistant Professors: 25%
- Women Assistant Professors: 7%
- Men Instructors: 7%
- Women Instructors: 7%
Elizabeth Blackwell

February 3, 1821 – May 31, 1910
Virginia Slims

“You’ve come a long way, baby.”

they finally got it!”

Kaiser Permanente®
What is Leadership Most Like?

- Climbing R2
- White water rafting
- Reading a novel while eating chocolates
- Getting a root canal
- Working an assembly line
White Water Leading