

To apply for a GPE Fellow position: Submit an updated resume and cover letter to gsasprofessionaldevelopment@yale.edu with the subject header “[Name of Fellow position]” by July 7, 2023.

Gender Equity GPE Fellow at Yale School of Medicine [Office for Women in Medicine and Science \(OWiMS\)](#)

Graduate Professional Experience Host Office Description

Originally named the Office for Women in Medicine, OWiMS was the first such office in an American medical school. It was established in 1975 in response to recommendations by the Committee on the Status of Professional Women at Yale Medical School. The committee recommended increasing the number of female faculty members and identifying areas of the curriculum in which gender discrimination was affecting learning.

In 2021, the scope of OWiMS was expanded beyond women medical students to also provide women faculty with opportunities to develop to full potential. Today, the mission of OWiMS is to promote the academic career development and advancement of all women learners (i.e., students, residents, interns, fellows, etc.), house staff, and faculty in medicine and biomedical sciences at Yale School of Medicine in their research, teaching, clinical, and leadership roles.

The vision for the office moving forward is to work with YSM and university leadership to enhance recruitment, compensation, and retention of outstanding women. Additionally, we seek to draw upon decades of [research and evidence-backed strategies](#) for helping to close the gender gap and promote women’s psychological safety and well-being at YSM. This vision will be carried out by continuing to build the OWiMS infrastructure and by creating community and promoting networking, enhancing mentorship, ensuring access and fostering climate, and sponsoring women for leadership.

Host Mentor

Cindy Crusto, PhD

Associate Dean for Gender Equity and Director of the Office for Women in Medicine and Science

Cindy.crusto@yale.edu

Graduate Professional Experience Fellow Responsibilities

- Assist in the development and implementation of gender equity programs, including development of a sponsorship program for learners and faculty.
- Assist in the development and implementation of an OWiMS evaluation to determine the impact of OWiMS programs on participants.

Graduate Professional Experience Learning Objectives and Opportunities

- Increased ability to understand factors at multiple levels that contribute to gender inequity in an academic setting.
- Increase knowledge of evidence-based interventions to address gender inequity
- Learn to develop, implement, and evaluate gender equity programs

- Conduct process and outcome evaluations

Desired Qualifications

- Excellent research skills
 - ability to conduct and synthesize information from literature searches and review of the social cognitive theory of career development
 - ability to manage, analyze, and report on basic descriptive and demographic data
- Excellent interpersonal skills
- Ability to work collaboratively in teams

Duration of position

Preferably Full Academic Year, but open to just Fall 2023