The mission of the Provost’s Committee on Gender Issues (ProCG) is to champion a culture of gender equity in faculty career and leadership development.

The Vision is that Rush University will be recognized as a place where women are fully integrated and equally represented across all levels, including governance and leadership.

**Outreach**
- Recruit & support women faculty to attend AAMC professional development seminars
- Presentations at AAMC, AMWA, AACN, etc.
- Report-out to the community
- Talent inventory & talent management

**Outcomes**
- Increased representation of women on all standing committees
- Increased participation in career development
- Increased faculty satisfaction and morale
- Vibrant community of peer support
- Culture Change!

**Additional Strategies**
- Recruiting & supporting women faculty to attend AAMC professional development seminars
- Presentations at various conferences
- Report-outs to the community
- Talent inventory and talent management

**Scholarship**
- Analyze data on faculty ranks, promotion, salary, annual reviews
- Analyze data on faculty engagement
- Scholarly productivity: abstracts, manuscripts, presentations, etc

**Collaboration**
- Academic Affairs
- Diversity & Inclusion
- HR/Talent Management
- Mentoring Programs
- University Strategic Plan

**CONCLUSIONS**
- Organized groups can improve the academic environment, promote diversity and gender equity, and foster professional and leadership promotion for qualified women.
- A culture of gender equity in the academic environment improves morale in the workplace, which then improves the quality of care in the Medical Center

**The VALUES:**
- Gender Equity
- Innovation
- Collaboration
- Accountability
- Respect
- Excellence

*Speakers and topics: Morrissey – Parity without Power; Eagly – Through the Labyrinth; Thorndyke – Graceful Self-promotion; Littrell: Pearls of Wisdom; Travis: Women and Minority Faculty in Leadership; Dankoski: Stepping Stones –Understanding Paths of Female Leaders; Freischlag: Women in Charge in Academic Medicine; Degen: Working with your Chair – Creating a Partnership to Advance your Career

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