



## **Excellogram # 7**

**Date: November 13, 2007**

**Subject: MUSC Excellence Dean's Report**

Dear Colleagues,

As you all know, one of our pillar goals is quality and one of many ways to achieve quality is through diversity. Though diversity means different things to different people, I am confident that where one finds under-representation of a group that the group suffers from this lack of reflection of the larger population. Considering the fact that now roughly half of all graduating medical students are female, one would like to see a significant representation of our fellow female physicians in all specialties. Balancing the gender make-up of our faculty would be welcomed by our patients, the society we serve, and the overall quality of medicine would be improved.

Historically, women have had a marginal presence in the field of surgery as opposed to many other fields of medicine. As shown in Table 1 below, based on data from the year 2000, there is a persistent disparity between the number of women in medicine and those within the surgical specialties. This gender inequity remains a real diversity issue for our profession as a whole.

However, academic surgery has recently entered into a period of positive dynamic change. One aspect of this change is the increasing presence of women completing surgical residencies. The MUSC Department of Surgery is on the forefront of this change with national leadership (Carolyn Reed, first female Chair of the American Board of Thoracic Surgery) and national caliber mentoring from our newest senior faculty member (Ginny Herrmann). I am especially excited by our recent recruitment of a group of talented young women surgeons (see Table 2 below) including Denise Carniero (Endocrine Surgery), Kerry Hammond (Colorectal Surgery), Mary Lester (Plastic Surgery), Katie Morgan (General Surgery), and Megan Baker (Surgical Oncology).

**Table 1. Number of Women Surgeons in Each Specialty**

Specialty	# of Women	# in Specialty	% of Women
Urology	295	10,168	2.9%
Orthopedic Surgery	791	23,178	3.4%
Thoracic Surgery	20	443	4.5%
Neurological Surgery	225	4964	4.5%
Colon-Rectal	66	1049	6.3%
Otolaryngology	769	9,255	8.3%
Plastic Surgery	546	6,095	9.0%
General Surgery	3,833	40,448	9.5%
Ophthalmology	2,476	18,035	13.7%
OBGYN	12,885	39,512	32.6%
<i>Total</i>	<b>21,906</b>	<b>153,147</b>	<b>14.3%</b>

*Numbers obtained from AMA Physician Characteristics and Distribution in the US, 2000 Edition*

**Table 2. MUSC Department of Surgery Women Faculty**

Megan Baker, MD	Assistant Professor	Since 07/2005
Denise Carneiro-Pla, MD	Assistant Professor	Since 07/2007
Kerry Hammond, MD	Assistant Professor	Since 07/2007
Virginia Herrmann, MD	Professor	Since 07/2007
Mary Lester, MD	Instructor	Since 07/2007
Katherine Morgan, MD	Assistant Professor	Since 07/2003
Carolyn Reed, MD	Professor	Since 07/1985

Statistically, we are now double the national average in terms of female faculty members within the Department of Surgery. This phenomenal accomplishment reflects a consistent effort on the part of the Department's leadership to establish diversity and gender equity goals. I anticipate that this cadre of women faculty, along with all of our talented female students and house officers, will effect a culture change that will enable us to be a more complete and comprehensive College of Medicine. We are already seeing more of our gifted female students choosing surgical specialties in response to this outstanding group of role models, and this is a wonderful foundation for our ongoing success.

Please join me in congratulating the Department of Surgery for their outstanding efforts to ensure that women are at the forefront of this critically important specialty. It is my hope that their success will help motivate all of our Departments to make diversity and gender equity top priorities in our ongoing drive for MUSC Excellence.

Sincerely,

Jerry Reves, M.D.  
Dean, College of Medicine