

Formación de talento humano en las Instituciones

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Original Investigation | Oncology

Women's Representation in Leadership Positions in Academic Medical Oncology, Radiation Oncology, and Surgical Oncology Programs

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Figure. Gender Distribution of All Faculty and Those in Leadership Positions in Academic Medical Oncology, Radiation Oncology, and Surgical Oncology

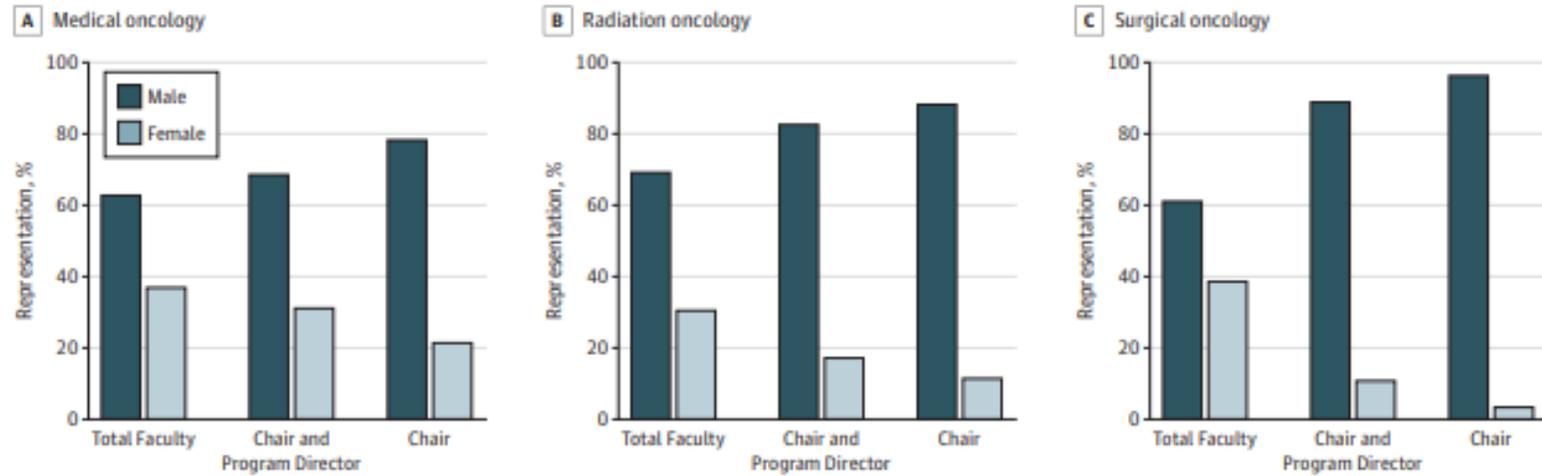


Table 1. χ^2 Goodness-of-Fit Analysis Comparing the Observed vs Expected Ratio of Women Leaders in Academic Oncology

Program Type	Leadership Position	Men, No.	Women, No.	Proportion of Women, %		P Value for Goodness of Fit
				Observed	Expected*	
Medical oncology	Department chair or division chief and program director	181	83	31.4	37.1	.06
	Chair	108	30	21.7	37.1	<.001
Radiation oncology	Department chair or division chief and program director	147	31	17.4	30.7	<.001
	Chair	83	11	11.7	30.7	<.001
Surgical oncology	Department chair or division chief and program director	40	5	11.1	38.8	<.001
	Chair	25	1	3.8	38.8	<.001

*The expected rate is based on the proportion of total women faculty for each discipline.

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Report on the status of women occupying leadership roles in oncology

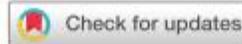


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Gender-related challenges facing oncologists: the results of the ESMO Women for Oncology Committee survey



Working toward gender diversity and inclusion in medicine: myths and solutions



Gender equality in science, medicine, and global health: where are we at and why does it matter?

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Women Oncologists' Perceptions and Factors Associated With Decisions to Pursue Academic vs Nonacademic Careers in Oncology

Hematólogos (as) en Instituciones por género

INSTITUCION	FEMENINO	MASCULINO
UNIVERSITARIO DE MONTERREY	3	6
UMAE 25 MONTERREY	4	4
OCCIDENTE DE GUADALAJARA	2	2
HOSPITAL CIVIL DE GUADALAJARA	3	2
CMN OCCIDENTE IMSS	2	2
INCMN SALVADOR ZUBIRAN	6	3
INSTITUTO NACIONAL DE CANCEROLOGIA	5	6
CMN 20 DE NOV ISSSTE	4	4
HOSPITAL GENERAL DE MEXICO	1	8
SEDENA	4	4
CENTRO MEDICO NAVAL	3	7
PEMEX CENTRAL SUR	1	1
PEMEX CENTRAL NORTE	0	1
ONCOLOGIA SIGLO XXI IMSS	5	3
ESPECIALIDADES SIGO XXI IMSS	9	4
TOTAL	52	57

Hematólogos (as) en Instituciones por género Pediatría

INSTITUCION	FEMENINO	MASCULINO
UNIVERSITARIO DE MONTERREY	4	1
OCCIDENTE DE GUADALAJARA	1	1
HOSPITAL INFANTIL DE MEXICO	3	0
CMN LA RAZA IMSS	7	2
CMN 20 DE NOV ISSSTE	4	0
INSTITUTO NACIONAL DE PEDIATRIA	5	1
TOTAL	24	5

Jefaturas en Instituciones por género

INSTITUCION	FEMENINO	MASCULINO
UNIVERSITARIO DE MONTERREY		✓
UMAE 25 MONTERREY	✓	
OCCIDENTE DE GUADALAJARA	✓	
HOSPITAL CIVIL DE GUADALAJARA	✓	
CMN OCCIDENTE IMSS		✓
INCMN SALVADOR ZUBIRAN		✓
INSTITUTO NACIONAL DE CANCEROLOGIA	✓	
CMN 20 DE NOV ISSSTE		✓
HOSPITAL GENERAL DE MEXICO		✓
SEDENA	✓	
CENTRO MEDICO NAVAL	✓	
PEMEX CENTRAL SUR	✓	
ONCOLOGIA SIGLO XXI IMSS		✓
ESPECIALIDADES SIGO XXI IMSS		✓
TOTAL	7	7

ISSSTE

INSTITUCION	FEMENINO	MASCULINO
DIRECTOR GENERAL		✓
DIRECTOR MEDICO		✓
DIRECTORA NORMATIVA ADMINISTRACION	✓	
DIRECTORA NORMATIVA EN JURIDICO	✓	
DIRECTORA CMN 20 NONOVIEMBRE	✓	
DIRECTOR HR A LOPEZ MATEOS		✓
DIRECTOR HR IGNACIO ZARAGOZA		✓
DIRECTOR HR 01 DE OCTUBRE		✓
DIRECTORA HR VALENTIN GOMEZ FARIAS	✓	
DIRECTORA HOSPITAL REGIONAL VERACRUZ	✓	
DIRECTOR HR MONTERREY		✓
TOTAL	5	6



GRACIAS

“Trabaja diario con honestidad, integridad y compromiso con tus pacientes porque siempre alguien te estará observando”.

Dr. Manuel Antonio López Hernández

