Executive Summary of AWS membership survey

From the Member Services Committee

Overall assessment of the survey:

AWS seems to draw in young members and maintains the much more senior women but loses in the mid career women so recruitment seems to be good but keeping interest and participation with programs geared to this level may be beneficial.

There is a relatively equal distribution of academic and private practice although the perception may be that there are more academically oriented members because the rest is rounded out by residents and medical students who are usually at academic centers. However, we must be aware that the faculty are more of a mix.

Mentoring and networking at all levels is a valuable service but time is an issue for all and so providing computer based or local services may be the way of the future.

Based on these assessments and some others not enumerated above for the sake of brevity, the following are the committee's preliminary recommendations for moving forward until we receive further input from the membership.

1. Things to add or continue:
   a. Webinars: meets the needs at multiple levels in that it can be less costly and much less timely and works into the individual's schedule.
      i. This would be an advantage to all types of members: academic, private, resident, student
      ii. Topics should be practical as mentioned in the comments of the survey and could include: finance, networking, mentors, and promotion, negotiation
   b. Find a surgeon: this could be expanded for not only finding a surgeon in an area for a patient but finding ones to assist with relocation for jobs
      i. Divide into levels for faculty both private and academic
      ii. Resident who may be graduating and looking for jobs
      iii. Students who want to gain insight into certain programs based on general or specialty interest
c. Networking at specific meetings
   i. Keep it informal
   ii. Make an effort to gather women at the subspecialty meetings discuss issues and determine how these may be addressed by AWS
   iii. Provide a brief report that can be shared with the membership to demonstrate the vitality of AWS

d. Include a specific address at the annual conference as to what AWS is doing for the members beyond simply having them sign up for things
   i. This will allow people a better appreciate of the activities and work involved
   ii. They will be able to more appropriately volunteer based on their interest and capabilities

2. Things to change:
   a. Listservs: seems completely underutilized
      i. Consider changing it or doing away with it and putting efforts into other things
   b. Quick pics
      i. Keep these practical
      ii. Decrease them so they are not so overwhelming