Leveraging Sponsors to Advance Careers

A Women’s History Month Symposium

Jointly Offered by the Office of Diversity & Inclusion and Equal Opportunity and the Office of Women’s Careers

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Introduction to Sponsorship

Helen Yin, PhD
Professor of Physiology
Associate Dean
The Office of Women’s Careers
“In most senior level jobs, you need **SPONSORSHIP** to make it to the very top.”

Elizabeth J. Smith, General Manager, IBM Corporation

What’s the Difference between a Coach, Mentor, and a Sponsor?

“A coach tells you what to do, a mentor will listen to you and [advice you], but a sponsor will talk about you.”

Kathy H. Hannan
Diversity and Corporate Responsibility

A sponsor is an advocate, a supporter and a defender

Source: Fostering Sponsorship Success Among High Performers and Leaders, Catalyst, August 2011
Mentoring is Necessary but not Sufficient for Advancement

• Those who are mentored are more likely to be promoted

• Women and men are mentored (slightly more for women)

• Men are promoted into leadership positions more than women

• Men’s mentors are more likely to be CEOs, or in other high level positions, and to act as sponsors

We Tend to Sponsor People We Like, or People Who Remind Us of Ourselves

Photo Source: http://thebigmansworld.com/2014/02/25/blogging-politics-copycat-blogging/
Warrant Buffett Says:

“…. We’ve seen what can be accomplished when we use 50% of our human capacity. Can you imagine what 100% would do?”

“Women have every potential that men do.”
The State of Women in Academic Medicine
AAMC 2013-2014

% of Women

- Full Professors: 21%
- Division Chairs: 24%
- Vice Chairs: 24%
- Department Chairs: 15%
- Assistant Deans: 46%
- Associate Deans: 39%
- Sr. Associate & Vice Deans: 33%
- Deans: 16%

“No matter how fiercely you lean in, you still need someone with power to lean in with you.”

Sylvia Ann Hewlett
*Mentors Are Good. Sponsors Are Better*,
*New York Times*  4/13/13

“Senior male executives can sponsor high-potential junior women and position them for leadership, providing stretch opportunities and putting women on short lists for top jobs”
Helen Yin, Ph.D.
Associate Dean, Office of Women’s Career
UT Southwestern Medical Center
Chair, Sponsorship Workshop Organizing Committee

Sponsorship
developing women leaders

2015 Workshop

The Women Senior Leaders Network
The University of Texas System
Nine Universities, Six Health Institutions, Unlimited Possibilities.

Office of Faculty Diversity & Development
Office of Women’s Careers
Panel Discussion

Moderated by
Merridth Simpson,
The Office of Diversity & Inclusion
and Equal Opportunity