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Becoming a Woman Doctor: Insights from first-year women medical students

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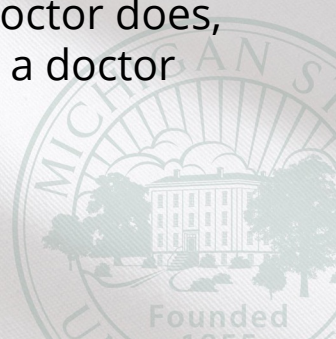
1

➤ The Character of Medical School

As more women enroll in medical school, they are learning to be doctors within an educational and professional field that often reflects a singular ideal of what a doctor does, who a doctor is, and how a doctor works and behaves



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2

> The Character of Medical School



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3

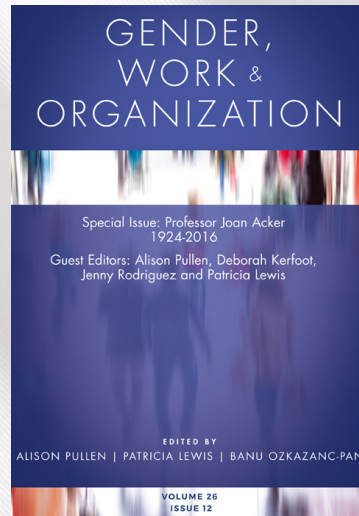
> The Character of Medical School

- Increased tension balancing work and family
- A segregated workforce
- and feminized fields

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4

> Gendered Organizations



Gendered Organizations, Joan Acker, 1995

Recognizes that organizations are not neutral entities, but rather filled with gender dynamics that reinforce male and female stereotypes, more often to the disadvantage of women

How are women medical students discussing themselves as doctors during their early experiences of medical school?



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5

> Methods

The aim of this study was to examine the early experiences of women medical students in medical school, and how those experiences are shaped within an organization that is gendered.

Critical Qualitative Inquiry

38 Semi-structured Interviews with First-Year Women Medical Students

Michigan State University a Community-Based Medical School

Inductive and deductive coding – open coding and codes informed by Gendered Organizations

Team of 6 researchers, using Dedoose software met every other week to discuss coding process and agree on results

Five themes reflecting the open codes and theoretical codes



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6

➤ First Four Results

- Women medical students described needing to find a balance between being assertive or being bossy
- Women medical students recognized future challenges in being doctors and having a family
- Women medical students described specialty selection as associated with their gender
- Women medical students internalized and projected gendered notions of the place of emotions in their work as doctors

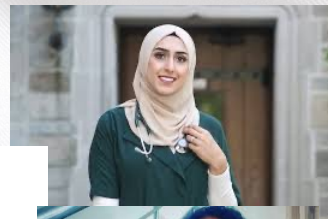


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➤ Fifth Result

- Women medical students described not being recognized as medical students by patients and against the image of a doctor



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8

> What does this all mean?

- Women medical students are making micro and macro level negotiations simultaneously as they are learning the content to be doctors.
- Internalizing the presence of gendered organizations happens early in medical school for women



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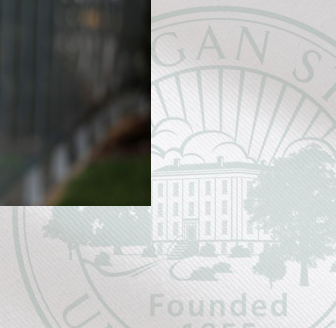


9

> What do we do?



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10