

AWNings

The Newsletter of the Academic Women's Network at Washington University School of Medicine

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2007-2008 AWN Board

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From the President's Desk By Ingrid Borecki, Ph.D.

We are living in an unprecedented time in history for women. The third most powerful person in our government is Speaker Nancy Pelosi, and Senator Hilary Clinton is making a serious bid to become the first woman President of the United States. Dr. Elizabeth Nabel is heading up the National Heart, Lung, and Blood Institute, and Dr. Drew Gilpin Faust has assumed the presidency of Harvard – the first woman in its 371 year history, and on the heels of Dr. Lawrence Summers, whose remarks suggesting “innate differences” between men and women as one possible reason fewer women succeed in science and math careers drew widespread attention and criticism a couple of years back. Progress, yes, but obviously, there remain significant barriers to the advancement of women in professional careers, evidenced by their paucity in high level positions, and the reasons why women do not advance comparably to their male counterparts are not entirely clear. As we enter the 17th year of the Academic Women's Network, this core issue will motivate our agenda for this year's activities.

Perhaps one of the most important documents on this topic has been published by the National Academy of Sciences entitled “Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering” (see http://sciencecareers.sciencemag.org/career_development/previous_issues/articles/2006_10_13/beyond_bias_and_barriers). Donna E. Shalala, chair of the *Beyond Bias* study committee and President of the University of Miami, says “Women are capable of contributing more to the nation's science and engineering research enterprise...[but] fundamental changes in the culture and opportunities at America's research universities are urgently needed.” *Continued on Page 2*

From the President's Desk

by Ingrid Borecki, Ph.D.

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Beyond Bias and Barriers explains that eliminating gender bias in academia requires immediate overarching reform, including decisive action by university administrators, professional societies, federal funding agencies and foundations, government agencies, and Congress. If implemented and coordinated across public, private, and government sectors, the recommended actions will help to improve workplace environments for all employees while strengthening the foundations of America's competitiveness. We will be studying this report in detail to identify and implement recommendations that have the potential to promote a gender-neutral environment and enhance the professional advancement of women at Washington University.

Other ongoing agenda items for AWN include a review of childcare needs and issues (to be done jointly with our sister organization AWF on the Danforth campus),

leadership seminars, and preparations to receive an amazing traveling exhibit from the American Library Association entitled "Changing the Face of Medicine: Celebrating America's Women". Of course, we will continue to sponsor opportunities for networking and meeting other women faculty. We will shortly announce our fall dinner, and the Reception for Women Faculty, sponsored by Chancellor Wrighton, will be held on Tuesday, December 11. Our past President, Ann Gronowski, wrote a wonderful reflection on her year at the helm likening AWN to a light that allows one to see all the other women running the races that are their lives and careers, and what a gift it is to have the support, advice, and mentorship of these other women. How true. Amazing women. Come participate (write me at iborecki@wustl.edu)! Come interact with us. Let's support one another and find ways to help each other juggle all our commitments and responsibilities. Let's keep the faith that it is possible to change our culture such that women can succeed and advance on the basis of merit. Let's make it happen.

Susan Mackinnon Named First Woman President of American Association of Plastic Surgeons

Susan E. Mackinnon, M.D., was named the first women President of the American Association of Plastic Surgeons at the recent annual meeting in Coeur d'Alene, Idaho. Mackinnon is the Sydney M. Jr. and Robert H. Shoenberg Professor of Surgery and Chief of the Division of Plastic and Reconstructive Surgery at Washington University School of Medicine in St. Louis.

The 86-year-old American Association of Plastic Surgeons aims to advance the science and art of plastic surgery through surgical education, research, scientific presentations and professional interaction. Membership is by invitation only and each year only 0.5% of the 6400 board certified plastic surgeons meet membership criteria.

Mackinnon was chosen to lead the association for the 2007–2008 term in recognition of her numerous professional achievements and dedication to the field. She has served in a variety of roles with the Association, including President-elect, awards committee chair, vice-President and treasurer.

Mackinnon is considered an international authority on nerve regeneration, nerve transfer and on the use of limited immunosuppression in transplant patients. She established her international reputation as a surgeon in 1988 by performing the first donor nerve allotransplant, a procedure that can restore function to severely injured limbs that previously were considered irreparable.

Kudos

Dora E. Angelaki, Ph.D., the Alumni Endowed Professor of Neurobiology, has received a five-year, \$1,900,521 grant from the National Eye Institute for research titled "Neural Basis of Self-motion Perception."

Sarah C.R. "Sally" Elgin, Ph.D., Professor of Biology and of Education, both in Arts & Sciences, and professor of Biochemistry and Molecular Biophysics and of Genetics in the School of Medicine, has been named the first Viktor Hamburger Distinguished Professor in Arts & Sciences.

Helen Liapis, M.D., Associate Professor of Pathology and Immunology is part of the WU Center for Kidney Disease Research, newly funded by NIH starting July 1, 2007.

Susan B. MacKinnon, M.D., the Sydney M. Jr. and Robert H. Shoenberg Professor of Surgery, was named President of the American Association of Plastic Surgeons, and has received a five-year, \$2,228,395 grant from the National Institute of Neurological Disorders and Stroke for research titled "Nerve Allotransplantation for Traumatic Nerve Injury."

Jeanne M. Nerbonne, Ph.D., Alumni Endowed Professor of Molecular Biology and Pharmacology, has received a four-year, \$1,330,417 grant from the National Heart, Lung, and Blood Institute for research titled "Ion Channel Regulation and Modulation in Cardiac Muscle."

Linda J. Pike, Ph.D., Associate Professor of Biochemistry and Molecular Biophysics, has received a four-year, \$1,293,821 grant from the National Institute of General Medical Sciences for research titled "Lipid Rafts and EGF Receptor Function."

Helen M. Piwnica-Worms, Ph.D., Professor of Cell Biology and Physiology, was elected as a Fellow of the American Academy of Arts and Sciences. Dr Piwnica-Worms will also receive the University's 2007 Gerti Cory Faculty Achievement Award at an award ceremony in December.

Christina Gurnett, M.D., Ph.D., **Kelle Moley**, M.D., **Jean Schaffer**, M.D., **Elaine Mardis**, Ph.D., **Karen Wooley**, Ph.D., **Shelia Stewart**, Ph.D., **Ashley Hill**, M.D., and **Lijuan Zhang**, Ph.D., all received two-year, \$200,000 Children's Discovery Institute grants.

*Do you have a topic for AWNings?
Send ideas to: Ann M. Gronowski;
gronowski@wustl.edu*

Four Women Elected to the ECFC

In June, the Executive Committee of the Faculty Council (ECFC) held elections. The results are shown below. Four of the six elected positions were filled by women. Congratulations to all for this important achievement.

Chair: Aaron Hamvas, Pediatrics

Vice-Chair: **Susan Deusinger**, Physical Therapy

ECFC Rep from the Clinical Departments: **Linda Peterson**, Medicine and **Sherrie Hautt**, Pediatrics

ECFC Rep from the Pre-Clinical Departments: Bob Wilkinson, Cell Biology

ECFC Rep to Executive Faculty from the Pre-Clinical Departments: **Karen O'Malley**, Anatomy

Did you know ...

That you are welcome to attend any AWN Board meeting? The meetings are held the 3rd Wednesday of every month at 7:00 am in Room 10-107 10th floor of the McDonnell Pediatrics Building.

"I am only one, but still I am one. I cannot do everything, but still I can do something; And because I cannot do everything I will not refuse to do the something that I can do."

Helen Keller

The Role Of On-Site Childcare In Promoting Women In Academia

by Tamara Hershey, Ph.D.

There has been much recent interest at WU in how best to improve on-site and university-affiliated childcare. The Academic Women's Network and its counterpart on the Danforth Campus (the Association of Women Faculty), the Gender Equity Committee (WUSM) and a committee within the Pediatrics Department have all begun deliberations on what actions need to be taken to improve these services. Although this issue has been addressed in past years and much progress made in establishing high quality childcare centers on the Medical School campus, a renewed vigor in these efforts is clearly present.

This vigor comes in part from a 2006 National Academy of Sciences report ("Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering") on how to improve the status of women in academia. The NAS report put on paper what we already know: Women do not move up the academic promotional ladder in the same numbers or at the same rate as their male counterparts. The report had many recommendations to rectify this problem, but one that resonated with many faculty members with children was that universities should "visibly and vigorously support campus programs that help faculty with children or other care-giving responsibilities to maintain productive careers".

Such recommendations are supported in part by data from Mason & Goulden's impressive analysis of an enormous sample of Ph.D.s (>160,000 followed longitudinally). These analyses found that it mattered when during an academic career a woman had children (Mason and Goulden; Do Babies Matter and Do Babies Matter Part II, [Academe](#), 2002 and 2004). If women had babies early in their career (within 5 yrs of obtaining their degree) they were 38% less likely to achieve tenure than men who had babies early. Men who had babies early even had a slightly higher success at achieving tenure (77%) than men who never had children (71%). To explain this differential effect of early babies on men and women's success in academia, Mason & Goulden cite statistics showing that working mothers tend to spend more time on childcare than fathers. This may be related to the fact that less than half (46%) of married men had wives who worked outside the home full time, whereas almost all (90%) of married women had husbands that worked outside the home full time (National Science Foundation, 1999). Although the causal links have not been explicitly tested, a picture emerges of women struggling at a critical time of their academic career to handle the ferociously competing demands of young motherhood and junior faculty status.

Men may also struggle, but for various cultural and biological reasons (e.g. breastfeeding), may not be asked to sacrifice quite as much as women. These costs may add up over time for mothers, slowing progress towards tenure.

Given that universities are unlikely to be able to alter fundamental cultural and biological tendencies, what can be done to help mitigate these pressures? As a recent review in [The Scientist](#) suggests (Aug 2007; "A Space for Children: Industry knows that onsite childcare is good for retention. Is academia starting to catch on?" by Kerry Grens), on-site childcare is one of the more obvious solutions. Bright Horizons, a childcare company, reviewed the records of the non-academic companies they serviced and found that employees who used on-site childcare had a 50% higher retention rate than those that did not, resulting in an accompanied savings of approximately \$3.4 million.

Universities are slowly beginning to recognize the desirability of having high quality on-site childcare and many are building or expanding on-site childcare centers. However, long wait lists and high costs are a uniform concern, according to Paula Berry, the President of the National Coalition of Campus Children's Centers. A recent article by Virginia Gewin ("Small steps towards campus childcare"; [News@Nature.com](#)) reveals that these challenges are ubiquitous both here in the US and internationally. However, some institutions are beginning to view childcare issues as an opportunity to gain an edge in the recruitment and retention process. Some institutions include reserved on-site childcare slots in their recruitment and negotiation packages. University of Texas Southwestern Medical Center views their excellent on-site childcare system as an enticement for husband-wife dual academic couples, believing that day care is "...not just a women's issue, it's a dual-career family issue". Other institutions like California Institute of Technology, the Fox Chase Cancer Research Center and Johns Hopkins University offer subsidies for childcare. Some, like Princeton University, have a need based system, hoping to help not just faculty, but all employees, postdocs and graduate students.

Some of the ideas that other institutions are pursuing in terms of on-site childcare are described below. These come primarily from each university's news releases.

1) Cornell University: Was named a "2006 Working Mother 100 Best Company" because they promote "family friendly policies such as flextime, childcare and telecommuting". Services include parenting seminars,
Continued on page 5

an early childhood center, 2 daycare centers nearby (with a new one to open in 2007-2008 managed by Bright Horizons), a resource and referral program, subsidies of up to \$5000 for families earning less than \$150,000 and 4 academic and sports camps for school-aged children during the summer. Cornell President David J. Skorton stated "The university recognizes that to attract quality faculty and staff, it must meet the needs of its workforce, needs that are constantly evolving...the university's needs for childcare, particularly at the infant and toddler levels, frequently exceeds availability". Inspiring some of these efforts were reports that faculty left Cornell due in part to childcare concerns, or declined offers because childcare was inadequate (Cornell Chronicle Online).

2) Stanford: To enhance recruitment of women, Stanford has a new program for childcare subsidies. Provost John Etchmendy said "...the affordability and availability of convenient, reliable childcare has demonstrably higher stakes for this particular group [young faculty with children] than for any other subset of our population".

3) Harvard: Harvard has 6 university onsite childcare centers; 5 accredited by the National Association for the Education of Young Children. The University subsidizes childcare, including the cost of emergency backup care for children or elderly (\$1.2 million in 2005).

4) UT Austin: They are constructing a 2nd on-site childcare center and reserve new spaces for newly recruited faculty or for counteroffers to keep faculty.

5) Princeton: President Shirley Tilghman established a Childcare Working Group to work on the recommendations given by the Task Force on the Status of Women Faculty in the Natural Sciences and Engineering. The Task Force noted that "affordable and high-quality childcare" is a "critical element in a larger strategy to recruit more women and help them to succeed". In a survey on the academic climate for women, childcare was the 2nd most common suggestion (behind hiring more women) for how to improve Princeton's environment for women. Tilghman has also approved a set of new policies that aim to improve the family friendliness of the University for graduate students including maternity leave, need-based grants for childcare, subsidized back-up care, and a travel fund for childcare (News @ Princeton).

6) U California: In a letter to the President of UC posted online, the University Committee on Faculty Welfare wrote "On or near-site childcare can also play a significant role in creating a work environment in which faculty can be most productive. Childcare needs can be a major source of stress and disruption in the work day of faculty members with young children" including travel time for drop off/pickup and nursing. A survey at Berkeley found that 63% of faculty with children < 12 yrs old experienced reduced effectiveness due to child care problems, 72% experienced increased stress, and

36% missed at least 3 days per year because of childcare problems. All UC campuses with daycare report a waiting list. Wait lists were noted to be underestimates of the need.

7) U Wisconsin: An Executive Summary from the University Childcare Committee noted that UW has expanded facilities, a Childcare Tuition Assistance Program, and an Office of Campus Childcare. They performed a survey and collected other data and found large unmet demands and cost concerns. The committee recommended that the University collect data to determine if access to childcare is a barrier to recruitment and retention of diverse faculty, staff and students and recommended a sliding scale fee.

8) U Wisconsin at Madison, WISELI (Women in Science and Engineering Leadership Institute) surveyed faculty and found that women were less likely than men to say that they are satisfied with work/family balance (49 vs 65%). 51% of women vs. 38% of men thought that personal responsibilities had slowed down their career progression. Parents of preschool children using UW centers were more likely to say that they were "very satisfied" than parents not using UW (79 vs 50%). They recommended that UW reserve slots for new faculty; include after school and summer care, and increase the number of infant/toddler slots.

9) Duke: Opened a \$2 million expansion of onsite daycare in 2003 in response to recommendations from a Women's Initiative Steering Committee. President of Duke, Nannerl Keohane said "For both women and men at Duke, issues around balancing their professional and domestic lives often converge around childcare, particularly for the very young" (Duke University News & Communications).

Interestingly, many of these institutions took part in a workshop on best practices for assisting faculty with family responsibilities. They released a statement endorsing the idea that "The future excellence of our institutions depends on our ability to provide equitable and productive career paths for all faculty" and pledging to develop "academic personnel policies, institutional resources and a culture that supports family commitments" (CIT, Harvard, MIT, Princeton, Stanford, UC Berkeley, U Michigan, U Pennsylvania, Yale). This pledge supports the view that these efforts benefit the entire family and both female and male faculty. These policies may have the added benefit of potentially easing the pressures and distractions women with young children may face during their drive for tenure and promotion.

On-site daycare has multiple benefits that may help ease these pressures. Childcare at or very near the workplace allows travel time to be minimized, reduces the stress from being geographically distant from infants and young children, promotes breastfeeding by making it

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possible to visit during the day and allowing “emergencies” like running out of milk to be resolved quickly and with minimal interference to work. On site daycare also promotes involvement of both parents in the child’s development by allowing parents to visit easily for special events (e.g. Halloween parade, teacher conferences). These opportunities are very valuable to new mothers and fathers by easing concerns associated with childcare. On site, university-affiliated childcare has the added benefit of allowing informal networking between faculty and staff in a neutral setting.

Now, with all this in mind, what is the on-site childcare situation really like at WU? At the WUSM campus, BJC operates the Child Development Center (CDC), consisting of two on-site buildings (Newstead and Clayton). There are approximately 467 slots total, 128 of which are for infants or toddlers. The total number of families on the wait list is 138. However, the length of the wait list may not be an accurate indicator of the real demand. For instance, the CDC informs people that infants and toddlers are usually only admitted at the end of August. This practice is due to the fact that the infant/toddler rooms operate at capacity and openings only arise when infants ‘graduate’ to the next age classroom at the beginning of the school year. Hearing this news, many people find childcare elsewhere and do not even put their names on the wait list. They represent an as yet un-quantified and unmet need. Thus, most of the names on the wait list are families expecting a child coinciding with the timing of the openings (e.g. late August). Not all of us are so lucky!

At the Danforth campus, the situation is different. They have no on-site childcare, but instead have a partnership with a center in University City with approximately 35

slots reserved for WU (16 for infants or toddlers). Currently the wait list is about 2 years long, which makes this an unrealistic option for many people; in fact, many use the CDC on the WUSM campus. Again, for various reasons, the wait list numbers cannot be used to determine true demand.

In 2004, the Gender Equity Committee here at the school of Medicine commissioned a demand analysis and cost projection study from the national childcare organization, Bright Horizons. At the time, there were 1285 children under the age of 6 associated with WUSM families. The report noted that the cost of on-site childcare was too expensive for many postdocs and staff. Based on a focus group study of 13 faculty and 8 staff, the report noted that a high percentage of these individuals (63-100%) had difficulties with daily infant/toddler care and other types of childcare (school-age, sick and back-up care, hours). These unmet needs reportedly resulted in lost work time, lower productivity, slower advancement and a high level of stress. This report was presented to the Executive Faculty and awaits action.

What is the AWN/AWF doing to improve this situation? A joint Task Force formed last spring has evaluated the data presented here and is now waiting for the release of the relevant results from the faculty climate survey (performed last fall). Until we can evaluate this important information, we will work with the Gender Equity Committee and a childcare group within Pediatrics headed by Angela Sharkey to lobby for more attention to these matters. Anyone interested in joining in these efforts, or with questions or concerns, can contact me at tammy@wustl.edu or 362-5593.

In Memoriam

AWN Mourns the Passing of Dr. Rosalind Kornfeld-First AWN President

AWN and the Washington University community mourn the passing of our founding member, first AWN President, and Pioneering Woman, Rosalind H. Kornfeld, Ph.D., on August 10, 2007. Throughout her long and productive career Rosalind made profound contributions to advancing the cause of women scientists, both at an individual and an institutional level.

From her earliest days as a faculty member at Washington University she served as a mentor, role model, and confidante for women coming up, telling them “Don’t be intimidated!”

The initial planning meeting that gave rise to AWN was held in her office and the first organizational “tea” in her home.



Her scientific career was one of national and international stature as a Professor of Medicine, Biochemistry and Molecular Biophysics, and President of the Society for Glycobiology. She is survived by her husband Stuart Kornfeld, M.D., Professor of Medicine, Biochemistry

and Molecular Biophysics, with three grown children and families all making their own marks in research, education, and public service. Rosalind’s many professional and personal accomplishments, her feisty and outspoken nature, and her infectiously joyous personality have left us all richer for having known her.

Lack of Women Leaders in Medical Schools

Washington University School of Medicine has very few women in leadership positions. We are not alone among medical schools. Relatively few women are full professors or department heads at the four medical schools in Massachusetts and Dr. Karen Antman of the Boston University School of Medicine is the only female dean.

We know that the lack of women in leadership roles in academic medicine is no longer a pipeline problem, as medical schools admit equal numbers of men and women (1).

Dr. Linda Pololi, of Brandeis University, is now leading a study of this issue (2). The answer to women's persistent under-representation must lie elsewhere, she said in a recent interview. "Something in the system impedes their progress toward taking leadership positions." (2)

Here are the percentages of women in leadership positions at Washington University (3) and Massachusetts medical schools and how they compare with all 125 medical schools nationwide, according to 2005 data from the Association of American Medical Colleges provided by Pololi (2).

Pololi, principal investigator of the National Initiative on Gender, Culture and Leadership in Medicine, brought deans from five medical schools

to a two-day retreat at Brandeis in May. The medical schools, which are demonstration sites for the project, are Tufts University, Duke University, George Washington University, the University of Minnesota and the University of New Mexico. The project will run five years and is supported by a \$1.4 million grant from the Josiah Macy Jr. Foundation of New York. (2)

The five medical schools in the project will experiment with programs to deal with the issue. Those programs have not been defined yet, but each school will report on its results and share what works with others.

References:

1. Beyond Bias and Barriers: Fulfilling the potential of Women in Academic Science and Engineering. Committee on Maximizing the Potential of Women in Academic Sciences, National Academy of Engineering and Institute of Medicine. PDF available from National Academies Press at: <http://www.nap.edu/catalog/11741.html>
2. http://www.boston.com/yourlife/health/blog/2007/05/the_lack_of_wom.html.
3. Data provided by the WUSM Office of Faculty Affairs.

	Dean	Chairs Clinical Departments	Chairs Pre-Clinical Departments	Full Professors
WUSM	0%	0%	17% (1 interim/6)	13% (49/380)
BU	100%	11%	0%	19%
Harvard	0%	10%	33%	12%
Tufts	0%	8%	29%	11%
U Mass	0%	7%	0%	19%
U.S.	13%	8%	13%	14%

Women in Science and Engineering Leadership Institute (WISELI): Executive Summary

by Diana Gray, M.D., Associate Dean, Office of Faculty Affairs

Initiated in 2003, two WUSM subcommittees of the Academic Affairs Committee of the Executive Faculty have been actively pursuing issues relevant to faculty diversity and advancement for underrepresented groups. These subcommittees are the Gender Equity Committee (GEC) and the Faculty Diversity Committee (FDC). Many important initiatives have had their nidus in these two committees. A few of these initiatives include the following: an amendment to the tenure document allowing for suspensions of the probationary period for reasons of work/life conflict, a major pay-equity study, a childcare needs study and the Faculty Diversity Scholars Program, which provides extra funds for hiring qualified faculty from underrepresented ethnic groups.

Hence, although efforts are underway to diversify our faculty and advance the careers of faculty, we now need broad engagement by the faculty and faculty leaders to move to the next level. With this goal in mind, the Office of Faculty Affairs (OFA) engaged a group of leaders in institutional transformation from the University of Wisconsin (UW) WISELI (Women in Science and Engineering Leadership Institute) to present a workshop on process improvement for recruitment and search practices. WISELI was formed with the support of the NSF ADVANCE (Increasing the Participation and Advancement of Women in Science and Engineering Careers) grant for Institutional Transformation. As the PI on the WU ADVANCE grant proposal in 2005, I became acquainted with the WISELI group. They have successfully initiated many programs at UW to promote the advancement of women faculty in the sciences and engineering. One of their highly-regarded programs is a "train the trainers" workshop for improving search committee practices.

Actualizing the WU/WISELI workshops required 4-5 months of advance work. Ultimately two workshops were scheduled, one for the medical school on March 6 and one for the Danforth

campus on March 7. A group of four faculty/staff from WISELI flew to St. Louis on March 5. The two faculty presenters were Dr. Molly Carnes and Dr. Jo Handelsman, Co-Directors of WISELI and co-PI's on the UW NSF ADVANCE grant. The two staff members were Dr. Jennifer Sheridan, WISELI Research Director and Eve Fine, WISELI Researcher and Program Developer. A portion of the first evening in St. Louis was spent in a preparatory training session with WU faculty and administrative staff recruited as small group facilitators. This was a dedicated group of individuals who performed in an exemplary fashion. The list of facilitators and participants can be found on the following link. <http://aladdin.wustl.edu/medofa/ofa.nsf/WV/28EC90E46E16EE8786257314006A6582?OpenDocument>

The WISELI approach to the workshops was based on an active learning model comprised of short presentations by WISELI presenters, followed by small group discussions and feedback to the larger group. At the medical school workshop Dean Shapiro and Chancellor Wrighton both gave short presentations that emphasized their commitment to the goals of the workshop. The content of the workshops was largely a review of evidence-based best practices for faculty recruitment and advice drawing on the experience of the WISELI group. The evidence-based approach and active learning style succeeded in engaging our faculty. Animated discussions followed most presentations, and there was much sharing amongst the workshop participants. Over the lunch break several social science articles on implicit bias/unconscious assumptions were distributed and each workshop participant was assigned one of the articles. After lunch, groups gathered around each article and discussed the findings. In the final step of this exercise, a participant from each reading group presented a summary of pertinent information to the entire workshop, which stimulated further discussion. The readings and discussion on unconscious assumptions and their influence on judgments sparked lively discussions and seemed to strike a nerve with many faculty members, both male and female. *Continued on page 9*

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One morning session focused on a UW publication, "Searching for Excellence and Diversity: A Guide for Search Committee Chairs." Each workshop participant received a copy of this excellent resource. Another afternoon session was comprised of a reader's theatre/case study in which workshop participants volunteered to take on the roles of a search committee and read the script each was given. Following the reader's theatre, much of the rest of the workshop was focused on ensuring a fair and thorough review of each candidate and on developing and implementing an effective interview process.

The same workshop was repeated the following day on the Danforth campus with faculty and administrators from all schools on that campus participating. To complete the workshop at the medical school, Drs Carnes and Handelsman presented at the regularly-scheduled Executive Faculty meeting on Wednesday, March 7. They summarized both the content of the WISELI workshop sessions and the feedback that they had received from our faculty and staff participants.

In their presentation to the EF and in the follow-up letter, the WISELI leaders highlighted three themes that had emerged.

1. Perceived need amongst our faculty for more structured and transparent faculty hiring processes.
2. Need for more time and resources allocated to allow faculty to participate fully in the search process.
3. Desire for more accountability for diversity within the School of Medicine.

The next step is in progress. We are exploring methods for transforming the search and recruitment process at WUSM that will incorporate these themes. We invite all interested faculty to send their thoughts and recommendations to the Office of Faculty Affairs, facaffairs@msnotes.wustl.edu. The workshop participants now comprise a task force that will be integral as we continue to transform the WUSM environment.

The WISELI resource link below was created for the Washington University workshops. It is password protected. User Name: hiring Password: diversity

http://wiseli.engr.wisc.edu/initiatives/hiring/facilitators/FacilitatorTraining_WashU.htm

WU School of Medicine Launches New Center for Women's Infectious Disease Research

The School of Medicine is launching the center for Women's Infectious Disease Research (CWIDR), a new effort to study infectious diseases that preferentially affect women. Scott Hultgren, Ph.D., the Helen L. Stoeber Professor of Molecular Microbiology will be the center's director and principal investigator. The center focuses on issues including:

- microorganisms that cause urinary tract infections (UTIs) and other conditions that make urination and intercourse painful or difficult
- infections that lead to premature delivery and vaginitis
- potential contributing roles for microorganisms in life-threatening conditions such as cancer, heart disease, neurodegenerative disorders and diabetes.

The new center and five new faculty positions will be supported in part by funding from the departments of Medicine, Molecular Microbiology, Infectious Diseases and Cardiology, as well as general medical school resources and donors.

Networking Opportunity! AWN Fall Dinner

Tuesday, October 9, 6:00 p.m.

Our guest speaker is **Mary J. Sansalone, Ph.D., Dean of the School of Engineering and Applied Science**. She will discuss new directions in research and education and the implications for the participation of women.

Location: King Center
(6th floor of the Bernard Becker Library).

You are encouraged to bring a colleague or a trainee along.

If you would like to attend, please send a check for \$25 per attendee, to Leesa Galatz, box 8233.

Spotlight on Women in Medicine and Science

Friday, October 26th, 2007, 1-5:30pm

An afternoon of presentations from featured WUSM faculty and fellows, focusing on their successes and the unique challenges they have faced as women in medicine and science.

Location: FLTC
Reception to follow in the atrium

All medical & graduate students, residents, fellows and faculty are encouraged to attend.

RSVP Kimberly Vaninger (vaningerk@wustl.edu)



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