

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.

*W*hat are the characteristics of a successful woman leader at Washington University? It's not so easy to answer that question, as there are relatively few role models to point to, particularly at the upper echelons. A recent New York Times article (you can find the link to this article "Life's Work: The feminine critique) on the AWN website

http://awn.wustl.edu/awntop/news/nytimes11_07.pdf?refeature=textemailedition), suggests that not only are the attributes of a successful woman leader culture-specific, but it seems as though no characteristic is consistently named. Male role models don't seem to shed light here, as people have a tendency to judge behavior according to how they unconsciously *expect* a person to be, and those expectations are strongly gender-specific. This leads to well-documented gender schema, and men and women, alike, tend to harshly judge individuals acting outside of those "norms". Perhaps the more relevant question is: what do we expect of a woman leader?

An interesting example involves one of the most highly-placed women in the Washington University administration – Dr. Mary Sansalone, Dean of the School of Engineering and Applied Sciences (SEAS). Dean Sansalone began her position approximately a year and a half ago, coming from Cornell University with a wealth of academic and administrative qualifications. She has worked diligently during this time to develop a vision for the growth and transformation of the SEAS, which she described to our organization at our recent fall dinner (see page 4). Attendees of the dinner were impressed with her forward-thinking, integrative plan, and her vision. The latter has been lauded by many as an ingenious leveraging of the strengths of several Schools with exceptional potential to meet the new engineering challenges of the 21st century.

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From the President's Desk

by Ingrid Borecki, Ph.D.

However, the transformation of a long-standing culture into a dynamic one with exciting novel directions and priorities demands a shake up in the status quo, and change is difficult. So difficult that some leaders get bogged down trying to devise strategies that avoid hard decisions or move slowly in the hope of providing time for the culture to adapt. The latter strategy can be a prolonged and unproductive period for everyone. However, Dean Sansalone did not waste time. In the year and a half of her tenure, she has initiated substantive changes and movement that have brought the SEAS positive attention nationwide, even as it has ruffled the feathers of some people affected by the changes. This side of the story has been covered in several articles by *Student Life* (November 7th & 12th).

Although not the subject of the present discussion, but for the record, a thorough review of Dean Sansalone's tenure was conducted by a group charged by the Chancellor, which resulted in unanimous support for her actions. What is the subject of this discussion is the female archetype of a good leader. She devised a brilliant plan, determined specific goals and actions necessary to achieve the transformation, and confidently moved forward, achieving tangible improvements within a short span of time. One might think that for those accomplishments alone, she would be considered a "good" leader – visionary, decisive, and courageous. However, the press on this issue has been harsh. Sally Goldman (President, Association of Women Faculty) and I co-authored a letter to the editor of *Student Life* (published 20 November), with the support of our respective Boards, asking people to consider whether some of the backlash might not be due to our discomfort at seeing a woman act in this way. There has been

research demonstrating that as a culture, we have unconscious "gender schema", that is, specific expectations of how women (and men) are *supposed* to behave. As a culture, we are still only just becoming accustomed to seeing women in positions of leadership, and maybe we actually don't know how to take a woman behaving in this way. If she were a man with the same actions, would the reaction have been the same?

So how can we reduce such subtle gender biases? By embracing and enhancing the diversity of our population and reflecting that diversity at all levels of the institution – junior faculty, senior faculty, Chairs, division heads, Deans, endowed chairs, all the way up the ladder. This will expose us all to a variety of management styles, many of which may be equally effective. This is an important function of our organization – to keep supporting this idea in tangible ways and, particularly, to support the women of our institution with letters, actions, award nominations, and service within administrative committees. To a large extent, this is precisely the mission of the Academic Women's Network.

To support our continued evolution, one of our strongest allies – Diana Gray, M.D., Associate Dean of the Office of Faculty Affairs – is leading an effort in partnership with Dean Sansalone to submit an institutional grant proposal to support programs that would encourage a more gender-balanced culture at our institution. Both AWN and AWF have signed on to this project to participate in the development and execution of a number of initiatives including mentorship programs, leadership training, and programs to increase the number of women in leadership positions. This award would represent a huge step towards these goals. Stay tuned!

Did you know ...

That you are welcome to attend any AWN Board meeting? The meetings are held the 3rd Wednesday of every month at 7:15 am in Room 10-107 10th floor of the McDonnell Pediatrics Building.

"There are dangers that come with successful careers. One can slide almost imperceptibly into a situation where the demands of the job are automatically accorded priority over other, more personal commitments."

Chief Justice William Rehnquist

Kudos

Koong-Nah Chung, Ph.D., Assistant Dean for Medical Admissions and Student Affairs was highlighted in the November 8th issue of the *Record* for her dedication to Washington University's Medical students.

<http://record.wustl.edu/news/page/normal/10519.html>

Erika Crouch, M.D., Ph.D., Professor of Pathology and Immunology was highlighted in the October 25th issue of the *Record* for her contributions to teaching and research.

<http://record.wustl.edu/news/page/normal/10329.html>

Diane L. Damiano, Ph.D., Research Associate Professor of Neurology and of Physical Therapy, has been elected President of the American Academy of Cerebral Palsy and Developmental Medicine, a multidisciplinary medical society interested in children with developmental disorders. Damiano is the first physical therapist, the second non-physician and the fourth woman to hold the president's position in the academy's 61-year history.

Victoria J. Fraser, M.D., co-director of the School of Medicine's Infectious Diseases Division and Professor of Medicine, has been installed as the J. William Campbell Professor of Medicine. She is president of the Society for Healthcare Epidemiology of America. She has published widely in the field of infection prevention and patient safety. She serves on many editorial boards and is the recipient of many awards including being listed in *Best Doctors in America*, 2005, 2006, 2007. In 2004 she was awarded the AWN Mentor award.

Anne Carol Goldberg, M.D., Associate Professor of Medicine was elected President of the National Lipid Association (NLA) at the Association's recent 2007 Annual Scientific Sessions in Scottsdale, Arizona.

D. Ashley Hill, M.D., Assistant Professor of Pathology and Immunology, has received a two-year grant from The Hope Street Kids, a program that supports and promotes research into pediatric

tumors. The program will provide \$70,000 over the next two years to support Hill's search for the genetic causes of pleuropulmonary blastoma (PPB), a rare childhood lung tumor.

Mary Klingensmith, M.D., Associate Professor of Surgery was highlighted in the Washington People section of the September 27th edition of the *Record*. The article focused on her efforts to develop a new curriculum that teaches residents surgical skills outside the operating room using teaching tools that range from low-tech plastic body parts to highly realistic computer simulations.

<http://record.wustl.edu/news/page/normal/10089.html>

Susan MacKinnon, M.D., Sydney M. Jr. and Robert H. Shoenberg Professor and Chief of the Division of Plastic and Reconstructive Surgery has been elected to the Institute of Medicine of the National Academy of Sciences, one of the highest honors medical scientists in the United States can receive. MacKinnon was honored for her professional achievement in the health sciences.

<http://record.wustl.edu/news/page/normal/10288.html>

Heidi Prather, D.O., Associate Professor of Orthopaedic Surgery was highlighted in the September 13th issue of the *Record*. The article focused on her practice in physical medicine and rehabilitation with a special focus on women.

<http://record.wustl.edu/news/page/normal/9992.html>

Amy Waterman, Ph.D., Assistant Professor of Medicine, has received a three-year, \$911,595 grant from the Health Resources and Services Administration for research titled "Educating Missouri Patients About Preemptive Living Donor Transplantation: A Randomized Controlled Trial."

Denise Wilfley, Ph.D., Professor of Psychiatry, Medicine and Pediatrics was highlighted in the October 4th issue of the *Record* for her studies into programs that promote fitness in children.

<http://record.wustl.edu/news/page/normal/10176.html>

AWN Fall Dinner-Dean of Engineering Speaks

On October 9th, the AWN held its annual fall dinner in the King Room at the Becker library. Over 50 women attended the dinner, including women faculty from WU School of Medicine, the AWN's current president Ingrid Borecki, Ph.D., women faculty from the Danforth Campus associated with the AWF (Association of Women Faculty), the AWF's current president Sally Goldman, Ph.D., and postdoctoral fellows and trainees.

After cocktails, conversation and dinner, Dr. Borecki welcomed everyone and described the AWN's goals for the year. These goals include facilitating women's advancement to leadership positions in the medical school, improving child care and maternity leave policies and providing networking and mentoring opportunities for women faculty. Dr. Borecki then introduced the main speaker of the evening, Mary Sansalone, Ph.D., Dean of the School Engineering.

Dr. Sansalone was recruited to the Dean's position in 2006 from Cornell University, where she served as the associate director of the School of Civil & Environmental Engineering and vice-provost for academic programs. Dr. Sansalone is a highly recognized teacher and scientist, receiving many awards including the U.S. National Professor of the Year in 1992, and fellowship in the American Association for the Advancement of Science in 2002.

Dr. Sansalone's dynamic talk focused on the vision she has for the School of Engineering, the changes she has made to accomplish those goals and the positive effect these changes have had on the attractiveness of engineering to women faculty and students. This vision is organized around a fundamental theme of building bridges across disciplines and across cultures. To that end, Dr. Sansalone has identified intellectual themes within which focused hiring and program development is occurring.



These themes build on existing strengths within the School of Engineering and the WU community and involve significant international collaborations. These foci include Energy and the Environment, Neural Engineering, Bioactive Materials, Imaging and

Sensing Technology, Quantitative Systems Biology and Biomedical Informatics. Notably, many of these initiatives involve close collaboration with faculty and programs in the School of Medicine.

Due in part to the innovations Dr. Sansalone has instituted, including the mission-oriented nature of these intellectual themes and remarkable international outreach, there is significant optimism within the School of Engineering concerning its attractiveness to women faculty and students. In Dr. Sansalone's opinion, the historically low numbers of women in engineering have never been about ability, but instead a lack of relevant problems on which to work. Dr. Sansalone hypothesized that the reason women students represent 41% of the biomedical engineering program at WU, but only 15% of mechanical engineering and 0% of electrical engineering, reflects the attractiveness of mission-oriented and person-oriented biomedical engineering projects. Dr. Sansalone has also emphasized the inclusion of women as faculty members. Although currently only 11% of faculty within the School of Engineering are women, 4 out of 5 faculty hires in the last year under Dr. Sansalone's leadership were exceptional women. We look forward to hearing more from Dr. Sansalone in the future and seeing further innovations in the School of Engineering, its relationship to the School of Medicine and to the larger WU and international community.

The Washington University School of Engineering website is <http://engineering.wustl.edu/>



Washington University's Parental Leave Policies

The October 8th and 10th issues of *Student Life*, the independent newspaper of Washington University, featured articles on the disparate paternal leave policies at the Danforth and Medical School campuses. <http://www.studlife.com/home/>

The articles highlight the differences and the shortcomings in the two parental leave policies. The Danforth campus offers tenured and tenure-track faculty of either gender a semester of paid parental leave when they have a new child either by childbirth or adoption.

In contrast, the medical school campus has no formal paid parental leave. Faculty members are entitled to keep their job under the Family and Medical Leave Act of 1993, and can take up to 12 weeks leave, but their absence is unpaid and they have to rely on vacation and sick days to cover their salary.

<http://medschoolhr.wustl.edu/medadmin/hr/hrweb.nsf/WV/429A2567485D929386257347004A5262>

In a study from McGill University's Institute for Health and Social Policy, the United States, Lesotho, Liberia, Swaziland, and Papua New Guinea were the only countries out of 173 studied that didn't guarantee any paid leave for mothers. Among the 168 countries that do, 98 offer 14 or more weeks of paid leave.

The study's other major findings indicate that workplace policies in the United States for families, such as paid sick days and support for breast-feeding, are weaker than those in all high-income countries as well as many middle and low-income countries.

<http://www.mcgill.ca/files/ihsp/WFEI2007.pdf>

Harvard Physician/Scientist Named Dean of Duke School of Medicine

*N*ancy C. Andrews M.D., Ph.D., an internationally renowned researcher and Dean for Basic Sciences and Graduate Studies at Harvard Medical School, has been named Dean of the Duke University School of Medicine. Andrews, 48, is the first woman to be appointed Dean of Duke's School of Medicine and becomes the only woman to lead one of the nation's top 10 medical schools. Andrews will succeed R. Sanders Williams, M.D., who was recently promoted to the position of Senior Vice Chancellor for Academic Affairs after serving as dean of the Duke School of Medicine since April 2001.

See also: Andrews NC. **Climbing through medicine's glass ceiling.** *NEJM* 2007;357:1887-9.

Wanted: Women Faculty Tuesday, August 7, 2007 By: Laurie Johnson

*A*bout half of all medical school graduates are women. But women only make up about 30 percent of medical school faculty and even fewer make it into the top ranks of leadership. As Houston Public Radio's Laurie Johnson reports, medical institutions are starting to shift their approach and follow the lead of the corporate world in recruiting and retaining female leadership.

To hear the interview go

to: http://www.kuhf.org/site/News2?JServSessionIdr004=tc5ghvopz2.app13a&page=NewsArticle&id=21218&news_iv_ctrl=1521

Five New Members Named to NIH Advisory Committee on Research On Women's Health

*F*ive new members have been appointed to the National Institutes of Health (NIH) Advisory Committee on Research on Women's Health (ACRWH), which held its semiannual meeting recently in Bethesda, Maryland. The new members are: **Ronald Gibbs, M.D.**, Chairman of the Department of Obstetrics and Gynecology at the University of Colorado; **Scott J. Hultgren, Ph.D.**, Helen L. Stoeber Professor of Molecular Microbiology, Washington University School of Medicine; **Mary Beth O'Connell, PHARM.D., BCPS**, Associate Professor in the Pharmacy Practice Department at the Eugene Applebaum

College of Pharmacy and Health Sciences, Wayne State University; **Mary I. O'Connor, M.D.**, Chair of the Department of Orthopedic Surgery at the Mayo Clinic in Jacksonville, Florida; and **Sally Rosen, M.D.**, Professor of Pathology and Laboratory Medicine, Temple University School of Medicine and Director, Center for Women's Health Research, Leadership and Advocacy, Temple University.

For more information about women's health research at the NIH, visit <http://orwh.od.nih.gov/> and for additional information on the ACRWH, go to <http://orwh.od.nih.gov/about/advisory.html>.

AWN Resources at Becker Library

*T*he Diversity and Career Development Special Collection includes books that can be checked out and articles that can be downloaded, dealing with career development and work-life balance as well as special concerns of women and minorities. See the AWN Web site (<http://awn.wustl.edu>) for the links and listings with thumbnail reviews of each book. Books are grouped together on the Library's lowest level right near the entrance door, with the call letters DCD. More updates are coming soon for both books and articles!

Rosalind Kornfeld Memorial Fund

*I*n remembrance of Dr. Kornfeld and to further her work in support of women scientists the Rosalind Kornfeld Lecture featuring outstanding women scientists is being established. To help, send contributions to The Rosalind Kornfeld Memorial Fund, Washington University Medical School, Division of Hematology, 660 S. Euclid, Box 8125, St. Louis 63110. All contributions are tax deductible.

Rosalind Kornfeld Leadership Award

In 1994, the AWN began presenting Leadership Awards to one woman in the graduating class of the M.D. program and one woman in the graduating class of the Ph.D. program who demonstrated outstanding leadership in service to, or the advancement of women within the community. This year, the Award was re-named to memorialize **Rosalind Kornfeld**, Ph.D., the founding President of AWN, and valued colleague and mentor to many women scientists at Washington University.

Thirteen years after the award's inception, we decided to follow-up on some of our past recipients. Their comments are inspiring. It is clear that this award has helped to motivate and encourage many talented young women. *For more about the AWN Rosalind Kornfeld Leadership Awards visit <http://awn.wustl.edu>*



Victoria Akins, M.D.
1994 *Organized the Women's Issues Seminar Series & student representative to the Committee on Medical Education*

-Describe what you are doing now- I am now a pediatrician at Kaiser Permanente in Sacramento, CA--I do a mixture of primary care pediatrics and intensive care nursery work. My homepage at Kaiser is www.permanente.net/homepage/doctor/victoriaakins.

I also have organized a charity bike ride for kids which benefits the school for the homeless kids in Sacramento. We had our third annual **Mustard Seed Spin** on September 23 of this year. With 550 riders (kids ride 13 or 20 miles along the American River) and 120 volunteers, we made over \$22,000 for the school this year. The website for that is www.mustardseedspin.org.

-How do you think your experiences at WU helped you?

I feel that my time at Washington University was one of the most enriching and empowering times of my life. It was such an incredible experience to become a physician at such a source of medical knowledge.

-Are you involved in mentoring? I do mentor new physicians in my practice in a formal mentoring program. I have taught pediatric

residents at the University of California Davis Medical Center for several years as a volunteer faculty member and won an award for Best Teacher of the Year in 2003.

-What did receiving the AWN leadership Award mean to you?

Receiving the AWN award was very affirming. At the time, I felt passionate about finding and sharing women mentors and the seminar series I started was a way to introduce the students to powerful well-balanced women. It is exciting to think of the wonderful examples of those kinds of women that we had at WU. And...it is exciting to think that I have myself become a woman that balances and accomplishes many things.

-Do you have any advice for young PhD or MD women?

Don't wait to do the things that move you. Don't be afraid of getting older. Be kind to your family and to your patients. You are in a wonderful place and you can change the world, one patient at a time. Be thankful for the lives you will touch, and the privilege of being allowed to do that.

Lora Hooper, Ph.D.

1996 role model and advocate for women graduate students

-Describe what you are doing now- I am an Assistant Professor of Immunology at The University of Texas Southwestern Medical Center. My research focuses on interactions between the commensal gut flora and the immune system. Here is my web link: <http://www8.utsouthwestern.edu/utsw/cda/dept131456/files/179667.html>

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Lora Hooper

- Do you feel that you still serve as a role model for other young women?

I guess I don't automatically think of myself as a "role model". However, I do have a lab that is overwhelmingly female, and I think that I probably have a mentoring style that is different from that of a male scientist.

For example, many women in science have issues relating to self-confidence. As I have grappled with those issues myself, I feel that I am well-equipped to identify such problems and help my mentees become more self-assured as scientists and present themselves more confidently.

-How do you think your experiences at WU helped you?

Wash U is an extremely supportive environment for graduate students and post-docs. I was lucky to have two fantastic mentors: **Jacques Baenziger**, my graduate school mentor, and **Jeff Gordon**, my post-doctoral mentor. Both of them were extremely supportive and encouraging, and helped me to develop good skills in rigorous scientific thinking, as well as in writing and presenting scientific work (salesmanship is crucial!). I can truly say that I would not be where I am today if I hadn't had the good fortune to have them as mentors.

-What did receiving the AWN leadership Award mean to you?

It was really a great and unexpected honor. I've always enjoyed doing science more than anything, and to be recognized for my work and as a role model was both humbling and exhilarating.

-Do you have any advice for young PhD or MD women?

Hang in there. Science can be really tough at times, especially when you're in training, and there are always other paths that seem easier. But believe me, it is so worth it when you finally get to a point where you have your own ideas and are able to direct your own work and be recognized as an independent scientist. My other advice: "Fake it till you make it".



Melanie Leitner, Ph.D.
2000 Advocate for women's and students' rights. Established the Science and Society Seminar Series and instrumental in organizing the St. Louis chapter of Women In Neuroscience.

-Describe what you are doing now-

I am Chief Operating Officer of a new non-profit organization that is pioneering using the Incentive Prize model to promote research breakthroughs in amyotrophic lateral sclerosis (Lou Gehrig's Disease). We currently have a \$1 million dollar prize out for identification of a clinically relevant biomarker for ALS. www.prize4life.org

- Do you feel that you still serve as a role model for other young women?

I try my best. I am just about to complete a second term as a Councilor on the National Executive Board of the Association for Women in Science. I also spend a fair bit of time mentoring and trying to help early career researchers, particularly women, as they make career decisions.

-How do you think your experiences at WU helped you?

My experiences as a student leader and volunteer helped me success in a non-traditional career path. Several of the relationships I formed while at WU have provided me with mentorship, support, and encouragement that continues to this day.

-What did receiving the AWN leadership Award mean to you?

I was thrilled and honored to receive the AWN Leadership Award. It meant that my efforts outside of the lab were being recognized and valued, although in so many ways I "broke" the traditional academic mold.

-Do you have any advice for young PhD or MD women?

Find and/or build yourself a strong network of mentors, friends, and colleagues. Don't let yourself get isolated or your science as well as your being will

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suffer. Be visible and be aware of what is going on at multiple levels-politics are powerful. Try to find a question, an area, an approach you care passionately about but also try to find some balance in your life. Our brains need all kind of stimulation to function optimally. Working 24/7 will not make you a better doctor or scientist but it is likely to burn you out and/or leave you with regrets down the road. Go out and smell the roses from time to time. You are stronger than you think and you can do and be whatever you truly want. Just know that you may have to fight for this privilege. There are many different ways to be happy. Take some time to stop and think about what really makes you feel good about yourself, proud of yourself, and what you enjoy doing. Armed with this knowledge you can go out and conquer the world.



Indira Mysorekar, Ph.D
 2002 *Established and chaired a student forum for the developmental biology program, served as a role model, and dedication to helping her fellow students, her university and her community.*

-Describe what you are doing now-
 Currently I am an instructor in the Department of Obstetrics and Gynecology at Washington University Medical School. My lab studies chronic and recurrent UTIs, fundamental mechanisms of urinary bladder development, bladder cancer biomarkers and development of better strategies for treatment of recurrent UTIs.
<http://dbbs.wustl.edu/dbbs/website.nsf/6c18fc53358d390286256cde00604464/326911cc8f092614862571a30055aa37?OpenDocument>

- Do you feel that you still serve as a role model?

As a woman from a third world country, who balances a tenure track position and a great passion for science with raising a child, I believe I serve as a role model to fellow students, postdoctoral fellows, young mothers struggling to balance family and career.

-How do you think your experiences at WU helped you?

Washington University has been wonderful for me. I received my entire postgraduate training here and have built up a network of mentors, colleagues, friends and mentees that are invaluable for my career development and personal growth.

-Do you mentor women?

Yes, I have mentored female graduate students as a PhD student while I was a member of the Student Advisory Council; I also mentored young high school girls as a team leader of the Developmental Biology and Genetics teaching team in the Young Scientist Program. Now as a faculty member, I mentor women postdoctoral fellows and hope to train many women scientists in my lab.

-What did receiving the AWN leadership Award mean to you?

Being recognized officially and publicly for ones civic responsibilities and contributions is wonderful and gratifying and has only strengthened my desire to continue to be involved.

-Do you have any advice for young PhD or MD women?

Believe in yourself and your dreams, know what you want, and strive to be the best you can be.

You are Cordially Invited to a New Years Reception For Women in Science & Medicine

Wednesday, January 9th, 4:30-6 pm

The Hearth Room, 2nd floor Farrell Learning and Teaching Center

Sponsored by:

The Office of Faculty Affairs (OFA)
 The Academic Women's Network (AWN)
 The Office of Post Graduate Affairs (OPGA)
 The Association for Women in Science (AWIS)
 The Division of Biology and Biomedical Sciences
 Diversity Programs Office

AWN Spring Dinner

Tuesday, April 8, 6:00 p.m.

"Evidence Based Compassion"
Joan Cassell

Author of
"The Woman in The Surgeon's Body"

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 \$35 per attendee, to Leesa Galatz, box 8233.



Academic Women's Network
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