

AWNings

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

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Fall 2009

2008-2009 AWN Board

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From the President's Desk by Anne Carol Goldberg, M.D.

The twentieth anniversary of the Academic Women's Network will be coming up in 2010. Although we have made progress over the past 20 years, there remains a lot of work yet to be done for women faculty on this campus. Over the past year, we have seen widespread interest in the status of women at Washington University. There have been intensive efforts on the part of faculty members at the Medical School and on the Danforth Campus to deal with faculty concerns about the departure of Dean Sansalone from the school of Engineering and the honorary degree bestowed on Phyllis Schlafly in the spring of 2008. My immediate predecessor, Dayna Early, and Rebecca Messbarger, the outgoing president of the Association of Women Faculty (our sister organization on the Danforth campus), took on these issues with tremendous energy and determination and made our views heard with the central administration.

It is always useful to look at the past while thinking about the present and future. The *Changing the Face of Medicine Exhibit* at Becker Library showed us how difficult it was for women to take part in the medical sciences and the profession of medicine in the nineteenth and well into the twentieth century. Although Washington University now has both medical school and graduate classes that are at least 50% women, this pipeline fails when it comes to the level of full professor, named chairs, and in leadership and administrative positions. For many of us, it feels that progress has been painfully slow. Although both AWN and AWF and the Advisory Committee on Women Faculty (ACWF) recommended the establishment of a position of Vice-Provost for Faculty Development and Diversity and the recruitment of an individual to lead efforts focused on improving the climate for women and underrepresented minority faculty, this has not happened.

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The Provost has set up a Diversity Work Group to assist the Provost's Office in improving diversity as set out in the objectives listed on the web site <http://provost.wustl.edu/diversity>. I urge all of our members to visit the site. The board and I intend to continue to monitor progress on these issues. We will work with Tonya Edmonds and Corinna Treitel, the co-presidents of AWF, to promote the interests of women faculty at Washington University.

The purpose of AWN is "to promote professional and social interactions among the female academic faculty with the intent to discover and support mutual goals and to assist and mentor female junior faculty and trainees in the pursuit of their goals." At our retreat in August, the board discussed a number of plans to continue our work on networking, mentoring, educating, and recognizing the accomplishments of women faculty. To further those ends, we have a number of events planned for this year. Instead of our usual Fall Dinner, this year we will hold a wine and hors d'oeuvres reception on **October 29, 2009** in the Hearth Room of the Farrell Learning and Teaching Center immediately following the lecture by Professor Joan Steitz, the Sterling Professor of Molecular Biophysics and Biochemistry and HHMI Investigator at Yale University on "Beyond Bias and Barriers: a report on a report on women in science." This lecture is sponsored by AWN, the Division of Hematology, and the Office of Faculty Affairs.

The 12th Annual Contemporary Women's Health Issues, an annual continuing medical education program sponsored by AWN, is scheduled for Friday, **November 6, 2009**.

The symposium this year is "Common Health Care Problems in Women: Case-Based Consideration of Cost Containment Strategies and Latest Advances." The co-chairs, Abby Hollander and Teresa L Deshields have put together an exciting case-based program this year. Our symposium is one of the major continuing medical education programs at Washington University focusing on women's health issues.

The annual Women's Faculty Reception will take place on Tuesday, **December 15** on the Danforth Campus this year. This is a chance for AWN and AWF members to get together and is another productive networking event. Other activities in the planning stages are Brown Bag seminars and a celebration of our twentieth anniversary.

I invite all of our members to get involved. Come to events. Feel free to attend board meetings. Let me know your comments. (My e-mail is agoldber@dom.wustl.edu.) I also urge you to invite your colleagues to become members. We should also reach out to our women medical and graduate students and to house staff and post-doctoral fellows. There is strength in numbers, and much can be accomplished through grass roots organization. The more of us who are involved in trying to improve the climate for women at Washington University, the more likely it is to get better.

I look forward to working with a great group of women who are serving on the AWN board this year and with all of our members.

Did you know ...

That you are welcome to attend any AWN Board meeting?
The meetings are held the 4th Monday of every month at **3:30pm** in the Barnard Health & Cancer Information Center located in the first floor lobby of the CAM, right behind the player piano. The conference room is at the back of the Information Center.

"Never compromise yourself. You are all you've got."

Betty Ford

Kudos

Alison Albee, Ph.D., of the Department of Genetics; and **Sarah Van Vickle-Chavez**, Ph.D., of the Department of Surgery, have been named 2009-10 W.M. Keck Postdoctoral Fellows in Molecular Medicine by the Division of Biology and Biomedical Sciences. Each year, the division selects four or five outstanding scientists in biomedical research with fewer than two years of postdoctoral research experience and awards each a fellowship of \$25,000 for partial stipend support. This program was established and endowed at the School of Medicine in 1988 with a \$900,000 grant from the W.M. Keck Foundation.

Laura Jean Bierut, M.D., Professor of Psychiatry is being honored with a distinguished faculty award at the 2009 Founders Day, Saturday, November 7.

Ingrid Borecki, Ph.D., Associate Professor of Genetics was appointed for a 3-year term as a member of the National Heart, Lung, and Blood Institute Advisory Council, which advises DHHS Secretary Kathleen Sibelius, the Director of NIH, and the Director of the NHLBI on matters relating to the cause, prevention, diagnosis, and treatment of heart, blood vessel, lung, and blood diseases by setting research priorities and funding strategies for NHLBI programs.

Victoria Fraser, M.D., the J. William Campbell Professor of Medicine and co-director of the Division of Infectious Diseases, received the Society for Healthcare Epidemiology of America Mentor Scholar Fund Award at its recent annual meeting in San Diego.

Claudia List Hilton, PhD, OTR/L, SROT, was named to the Roster of Fellows of the American Occupational Therapy Association on April 25,

2009 for her contributions to research and intervention with autism spectrum disorders. This award recognizes occupational therapists who with their knowledge and expertise have made a significant contribution to the continuing education and professional development of members of the Association.

Aimee James, Ph.D., Assistant Professor of Surgery, has received a two-year, \$242,000 grant from the National Cancer Institute for research titled "Peer Out-Reach to Facilitate Colorectal Cancer Screening in Safety Net Clinics."

Susan M. Langhorst, Ph.D., director of the Radiation Safety Division in the Department of Environmental Health and Safety, has been chosen as the Radiation Safety Officer Representative on the Nuclear Regulatory Commission's Advisory Committee on the Medical Use of Isotopes.

Joan Luby, M.D., Professor of Psychiatry was highlighted in the September 10, 2009 issue of The Record for her research on depression in preschoolers.

<http://record.wustl.edu/news/page/normal/14561.html>

Barbara Monsees, M.D., Professor of Radiology was co-investigator awarded a five-year, \$3,063,610 grant from the National Cancer Institute for research titled "Monitoring of Breast Neoadjuvant Therapy by Thermo- and Photo-Acoustic Tomograph."

Alison J. Whelan, M.D., Professor of Medicine and of Pediatrics, has been named senior associate dean for education. Whelan has been associate dean for medical student education since 1997.

Do you have a topic for AWNings?

Send ideas to: Ann M. Gronowski;

gronowski@wustl.edu

AWN Needs Members and Funding!!

Don't forget- AWN is a volunteer organization that **is independent from WU central administration, both financially and operationally.** We exist only because of volunteered time and money from its members. **We need your support** to continue its excellent programming and initiatives.

Volunteer to help with our activities (contact any board member)

Encourage your colleagues to join AWN (membership form on page 7)

Women's Faculty Reception

Tuesday, December 15

11:30am -1:00 pm

Remarks at 12:00 noon

This reception is a time for the women faculty from both campuses to come together for networking and socializing. You are encouraged to bring a colleague or a trainee along.

Location: **Danforth campus**
Women's Building Formal Lounge

Sponsored by:

Chancellor Mark S. Wrighton

Provost Edward S. Macias

Mary Ann Dzuback - Director, Women, Gender and Sexuality Studies

Academic Women's Network (AWN)

Association of Women Faculty (AWF)

RSVP to jilledwards@wustl.edu by December 7, 2009

AWF FALL RECEPTION

Wednesday, September 30th

3:00 – 5:00 pm

Location: Brown Lounge,
Brown School of Social Work

Please come join our discussion about projects to benefit female faculty for 2009-2010!

Questions? Contact Corinna Treitel at
ctreitel@wustl.edu No RSVP necessary

Seven Women Elected to Medical School and University Committees

The outcomes of recent University elections were announced and seven women were voted to represent the faculty on medical school and University committees.

Karen O'Malley was elected vice chair of the Executive Committee of the Faculty Council (ECFC) and **Sherrie Hauff** was elected vice chair-elect. Also elected to the committee were **Sharlene Teefey** as a representative from clinical department and **Bettina Mittendorf** as representative from the research track.

Linda Peterson and **Mae Gordon** were elected as representatives to the medical school faculty rights committee and **Kelle Moley** was elected as Faculty at-large representatives to the Medical School Research Affairs Committee.

Congratulations go out to these women.

Moley named James Crane Professor of Obstetrics and Gynecology

Kelle H. Moley, M.D., has been named the first James P. Crane Professor in Obstetrics and Gynecology. Moley, vice chair for basic science research and director of the Division of Basic Science Research in Obstetrics and Gynecology and a Professor of Cell Biology and Physiology, is one of a handful of people in the world studying the effects of maternal type 1 and type 2 diabetes on the implantation and development of mouse embryos and how this may be applicable to the pathophysiology of diabetes in humans.

Moley is director of the fellowship program in reproductive endocrinology and the clinical mentorship program for the University's Markey Pathway, a graduate program that provides students with a deeper understanding of the nature of disease. She also is co-principal investigator on a National Institutes of Health grant to train future reproductive biologists.

New Faculty Leave Policies

By Tamara Hershey

Two new Medical School policies concerning faculty benefits for maternity, illness and parental leaves went into effect July 1 2009. These policies clarify the role of department chairs in approving the length of leaves and the degree of salary coverage during leaves. Previously, WUSM's leave policies were not well-defined and thus interpreted in a highly variable manner across the medical school. Paid leave in some departments consisted of the faculty's accrued sick and vacation days. This situation was a particular hardship for new faculty members who had not yet accrued many days. The new policies state that paid leaves are negotiated with the chair of the faculty member's primary department, can be granted for up to 3 months for maternity, child care (parental leave) and personal illness and do not require the use of accrued sick or vacation days. There are many qualifications to these basic principles, however.

To better understand the nuances of these policies, several AWN Board Members met with Legail Chandler, the head of Human Resources at the Medical School. The main message from this meeting was that while these policies clarify many issues, each chair may still interpret the guidelines differently. Prior to requesting leaves, it will be important for faculty to read the policies and make sure they understand the guidelines. HR staff members can be contacted for clarification of the written policy and to explain how it interacts with the federal Family Medical Leave Act. The faculty member should then discuss their situation with his/her chair and develop a plan for his/her leave. If the faculty member and chair cannot come to an acceptable agreement, there is an appeals process. Notably, Legail Chandler is willing to come to departmental faculty meetings to discuss these policies. If you feel that your department would benefit from such a discussion, encourage your chair to invite her this fall.

The policies can be found on the HR <http://medschoolhr.wustl.edu/> and Office of Faculty Affairs <http://www.medofa.wustl.edu/> websites.

Call For Nominations

Washington University has been invited to nominate candidates for The Institute of Women's Health and Leadership of Drexel University College of Medicine *Marion Spencer Fay Award* to a Distinguished Woman Physician or Scientist. The award recognizes women physicians and scientists who have made significant contributions to health care either as a practitioner, a medical educator, administrator, or research scientist. A practitioner/researcher who exhibits significant future potential will also be considered. The award includes a prize of \$10,000. A list of past recipients is available at the Awards webpage.

*Please note that the deadline for submission of nominations to the foundation is **October 30, 2009**. The nomination form and list of previous award recipients is attached for you to download. (If you would like to make a nomination and prefer that the letter of nomination comes from the Dean, please contact Jessica Koenigsknecht-Talboo at koenigsknechtj@wustl.edu or 935-9687).

Guidelines are available at:

<http://www.drexelmed.edu/Home/AboutTheCollege/DepartmentsCentersandInstitutes/Institutes/InstituteForWomensHealthandLeadership/Programs/MarionSpencerFayAward.aspx>

Changing the Face of Medicine- Opening Reception, August 13, 2009



The traveling exhibition entitled “Changing the Face of Medicine: Celebrating America’s Women Physicians” was on display from August 10 through September 18th at the Bernard Becker Medical Library. The exhibit not only featured several “pioneering” female physicians from the School of Medicine but included four Washington University School of Medicine women in a panel discussion on women’s careers in medicine. Each woman offered a unique view on her experiences in medicine. Mabel Purkerson, M.D., Professor Emeritus of Medicine, reflected upon the gender inequities prevalent during her tenure at the School of Medicine but also emphasized the sheer joy of working as a physician/scientist. Pat Cole, MD, Associate Professor of Clinical Medicine, described the challenges she faced in carving out a new niche in cardiology while balancing two babies and a clinical faculty spouse. Dayna Early, MD, Associate Professor of Medicine, emphasized the role that mentoring played in advancing her career. Lisa M. Moscoso, MD, PhD, Assistant Professor of Pediatrics, echoed that theme re-enforcing the notion that mentors, be they men or women, provide guidance, coaching and visibility. The full-house audience provided lively feedback for the panelists. The exhibit also featured an opening lecture by Professor Ellen S. More, Head of the Office of Medical History and Archives Professor in the Department of Psychiatry at the University of Massachusetts Medical School. Dr. More’s talk was entitled: Political Change, Personal Stories: 1849-2009. In it she highlighted several of the earliest women physicians and the challenges they faced practicing medicine in the 19th and early 20th centuries.

Membership Form – GIVE TO A COLLEAGUE!!!

<http://awn.wustl.edu/>

New member

Faculty \$35 (or \$150/5 years)

Renewal

Postdoc/Fellow \$20

Name: _____ **Degree:** _____

Title: _____

Department: _____

Campus Box: _____

Phone: _____ **FAX:** _____

E-mail: _____

Submit Membership Form and a check payable to “Academic Women’s Network” to the AWN Treasurer, Linda Larson-Prior, Box 8225

12th Annual Symposium of Contemporary Women's Health Issues: Case-Based Consideration of Cost Containment Strategies and Latest Advances

Friday, November 6, 2009

8:00 am to 4:30 pm

Eric P. Newman Education Center

Co-chaired by Abby Hollander, M.D. and Teresa Deshields, PhD.

Topics include cancer survivorship, breast cancer prevention, musculoskeletal pain, depression with co-morbid medical illness, osteoporosis, common sleep problems, diabetes, and lipid disorders.

Anyone in the Washington University School of Medicine community who would like to attend all or part of the program free of charge may do so, but lunch, the syllabus, and CME credit will not be available to those attending free of charge. Brochures with registration forms will be mailed to all AWN members by mid-September. Those who plan to attend for no credit, please register so that attendance can be accurately assessed. Anyone who needs additional brochures for colleagues or trainees please contact Kay Duchek in the CME office

duckekk@wusm.wustl.edu .

For more information, contact Abby Hollander hollander@kids.wustl.edu or Teresa Deshields tld2593@bjc.org .

Networking Opportunity! AWN Fall Event

Thursday, October 29, 6:00 p.m.

Guest lecturer
Joan Steitz, M.D.

"Beyond Bias and Barriers: a report on a report on women in science."

Location: Connor Auditorium
Reception to Follow in the 2nd floor Hearth Area of the Farrell Learning and Teaching Center
Wine and hors d'oeuvres will be served

You are encouraged to bring a colleague or a trainee along. No RSVP is necessary.

This event is free and is co-sponsored by the AWN, the Division of Hematology and the Office of Faculty Affairs.

Donations to support events like this can be made to the AWN and sent to:
Linda Larson-Prior, Box 8225.

It's Time to Clean Your Closets!

Join the annual AWN **clothing drive** for "Dress For Success"

<http://www.dressforsuccess.org/>

We can use interview-appropriate: suits, blouses, blazers, slacks, shoes, belts, conservative jewelry, scarves, handbags, and briefcases. They should be in good condition, items you yourself would wear to an interview.

Help a woman transitioning from welfare on her way to a successful work life!

Bring the items to the AWN Fall Event
Thursday October 29.

The logo for the Academic Women's Network (AWN) features the letters 'A', 'W', and 'N' in a large, serif font. The 'W' is filled with a pattern of small, yellow, rectangular shapes, possibly representing a bookshelf or a grid.

Academic Women's Network
At WASHINGTON UNIVERSITY SCHOOL of MEDICINE
Campus Box 8118
<http://awn.wustl.edu>