

AWNings

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

Volume 10, Number 1

FALL 2006

2006-2007 AWN Board

Ann M. Gronowski, Ph.D., President

Tamara Doering, M.D., Ph.D., Secretary

Dayna Early, M.D., Treasurer

Ingrid Borecki, Ph.D., President-elect

Lisa Moscoso, M.D., Clinical Counselor

Leesa Galatz, M.D., Clinical Counselor

Phyllis Hanson, Ph.D., Pre-clinical
counselor

Honorary Board of Directors

Linda Nicholson, Ph.D.

William A. Peck, M.D.

Kenneth S. Polonsky, M.D.

Jessie Ternberg, M.D.

Mark S. Wrighton, Ph.D.

AWNings Editorial Board

Ann M. Gronowski, Ph.D.

gronowski@wustl.edu

Karen O'Malley, Ph.D.

omalleyk@pcg.wustl.edu

Barbara Zehnbauer, Ph.D.

zehnbauer_b@wustl.edu

Welcome Back AWNings

After a five-year hiatus, AWNings, the quarterly AWN newsletter, is being resurrected. Started in September of 1992, AWNings was edited and published by Dr. Linda Pike, Department of Biochemistry and Molecular Biophysics, for nine years. The newsletter reported on the activities of AWN, contained useful information for all women faculty, and provided great value to AWN membership. Linda Pike retired as editor in 2001 and sadly no one took her place.

This year, AWN is proud to announce the return of AWNings with a new editorial board consisting of Dr. Ann M. Gronowski, Dr. Barbara Zehnbauer, and Dr. Karen O'Malley. We hope that this represents the first of many issues to come.

Please contact Ann Gronowski (gronowski@wustl.edu) if you have any information you think should be included in AWNings. If you would like to view past issues of AWNings, visit the AWN website (<http://awn.wustl.edu>) under "History."

Networking Opportunity! AWN Fall Dinner

The Academic Women's Network Fall mixer and dinner will be **Tuesday October 24, 6:00 p.m.** at the King Center (4th floor of the Bernard Becker Library). Our guest speaker is Leah Merrifield, special assistant to the Chancellor for diversity initiatives. She will discuss the current administration's approach to diversity issues, particularly the minority of women. Dr. Diana Gray will follow with a brief report on the activities of the Gender Equity Committee. You are encouraged to bring a colleague or a trainee along - come network and have fun with your women colleagues!

If you would like to attend, please send a check for \$25 per attendee, to Dayna Early, box 8124.

From the President's Desk

by Ann M. Gronowski, Ph.D.

As the sixteenth year of our organization begins, I'd like to summarize our goals for the 2006/2007 year.

Our first two goals are to increase the visibility of AWN and increase the value of AWN membership. To this end, AWN conducted a survey of all women faculty at the WUSM to examine perceptions of the status of female faculty and to define any un-met needs they may have. The results from this on-line survey are presented in this issue of Awnings and will help us focus our programming for this and upcoming years. In addition we have started to publish Awnings again, to keep our members better informed about issues pertaining to female WUSM faculty.

The AWN supports the recruitment, retention and promotion of women faculty at the medical school. We plan to monitor promotion on the tenure, clinical and research tracks, and movement within the tracks. A subcommittee of the board is looking into ways that might allow us to acquire this information. This year,

we also hope to work with the Gender Equity Group to undertake a study aimed at understanding the factors that may contribute to low numbers of women at the highest academic ranks.

Finally, one of the stated purposes of AWN is to promote professional and social interactions among the female academic faculty to discover and promote mutual goals. As many of us within the Medical Center are isolated from other faculty members by our job responsibilities, we have enjoyed the AWN functions which have fostered interactions across disciplines. The AWN fall dinner is planned for Tuesday October 24 at 6:00 p.m. and will be held at the King Center in the Bernard Becker Library. Our guest speaker will be Leah Merrifield, special assistant to the Chancellor for diversity initiatives, who will speak on the current administration's approach to diversity issues, particularly the minority of women.

Kudos

Linda B. Cottler, Ph.D., professor of epidemiology in psychiatry and director of the Epidemiology and Prevention Research Group, is one of 48 women nationwide chosen for the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women, dedicated to preparing senior women faculty for leadership at academic health centers. In the 12 years since the ELAM program began, Cottler is only the second Washington University representative selected to participate.

Lisa de las Fuentes, M.D., Dept. of Internal Medicine was featured in the September 21, 2006 Record for her work on cardiac disease that was recently published in the J of Nuclear Cardiology.

Ashley Hill, M.D., Dept. of Pathology and Immunology, was featured in the September 21, 2006 Washington People section of the Record.

Kelle Moley, M.D., Dept. of Obstetrics and Gynecology, was named Vice Chair for Research in Obstetrics and Gynecology.

Do you have a topic for Awnings?

Have You or Someone you Know Received an Award or Been Promoted Recently?

AWNings wants to know. Send ideas to:

Ann M. Gronowski

Box 8118

E-mail: gronowski@wustl.edu

Jane Phillips-Conroy, Ph.D., professor in the Department of Anatomy and Neurobiology and in the Department of Anthropology, has received grants from the Leakey Foundation and the National Geographical Society to undertake field research on hybrid baboons of eastern and central Zambia (2006-07) and funding from the Wenner-Gren Foundation for Anthropological Research for a conference entitled "Evolutionary Anthropology at the Interface", to be held in New York in 2007.

Jean Schaffer, M.D., has been honored with a Clinical Scientists Award in Translational Research from Burroughs Wellcome Fund to support her work on understanding how diabetes contributes to heart failure. **Teresa Vietti, M.D.** resident 1950's; **Helen Aff-Drum, M.D.** WUSM '34, intern 1934-35; and **Mary Langston Parker, M.D.** WUSM '53; are three women physicians who were featured in the Fall 2006, Washington University Outlook

Barbara Zehnbauer, PhD FACMG, was elected the 2006 president of the Association for Molecular Pathology, an international professional society representing physicians, doctoral scientists, medical technologists, and industry professionals involved in molecular diagnostics [www.amp.org].

AWN On-Line Survey Results

In June, AWN conducted an on-line survey in order to define the needs of the women faculty at the WUSM. All female full- and part-time faculty were asked to participate in the survey. 157 women responded and 145/156 (93%) were full-time faculty. Table 1 shows the perceptions of WUSM as it pertains to women faculty. The results clearly demonstrate that the women faculty is very dissatisfied with the female representation within higher ranks of the medical school. In addition, the survey shows a need for faculty mentoring and career development opportunities. The women faculty is not satisfied with the number of women speaker at high profile University events, but is generally satisfied with the opportunities to meet with invited speakers. Thank you to everyone who completed this survey. The results will be used to direct AWN's programming this year. They will also be shown to Dean Shapiro so that he is aware of the concerns of our female faculty.

AWN On-Line Survey Results

Table 1. Characterize your perceptions of Washington University School of Medicine (WUSM) as it pertains to women faculty:

	Very satisfied	Somewhat satisfied	Not important to me	Somewhat dissatisfied	Very dissatisfied
Number of female chairs at WUSM (n=0)	0% (0)	1% (2)	4% (6)	26% (40)	69% (108)
Representation of women at the Full Professor level at WUSM (currently ~12%)	0% (0)	0% (0)	1% (2)	37% (57)	62% (97)
Representation of women who are tenured at WUSM (currently ~12%)	0% (0)	0% (0)	1% (2)	32% (49)	67% (104)
Number of Endowed Chairs held by women at WUSM (9/120)	0% (0)	1% (1)	3% (4)	31% (49)	65% (102)
Representation of women on committees at WUSM	3% (5)	30% (45)	7% (11)	45% (68)	14% (21)
Number of female speakers at my department's grand rounds/seminars	10% (15)	38% (58)	12% (18)	29% (44)	12% (19)
Representation of female speakers at high profile University sponsored events	2% (3)	23% (35)	12% (18)	46% (71)	18% (27)
Opportunities to meet with visiting speakers	8% (13)	35% (55)	23% (36)	26% (41)	6% (10)
Knowing what is required to get promoted	8% (12)	32% (50)	6% (10)	39% (62)	15% (23)
Knowing how to negotiate with my Chair	8% (12)	25% (39)	3% (4)	41% (64)	23% (36)
My salary	10% (15)	31% (48)	3% (4)	39% (60)	18% (28)
My space allocation	22% (34)	34% (53)	12% (18)	18% (28)	14% (21)
Access to support staff	16% (24)	41% (63)	6% (10)	25% (38)	12% (19)
Being "in the loop" at WUSM	4% (6)	31% (48)	9% (14)	42% (64)	14% (21)
Knowledge of issues affecting women in other Medical Schools around the US	2% (3)	20% (31)	14% (22)	56% (87)	7% (11)
Retention of women at WUSM	1% (1)	13% (19)	11% (16)	55% (82)	21% (32)
Faculty mentoring at WUSM	4% (7)	20% (32)	5% (8)	42% (66)	28% (44)
Career development activities at WUSM	4% (6)	32% (50)	7% (11)	41% (63)	16% (25)

The following was taken directly from the New York Times

<http://www.nytimes.com/2006/09/18/science/19womencnd.html?ex=1159848000&en=b2026abb79e9ff7f&ei=5070>

Institutions Hinder Female Academics, Panel Says

By Cornelia Dean

Published: September 18, 2006

Women in science and engineering are hindered not by lack of ability but by bias and “outmoded institutional structures” in academia, an expert panel reported today.

The panel, convened by the National Academy of Sciences, said that in an era of global competition the nation could not afford “such underuse of precious human capital.” Among other steps, the report recommends that universities alter procedures for hiring and evaluation, change typical timetables for tenure and promotion, and provide more support for working parents.

“Unless a deeper talent pool is tapped, it will be difficult for our country to maintain our competitiveness in science and engineering,” the panel’s chairwoman, Donna E. Shalala, said at a news conference at which the report, “Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering,” was made public.

Dr. Shalala, a former secretary of health and human services who is now president of the University of Miami, said part of the problem was insufficient effort on the part of college and university administrators. “Many of us spend more energy enforcing the law on our sports teams than we have in have in our academic halls,” she said.

The panel dismissed the idea, notably advanced last year by Lawrence H. Summers, then the president of Harvard, that the relative dearth of women in the upper ranks of science might be the result of “innate” intellectual deficiencies, particularly in mathematics.

If there are any cognitive differences, the report says, they are small and irrelevant. In any event, the much-studied gender gap in math performance has all but disappeared as more and more girls enroll in demanding classes. Even among very high achievers, the gap is narrowing, the panelists said.

A spokesman for Mr. Summers said he was out of the country and could not be reached for comment.

Nor is the problem a lack of women in the academic pipeline, the report says. Though women leave science and engineering more often than men “at every educational transition” from high school through college professorships, the number of women studying science and engineering has sharply increased at all levels.

For 30 years, the report says, women have earned at least 30 percent of the nation’s doctorates in social and behavioral sciences, and at least 20 percent of the doctorates in life sciences. Yet they appear among full professors in those fields at less than half those levels. Women from minorities are “virtually absent,” it adds.

The report also dismissed other commonly held beliefs — that women are uncompetitive or less productive, that they take too much time off for their families, and so on. Their real problems, it says, are unconscious but pervasive bias, “arbitrary and subjective” evaluation processes, and a work environment in which “anyone lacking the work and family support traditionally provided by a ‘wife’ is at a serious disadvantage.”

Along with Dr. Shalala, the panel included Elizabeth Spelke, a professor of psychology at Harvard who has long challenged the “innate differences” view, and Ruth Simmons, the president of

Brown University, who established a widely praised program for aspiring engineers when she was president of the all-female Smith College.

The report was dedicated to another panelist, Denise Denton, an electrical engineer who until her suicide this summer was chancellor of the University of California, Santa Cruz, and a forceful advocate for women, gays and minority members in science and engineering.

The 18-member panel had only one man: Robert J. Birgeneau, chancellor of the University of California, Berkeley. But Dr. Shalala noted that the National Academy of Sciences committee that reviewed the report had 10 men.

“Nothing was a foregone conclusion,” she said, adding that the committee was surprised at the strength of evidence supporting the report’s conclusions. In an interview, Dr. Simmons of Brown said: “The data don’t lie. There are lots of arguments one could have mounted 30 years ago, but 30 years later we have incontrovertible data that women do have the ability to do science and engineering at a very high level.”

She said the more relevant question is, “Why aren’t they electing these fields when the national need and the opportunities in the fields are so great?”

Leveling the playing field does not mean giving women an unfair advantage, another panelist, Maria Zuber said. Dr. Zuber, a geophysicist at M.I.T., said for example that scholarly journals might eliminate the identify of authors when they send manuscripts out for pre-publication review. That way, she said, work would be judged on its merits, rather than by the prominence of its authors.

Ana Maria Cauce, a psychologist at the University of Washington and another panelist, said at the news conference, “This is about more excellence, this is not about changing the bar or lowering the bar.”

Ben A. Barres, a neuroscientist at Stanford who was not connected to the effort, but who published a commentary on women in science last summer in the journal *Nature*, said echoed the report’s assertion that small administrative changes could produce big differences for women in science.

He pointed to the Pioneer award program for young researchers run by the National Institutes of Health. Dr. Barres, who has been a judge for the awards, said even making it known that scientists could nominate themselves helped make the pool of winners more diverse.

Dr. Shalala began the report’s preface by recalling that when she was in graduate school in political science the 1960’s and as a young professor she was told that fellowships or tenure would never be hers because she was a woman.

Overt discrimination like that is now rare, she wrote, but progress has been too slow. “We need overarching reform now,” she said.

Copies of the report “Beyond Bias and Barriers: Fulfilling the potential of Women in Academic Science and Engineering” are available from the National Academies Press at <http://www.nap.edu/>

Book Review

The following book review was taken directly from The American Society of Microbiology Website
<http://www.asm.org/microbe/index.asp?bid=44267>

Success Strategies for Women in Science: a Portable Mentor

Peggy A. Pritchard (ed.). Elsevier Academic Press, London, 2006, 352 p., \$34.95.

Studies have shown that the most significant method for increasing the success rate of women in scientific fields is mentoring. Many institutions have initiated formal mentoring programs, usually for all beginning scientists regardless of gender. However, this book recognizes that not all women in science have access to such programs.

Therefore, it provides a framework for women, as well as men, to take an active role in their career development through self-education. This book guides the reader through the steps of identifying values, setting goals, and determining the best course of action to achieve those goals. I think most scientists at early stages in their careers would find this book extraordinarily useful, and many scientists at later stages would benefit enormously from the advice as well.

The book consists of 12 chapters, each written by one or more internationally renowned women scientists. Indeed, one of the strengths of this book is the array of perspectives provided by the diverse collection of authors. The editor interviewed over 350 women scientists in North America and Europe, drawing from their combined expertise and experiences to compile this guide. All write with compassion for the beginning scientist and a clear understanding of the challenges one must face in a scientific career. Even with multiple authors, there is cohesiveness throughout the book.

The first two chapters concern career management and continuing development. Both stress the importance of self-reflection to determine one's career goals. The first chapter aids in defining success, measuring success, and balancing professional and personal goals. The second chapter stresses the importance of lifelong learning and how training programs may be of benefit, as well as the need for complementary skills and knowledge in addition to scientific skills and knowledge.

Chapters 3 and 4 expand on the initial training and work experiences to discuss the advantages and challenges of spending a period of time abroad (Chapter 3), including the best time(s) in one's career to do so, how to arrange study abroad, and the benefits for the scientific community. Chapter 4 helps one understand personal goals and how they apply to the concept of "climbing the ladder" and has strategies for achieving one's aims.

Chapters 5 and 6 address the importance of interactions with other people to help with career development. In Chapter 5, the author discusses mentoring and why it is important, not only at the outset of a career but at many or all times; how to find and work with a mentor; and how and why to become a mentor.

Chapter 6 explores the benefits of networking, including what it is and why it is important, especially for those who don't believe that networking is or should be an important career strategy. In addition, ideas are provided for how to build and maintain networks for various aspects of one's life and career.

Chapter 7 explores the concept of mental toughness, that is, how to strengthen one's mind to best acquire and use the skills needed to achieve stated goals. The author (in this case also the editor) compares mental toughness to physical strength, and the analogy to a physical fitness program is clever. She provides exercises to increase mental strength, and discusses the risks of not taking care of one's mental well-being. Chapter 8 provides concrete suggestions for enhancing one's personal style, with a discussion of how others view us based on our style and why women are perceived differently than men. Chapter 9 is devoted to techniques for communicating effectively, both formally and informally, as well as how to use good communication skills to develop relationships with other people, and how to communicate with nonscientists and the media.

The difficulties of time management are addressed in Chapter 10. This is much more than simply a time management discussion; the author discusses the importance of using time effectively and consistently with one's goals. She provides insights into development of organizational skills, increasing mindfulness, making time choices that fit with our priorities, and keeping peace with ourselves. The next chapter addresses the act of balancing one's professional and personal life. It helps the reader to examine goals, and provides voices of experience with caring and supportive suggestions to aid in maintaining a fulfilling family life without compromising one's career goals. The final chapter discusses transitions, the changes that occur in one's life, whether scientific or personal, and how they affect our careers, with suggestions for how to transition through these changes gracefully and how to take advantage of each stage.

This book is both introspective and inspirational, driving readers to examine their own values and goals but providing ample illustrations of successful women scientists. I particularly appreciate the emphasis on self-awareness and the understanding that every scientist has their own path to follow; that no one set of rules applies to everyone. Although the book is primarily meant for beginning scientists, it will be valuable to many women (and men) at various stages of their careers. I wish I had such a resource at the outset of my own scientific life.

Ann M. Flower

Fortune's 50 most powerful women in business 2006 can be viewed at
<http://money.cnn.com/magazines/fortune/mostpowerfulwomen/2006/index.html?cnn=yes>

For more interesting articles, links and information about AWN visit our website at <http://awn.wustl.edu>

Did you know that you are welcome to attend any AWN Board meeting?

The meetings are held the 3rd Wednesday of every month (except November's meeting will be November 8) at 7:00 am in Room 10-107 10th floor of the McDonnell Pediatrics Building.

Watch this corner and the web site for information on AWN's upcoming **Brown Bag Lunch Series.**

Topics to be covered this year include how to succeed in clinical research, the art of successful negotiation, taking on leadership roles, and others.

Links to these and other **interesting articles** can be found at our website <http://awn.wustl.edu> Under News, Current

The "Gender Gap" in Authorship of Academic Medical Literature - A 35-Year Perspective
New England Journal of Medicine

By Jagsi, R., et al

Published: 2006

Participation of women in the medical profession has increased during the past four decades, but issues...

A Conversation with Ben A. Barres: Dismissing "Sexist Opinions" About Women's Place in Science

New York Times

By Cornelia Dean

Published: July 18, 2006

Ben A. Barres, a scientist who has experienced life as a woman and a man, has an unusual perspective on the debate of women in science...

The AWN has organized several new committees and is searching for members interested in participating in the work done by these committees. If you are interested in becoming more involved in AWN by serving on a committee, please fill out the form below indicating your interest and send to:

Ann M. Gronowski, Box 8118

Name _____

Box Number _____ Phone Number _____

Email Address _____

I would be interested in receiving information and/or serving on the following committee(s):

Fall and Spring Dinners

AWNings Editorial Board

Brown Bag Seminars

Membership/Visibility Committee

Women's Health Symposium

Website

Have you renewed your membership lately??

Membership Application Form

<http://awn.wustl.edu>

New member Renewal Today's Date _____

Name: _____ Degree: _____

Title: _____

Department: _____

Campus Box: _____

Phone: _____ Fax: _____

E-mail Address: _____

Clinical Interests: _____

Research Interests: _____

I am interested in the following activities/committees:

- Fall and Spring Dinners
- Brown Bag Seminars
- Women's Health Symposium
- AWNings Editorial Board
- Membership/Visibility Committee
- Website

I could provide information for a Brown Bag Lunch seminar on:

Please submit Membership Application Form and a personal check for \$25 (or \$100/5 years) payable to "Academic Women's Network" to the AWN Treasurer, Dayna Early, at Box 8124. If you have questions about your membership email Dayna Early at DEARLY@WUSTL.EDU

AWN Presents the
9th annual Symposium of Contemporary Women's Health Issues

"The Intersection of Medicine and Psychology in Women"

Friday, December 1, 2006

8:00 am to 4:30 pm

Eric P. Newman Education Center

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

A terrific slate of speakers will cover the interrelationship of medical and psychological problems over a range of important health concerns including HIV/AIDS, infertility, osteoporosis, diabetes, dementia, and life-threatening illness. 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, syllabus, and CME credit will not be provided. Those who wish CME credit will receive lunch and a syllabus, and will need to pay a registration fee. Brochures which contain registration forms will be mailed to all AWN members by mid-October. 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 Cathy Sweeney in the CME office. For any other information, feel free to contact Abby Hollander by e-mail: hollander@kids.wustl.edu.



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