

Committee
Mission
Statement

To develop and enhance the academic environment for women faculty and trainees through networking, mentorship, professional development, and advocacy.

FEBRUARY 2016
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RAISING PRITZKER SCHOOL OF MEDICINE TO GREATER HEIGHTS

AN INTERVIEW WITH HOLLY HUMPHREY, MD, MACP, RALPH. W. GERARD
PROFESSOR IN MEDICINE AND DEAN FOR MEDICAL EDUCATION,
PRITZKER SCHOOL OF MEDICINE, UNIVERSITY OF CHICAGO



In 2003, Dr. Holly Humphrey bid goodbye to a beloved clinical practice and residency program leadership to take the helm as Dean of the Pritzker School of Medicine (PSOM). It was a difficult decision to make, but one that she has never regretted. A University of Chicago lifer, she graduated with honors from PSOM in 1983, finished residency and chief residency in Internal Medicine, and completed a fellowship in Pulmonary and Critical Care. After a 14 year tenure as Director of the Internal Medicine Residency Program, she faced the challenge to take her alma mater, PSOM, from its US News and World Report ranking of 24th in the nation, back to the best in the US, where it had been during her medical school days.

Dr. Humphrey learned the elements of being a good doctor from the faculty and her peers at PSOM. When she accepted the position of Dean of Medical Education, she discovered that the solid foundations were still present at Pritzker, but they were not properly aligned. Her first step was to gather faculty, students, and staff to rewrite the Pritzker mission statement: "At the University of Chicago, in an atmosphere of interdisciplinary scholarship and discovery, the Pritzker School of Medicine is dedicated to inspiring diverse students of exceptional promise to become leaders and innovators in science and medicine for the betterment of humanity." This statement formed the basis for the new curriculum ideas testing, which culminated in "The Pritzker Initiative: A Curriculum for the 21st Century." This included the Scholarship and Discovery Program that created a 1:1 mentorship for every medical student, offering 5 distinctive tracks, ranging from basic research, clinical/translational research, global health, community health to medical education. Another step taken was the introduction of merit-based scholarships in addition to need-based scholarships. Additionally, the new Pritzker mission became a litmus test for new admissions, allowing students to align personal aspirations with it. These efforts have attracted the best of the best students from diverse backgrounds and propelled PSOM to the top 10 medical schools in the US by 2012.

HOLLY HUMPHREY, CONTINUED

In addition to revitalizing PSOM, Dr. Humphrey has launched numerous programs, including the Roadmap to Professionalism initiative to support and enhance the highest professional standards in the learning environment, the Pritzker Advising and Mentoring Societies in support of student life, and the Academy of Distinguished Medical Educators in support of faculty teaching and scholarship. She also created the MERITS Fellowship Program in medical education, and led the creation of the Bowman Society, which explores issues of health care disparities and provides mentoring for minority students, residents, and faculty. She is a prolific writer, has received numerous awards and has held numerous national leadership positions, including the Chair of the American Board of Internal Medicine and the President of the Association of Program Directors in Internal Medicine.

During Dr. Humphrey's medical school days, women made up about 25% of the medical school students. At the present time, the gender distribution is practically even, a testament to more women seeking a career in medicine. As the total number of medical school applications increased, so has the proportion of female applicants. Of note, there has also been an increase in female doctors entering male-dominated specialties, likely largely due to the time limits placed on duty hours. As part of its curriculum, PSOM offers a summer program for an intimate group of female medical students, consisting of a skill-based leadership course that addresses public speaking, negotiations, leadership skills, strategic planning and the like.

The editors of *Women at the Forefront* (WF) sat with Dean Humphrey (HH) for a chat one afternoon, and here is part of the conversation:

WF: How would you describe a Pritzker medical student today?

HH: Today's medical students in general have a realistic perspective of how to balance professional and personal lives. They aim for a balanced life that is healthy, and they are authentically connected to their purpose. They are also incredibly smart!

WF: What has been the impact of female doctors in the culture of medicine?

HH: Women are more likely to be the recipient of unprofessional behavior in medicine even up to the present time, but when women are in the field, they are more likely to call out unacceptable behavior. Women bring specific skills, talents, and observations that impact the entire group in a positive way.

WF: What part of your work do you love the most?

HH: Working at the juxtaposition of vulnerable young doctors and vulnerable sick patients gives me passion. This is my source of energy to be creative and to continue to move forward.

WF: What is your advice to women who seek leadership positions?

HH: I attribute the success of my entire career to my mentors, Arthur Rubenstein, MD, Larry Wood, MD, PhD and Jesse Hall, MD. I edited a book, "Mentoring in Academic Medicine" in 2010, where I devoted a chapter to "Lessons from My Mentor: Advice for Living and Learning in Academic Medicine." Here are the lessons I learned, that I am also passing on as advice:

1. The secret of the care of the resident is in caring for the resident.
2. Confront the uncomfortable.
3. Correct misbehavior promptly and decisively.
4. Don't take credit for other people's work.
5. Motivate followers and create a team.
6. Show respect and kindness – for all.
7. Choose your words carefully and tend to the barometric pressure.
8. Know what to do when a colleague dies.
9. Manage faculty – their coming and their going.
10. Remember the primacy of family.

The Editors

WOMEN IN THE NEWS

FACULTY SPOTLIGHT



**Rita Rossi-Foulkes,
MD, FAAP, MS, FACP**

**Associate Professor of Medicine
(General Medicine / Pediatrics)**



Dr. Rita Rossi-Foulkes received her medical degree from Rush Medical College. She completed her Internal Medicine-Pediatrics residency at New York Hospital-Cornell Medical Center. Under the auspices of an Illinois Underserved Primary Care Scholarship, Dr. Rossi-Foulkes joined an urban underserved primary care practice affiliated with Rush University Medical Center. When the Rush Medicine-Pediatrics residency program opened, she was appointed the Associate Program Director, and later became Program Director. Her interest in preventive medicine led her to pursue a master's degree in clinical science and research at Rush University. In 2006, Dr. Rossi-Foulkes was recruited to the Department of Medicine at University of Chicago to lead the combined Internal Medicine-Pediatrics residency program. Her work has been recognized with the Department's Award for Clinical Excellence and Education and induction as a Fellow into the Academy of Distinguished Medical Educators. She created the inter-professional, university-wide Transition Care Steering Committee with the mission to improve the care of adolescents of young adults with chronic conditions of childhood. She also founded the Med-Peds PATHways program (Program for Adolescent and Adult Transitions to Health), an in and out-patient consultation service to help providers, patients and families secure resources to improve the process of transition from pediatric- to adult-centered care. Since 2010, Dr. Rossi-Foulkes has served as an advisor to the Illinois Chapter of the American Academy of Pediatrics' Transition Task Force. From 2008 through 2012, she also served as the Secretary-Treasurer for the Medicine-Pediatrics Program Directors Association.

Most recently, Dr. Rossi-Foulkes contributed to the attainment of the HRSA-funded LUCENT program (Leadership for Urban Primary Care Education and Transformation- with Deborah Burnet as PI) and will serve as a LUCENT faculty member. She serves on the University of Chicago Medicine Lesbian Gay Bisexual and Transgender (LGBT+) Committee and will start volunteering at the C2P (Care to Prevent) Clinic, which offers services to LGBT+ youth on the South Side of Chicago. As the advisor to Pritzker Medical Student Board for Community Health Center, she leads student efforts to improve care delivery at a free clinic on the West Side of Chicago and volunteers at the Washington Park free clinic.



WOMEN IN THE NEWS FACULTY SPOTLIGHT



Mary Hammes, MD

Associate Professor
of Medicine (Nephrology)

Dr. Mary Hammes received her bachelor's degree from Winona State University and her medical degree from Texas College of Osteopathic Medicine. She completed residency training in Internal Medicine at Loyola University Medical Center, and fellowship in Nephrology at the University of Chicago Department of Medicine. She subsequently was recruited to the faculty in the Section of Nephrology, and has served as Medical Director of Woodlawn Dialysis Center since her appointment. In this role, Dr. Hammes has had the unique experience of following a cohort of in-center hemodialysis patients for over 20 years. She appreciates the struggles that this patient population endures, of which the most significant is placement and maintenance of vascular access. She has published studies that show the frequent occurrence of venous stenosis in the cephalic arch of patients with upper arm fistula access. This problem is difficult to treat, leads to access failure, and contributes to morbidity and mortality for this patient population. The search for better ways to prevent complications and loss of permanent access has led to research funding to improve the outcomes for patients with brachiocephalic fistula access.

Dr. Hammes is the recipient of an NIH R01 award, which has enabled the development of a team of expert access surgeons, interventional radiologists, bioengineers, and cardiologists to comprehensively carry out a clinical and translational plan to improve vascular access. The current investigation has shown that increased blood flow velocity leads to low wall shear stress through the curved cephalic arch with resultant decreased diameter of the vein and subsequent cephalic arch stenosis. Future direction includes a proposed clinical trial that will limit blood flow velocity after fistula maturation and before the onset of predicted cephalic arch stenosis.

RESEARCH UP CLOSE



Alexandra Dumitrescu, MD, PhD

Assistant Professor
of Medicine (Endocrinology,
Diabetes & Metabolism)

Dr. Alexandra Dumitrescu received her medical degree from the University of Medicine and Pharmacy Carol Davila in Romania. She subsequently earned a doctorate in Human Genetics from the University of Chicago, where she also completed residency in Internal Medicine and a fellowship in Endocrinology. Dr. Dumitrescu is now a physician-scientist in the Section of Endocrinology, Diabetes and Metabolism, who studies the pathophysiology of thyroid diseases both ways - from phenotype to genotype and back to phenotype. This bidirectional approach allows a rapid application of the acquired insights from research into clinics and vice versa.

She studies inherited thyroid disorders, and has discovered the genetic cause for two new human syndromes. She identified a defect in the X-linked monocarboxylate transporter 8 (MCT8) gene, a transmembrane transporter of thyroid hormone. This defect results in a severe psychomotor and development delay in males known as Allan Herndon Dudley syndrome. This is the first inherited disorder of the thyroid axis in humans that has been linked to thyroid hormone transport into cells. To study the mechanisms underlying the complex phenotype of MCT8 defect, she generated a Mct8KO mouse model, which has become a useful research tool for ongoing studies in different laboratories. Recent studies with this model have led to the novel finding that thyroid hormone secretion from the thyroid gland is partially regulated by Mct8. A thyroid hormone analog, DITPA, has been shown to bypass the Mct8 defect and to improve parameters of thyroid hormone action in brain. This analog is currently used in several patients with MCT8 gene mutations, as trials of thyroid hormone treatment did not produce clinical improvement.

Dr. Dumitrescu's investigations on another novel thyroid phenotype led to the identification of mutations in the selenocysteine incorporation sequence binding protein 2 (SBP2). This is the first report of mutations within the selenoprotein synthesis machinery. A fundamental defect in selenoprotein synthesis such as SBP2 deficiency is expected to affect an entire class of proteins acting on multiple physiological pathways. Thus, patients manifest a complex phenotype with congenital myopathy, developmental delay, sensorineural hearing loss, infertility, a metabolic phenotype and immune deficits. This discovery has received particular attention in the scientific community, as it revealed that inherited selenoprotein synthesis defects have consequences on growth and thyroid function at young age. New families with SBP2 mutations were later identified based on the unusual thyroid phenotype she described.

In her quest to answer the many questions raised by the diagnosis of patients with SBP2 deficiency, she created a mouse model of global Sbp2 deficiency that replicates the human syndrome. To bypass the early lethality of complete Sbp2 deficiency, she used a Cre-ER/loxP approach to generate tamoxifen-inducible Sbp2 null mice. This mouse model has allowed her to elucidate the mechanisms of selenoprotein-mediated pathology that lead to the development of the pathognomonic thyroid phenotype. As importantly, the thyroid hormone status of specific tissues play regulatory roles in the observed metabolic and muscular phenotypes of this disease, and the implicated tissues such as liver, adipose tissue and muscle are at the interface of this intricate cross talk. Dr. Dumitrescu's research on the global Sbp2 deficiency mouse model offers a unique opportunity for the advancement of our understanding of the role of selenoproteins in thyroid hormone homeostasis and cellular metabolisms that are in turn, relevant to fundamental physiologic pathways and functions. This knowledge can then be translated next into clinically relevant information that can potentially change patient outcomes.



TRAINEE SPOTLIGHT



Lindsay Petty, MD

Fellow (Infectious Disease & Global Health)

Dr. Lindsay Petty received her bachelor's degree in Cell and Molecular Biology from the University of Michigan and her medical degree from the University of Chicago-Pritzker School of Medicine. She completed her residency training in Internal Medicine and Pediatrics at the University of Chicago Medicine where she also served as Chief Resident during her final year. She then stayed to complete an Infectious Diseases (ID) fellowship, and is now completing an advanced year of training in Transplant ID. In addition, she is completing the one year Medical Education Research, Innovation, Teaching and Scholarship (MERITS) Fellowship.

Dr. Petty's research interests focus on antimicrobial stewardship, specifically in the immunocompromised host. Among other projects, she presented a lack of utility of repeated blood cultures in the setting of pediatric febrile neutropenia at the ID Week 2015 meeting, and is now working on investigating the same question in the adult population. Additionally, she has a strong interest in medical education that started early in medical school at Pritzker as a result of great MedEd mentors, and she is advancing that interest further during her MERITS fellowship this year. She is creating a curriculum for advanced practice providers for practical, ward-based infectious disease topics that tie into antimicrobial stewardship pathways to improve midlevel provider satisfaction and patient outcomes.

Dr. Petty will be joining the faculty at the University of Michigan in July, 2016 as a Clinical Assistant Professor, where she will dedicate her time to the Antimicrobial Stewardship Program, and continue her clinical work in both general and transplant ID.



NEW FACULTY



Mai Tuyet Pho, MD, MPH, Assistant Professor (Infectious Disease & Global Health)

Dr. Mai Tuyet Pho received a bachelor's degree from Brown University and a medical degree from the University of Massachusetts. She completed an Internal Medicine residency at Yale University, followed by Infectious Diseases fellowship at Beth Israel Deaconess Medical Center, during which time she also completed a master's in public health at the Harvard T.H. Chan School of Public Health. Dr. Pho is an infectious diseases physician and health outcomes researcher. Her work seeks to improve clinical outcomes and health policy surrounding a variety of infectious diseases, including HIV, hepatitis C and tuberculosis through decision analytic modeling and economic evaluation. She is working on the comparative and cost-effectiveness modeling for hepatitis C treatment to understand the clinical and budgetary implications of drug coverage restrictions and measure the impact of out-of-pocket costs.



Meltem Zeytinoglu, MD, MBA, Assistant Professor (Endocrinology, Diabetes & Metabolism)

Dr. Meltem Zeytinoglu received her medical degree from Indiana University School of Medicine, and master in business administration from Indiana University. She completed her residency training in Internal Medicine within the University of Chicago Northshore University Program, and is a graduate of our own Endocrinology fellowship program. Dr. Zeytinoglu's research interests focus on health policy to improve health-care delivery systems, access to care and coordination of care among providers. Her clinical practice emphasizes management and prevention of endocrine disorders, including diabetes, osteoporosis, and obesity, in older adults.



RECENT PROMOTIONS

TENURE

Arlene Chapman, MD (Nephrology)

PROFESSOR

Jeanne DeCara, MD (Cardiology)

ASSOCIATE PROFESSORS

Yu Ying He, PhD (Dermatology) – with tenure

Minoli Perera, PhD (Genetic Medicine)

Silvana Pannain, MD (Endocrinology, Diabetes & Metabolism)



NEW LEADERSHIP APPOINTMENTS

University

Lucy Godley, MD, PhD (Hematology/Oncology) - UChicago Director of the Chicago Biomedical Consortium





HONORS AND AWARDS

National/Regional Appointments, Honors, and Awards

Arlene Chapman (Nephrology) – Lifetime Achievement Award, Polycystic Kidney Foundation and elected to the Association of American Physicians

Karen Kim (Gastroenterology, Hepatology and Nutrition) - 2016 AOA Faculty Honoree and Impact 2016 Award (Chicago Foundation for Women)

Olufunmilayo Olopade (Hematology/Oncology)- The Franklin D. Roosevelt Four Freedoms Medal (Freedom from Want)

Julie Oyler (General Internal Medicine)- President Elect, Midwest Society of General Internal Medicine

Monica Peek (General Internal Medicine)- Greenwall Bioethics Scholar and membership in the National Advisory Council for the Agency for Healthcare Research and Quality (AHRQ)

Minoli Perera, PhD (Genetics)- 2016 ASCPT Leon Goldberg Early Investigator Award

Top Doctors By Chicago Magazine

Suzanne Conzen, MD (Hematology/Oncology)

Gini Fleming, MD (Hematology/Oncology)

Hedy Lee Kindler, MD (Hematology/Oncology)

Olufunmilayo I. Olopade, MD (Hematology/Oncology)

Carol E. Semrad, MD (Gastroenterology, Hepatology and Nutrition)

Sonali M. Smith, MD (Hematology/Oncology)

Wendy Stock, MD (Hematology/Oncology)

Helen S. Te, MD (Gastroenterology, Hepatology and Nutrition)

Department of Medicine 2016 Awards

Eve Van Cauter (Endocrinology, Diabetes and Metabolism)- 2016 Department of Medicine Distinguished Award



NEW GRANTS

Federal Grants

Vineet Arora, MD (General Internal Medicine) – U01: Identifying Messages to PROMote Value & Education (IMPROVE) of Generic Prescribing

Anna Birukova, MD (Pulmonary/ Critical Care) – R01: Microtubule control of septic inflammation

Anna Birukova, MD (Pulmonary / Critical Care) – R56: Microtubule-associated regulation of acute lung injury

Mary Eileen Dolan, PhD (Hematology/Oncology): R01: Pharmacogenomics of Childhood Leukemia (ALL)

Hae Im, PhD (Genetic Medicine) – R01: Predicted Gene Expression: High Power, Mechanism, and Direction of Effect

Bana Jabri, MD, PhD (Gastroenterology, Hepatology, and Nutrition) – R01: Innate and adaptive immunity in celiac disease

Federal Grants, Continued

Olufunmilayo Olopade, MD (Hematology/Oncology) – K12: Developing an Oncology Workforce for the 21st Century

Mai Tuyet Pho, MD (Infectious Disease & Global Health) – R00: Optimizing Patient-Oriented Outcomes for Chronic Hepatitis C

Wendy Stock, MD (Hematology/Oncology) - Subaward from NIH and St. Jude's Children's Research Hospital: Center for Precision Medicine in Leukemia

Katherine Thompson, MD (Geriatric Medicine) – Human Resources and Services Administration: South Side Healthy Aging Resource Experts (SHARE) Network

Non-Federal Grants

Vineet Arora, MD (General Internal Medicine) - VISTA (Value, Improvement, Safety, and Team Advocates): Curriculum & Culture Change to Cultivate Physicians for the Future (American Medical Association)

Diana Bolotin, MD (Dermatology) - Molecular profile of squamous cell carcinoma in situ (SCC-IS) in immunocompetent and immunosuppressed patients as correlated to tumor status at time of excision (Chicago Dermatological Society)

Suzanne Conzen, MD (Hematology/Oncology) - Using Hsp90 inhibitors to treat triple negative breast cancer (Susan Komen Foundation)

Gini Fleming, MD (Hematology/Oncology) – DNA Repair Therapies for Ovarian Cancer (Ovarian Cancer Research Fund/Harvard University)

Lucy Godley, MD, PhD (Hematology/Oncology) - Using insights from hypoxia-induced changes in 5-hydroxymethylcytosine to improve MDS treatment (Edward P. Evans Foundation)

Lucy Godley, MD, PhD (Hematology/Oncology) - Identification of Germline Predisposition Syndromes in Young MDS Patients (Taub Foundation)

Rong Stephanie Huang, PhD (Hematology/Oncology) - Whole Genome Expression Based Drug Repurposing in Metastatic Breast Cancer (Avon Foundation)

Dorit Koren, MD (Endocrinology, Diabetes, and Metabolism) - Chronotype in Preadolescents and Type 2 Diabetes Risk (Endocrine Fellows Foundation)

Dorit Koren, MD (Endocrinology, Diabetes, and Metabolism) - Obstructive Sleep Apnea and Type 2 Diabetes in Adolescents (Endocrine Fellows Foundation)

Wei Wei Lee, MD (General Internal Medicine) - Advocacy and Training to Improve Patient-Centered Technology (iPaCT) use in the Digital Age (Gold Foundation)

Stacie Levine, MD (Geriatrics) - Hospice and Palliative Medicine Fellowship Program (Coleman Foundation)

Olufunmilayo Olopade, MD (Hematology/Oncology) - Genomic Approaches for Primary Prevention of Breast Cancer (American Cancer Society)

Olufunmilayo Olopade, MD (Hematology/Oncology) - Implementing Evidence Based Interventions to Reduce Breast Cancer Mortality in Low Resource Set (Breast Cancer Research Foundation)

Bhakti Patel, MD (Pulmonary and Critical Care Medicine) - Parker B. Francis Foundation: Impact of Early Mobilization on Insulin Resistance and ICU Acquired Weakness

Monica Peek, MD (General Internal Medicine) - Building an Intersectoral Health System to Reduce Diabetes Disparities Planning Grant (Merck)

Sonali Smith, MD (Hematology/Oncology) - A Combination of BTK and HSP90 Inhibition in Relapsed NHL/CLL (Lymphoma Research Foundation)

Tammy Utset (Rheumatology) - Rheumatology Fellowship Training Award (American College of Rheumatology)

Anna Volerman, MD (General Internal Medicine) - UChicago Charter School Oral Health Pilot Program (George E. Richmond Foundation)



GENDER MATTERS...STILL

Science Faculty's Subtle Gender Biases Favor Male Students

Corinne A. Moss-Racusin, John F. Dovidio, Victoria L. Brescoll, Mark J. Grahama, and Jo Handelsman
PNAS 2012;1009(41):16474-16479

There is a significant gender disparity within academic sciences that is often attributed to inherent biological sex differences, lifestyle or family choices, and women's personal preferences. This article evaluates the role of faculty gender biases against women in academic science. In this double-blind study, 127 science faculty members from research-intensive universities rated the applications materials of a student randomly assigned a male or female name for a laboratory manager position.

Despite having identical application contents other than the student gender, there were differences found in the ratings of male and female students' applications. Male applicants were deemed significantly more competent, more hireable, and were more likely to be mentored by academic faculty members than female applicants (Fig. 1). In addition, male students were also offered a significantly higher starting salary (Fig. 2). Faculty gender did not influence the bias, and female faculty participants did not rate the female student as more competent or hireable than did male faculty. Female applicant was less likely to be hired than the identical male because she was viewed as less competent overall. Preexisting subtle gender bias of the faculty participants undermined support for the female student, but was unrelated to perceptions and treatment of the male student. Overall, female applicants were more likeable than male candidates; however that did not translate into positive perceptions of competence, job offers, increased salary or career mentoring.

This study's results suggest that interventions geared towards addressing faculty gender bias may be crucial in allowing an increase in the participation of women in science.

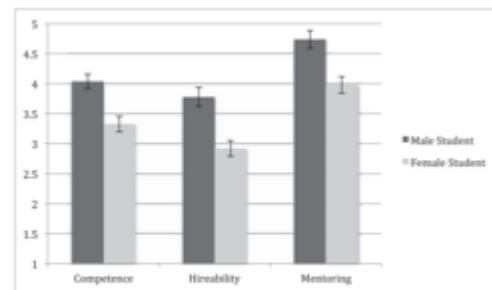


Fig. 1. Competence, hireability, and mentoring by student gender condition (collapsed across faculty gender). All student gender differences are significant ($P < 0.001$). Scales range from 1 to 7, with higher numbers reflecting a greater extent of each variable. Error bars represent SEs. $n_{\text{male student condition}} = 63$, $n_{\text{female student condition}} = 64$.

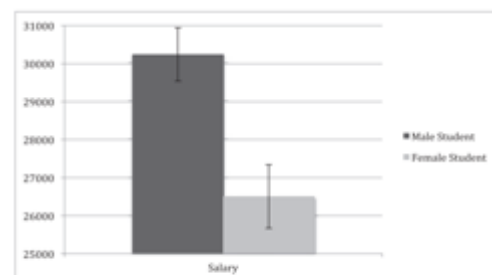
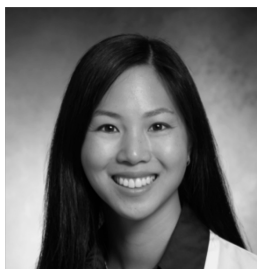


Fig. 2. Salary conferral by student gender condition (collapsed across faculty gender). The student gender difference is significant ($P < 0.01$). The scale ranges from \$15,000 to \$50,000. Error bars represent SEs. $n_{\text{male student condition}} = 63$, $n_{\text{female student condition}} = 64$.



THE BALANCING ACT: HOW DO WOMEN BALANCE ACADEMIC SUCCESS WITH HOME AND PERSONAL LIFE? WHAT ADVICE WOULD WOMEN GIVE OTHER WOMEN?



Neda Laiteerapong, MD The Balancing Act: Clinician, Researcher, Educator, Wife, Mother

Professional Accomplishments

Dr. Neda Laiteerapong is an Assistant Professor in the Section of General Internal Medicine. She graduated from Boston University School of Medicine and the University of Chicago Internal Medicine Residency program, and completed a General Medicine Fellowship, during which she obtained a Masters of Science for Clinical Professionals. In 2014, she was appointed as the Associate Director of Clinical Outcomes for the Center for Translational and Policy Research of Chronic Diseases. Her research focuses on getting the right care to the right person at the right time in their lives. As such, she has an NIDDK K23 grant studying how to

individualize treatments for patients with diabetes and improve mental health care for patients with chronic disease. She recently was awarded a UCM Innovation Award to improve and study the mental health care for patients receiving care in the Primary Care Group.

Work-Life Balance

Work-life balance exists on average in my life, but at any given moment, it feels like there is a preponderance of work-life imbalance. Probably the key to my work-life balance is having a supportive husband, who understands and respects my work.

I am married to Dr. Mark Roberts, a hematopathologist at Ingalls Memorial Hospital, and we have two delightful, very busy children, ages 3 years and 9 months. We split the household duties: he cooks and runs errands; I do the laundry, the household organization, and the finances; and we both clean. We have excellent support, some of which we buy – an amazing in-home day care, cleaning service, Amazon Prime, Google Express, Peapod, and Stitchfix (clothing stylist). We are also lucky enough to live near my parents, who come and watch our children 1-2 days a week.

As the planner in the family, I've found that it's important to schedule time to make family time truly special. It's a scary fact that my children spend more wake time at daycare than with me. So every weekend, I make sure we are doing things that are important to us, most of which is spending time with each other, family, and friends.

THE BALANCING ACT, CONTINUED

Advice to Women Faculty and Trainees

1. Balancing what you want at work and life will be difficult, since you probably want many things. Therefore, develop skills to become more efficient. Read the book “Getting Things Done” by David Allen. It will teach you how to delegate, defer, delete, and do things more efficiently. Then read “Time Management from the Inside Out” by Julie Morgenstern, who will teach you how to respect the limits of time and your abilities.
2. Be present. Your email and Epic inbox will always be there and will always be filling up. When you are home, be with your family. When you are at work, be with your inboxes.
3. Wake up early or stay up late. When everyone’s sleeping, an espresso (coffee, tea, etc.) never tasted so good.
4. Ask for it! Read Linda Babcock and Sara Laschever’s book with this title if you don’t know how.
5. Understand that your situation is not as unique as you may think. Ask for help from your colleagues for the big problems (“How did you get that awesome grant?”) and small problems (“Who cleans your house?”). Life is easier if you don’t have to come up with all the solutions yourself.



Milda Saunders, MD, MPH

The Balancing Act: Clinician, Researcher, Advocate, Wife and Mother

Professional Accomplishments

In my professional life, I am a hospitalist, a health services researcher, and a patient advocate. My research examines socioeconomic and health system barriers that prevent patients with CKD from receiving high quality care. I recently received an NIDDK K23 grant to develop a hospital-based patient education and referral program for patients with advanced CKD. I serve as a patient advocate within the Medical Center. I am the Living Donor Advocate Physician for the UCM Transplant Center. I see potential donors in clinic and work with a multi-disciplinary team to help them make an informed decision. I attend on the Clinical Ethics Service and serve as a Research Subject Advocate for the Institute of Translational Medicine.

Work-Life Balance

I am a wife and a mother to 2 children, ages 8 and 3. I grew up in Chicago, so my parents and extended family are here which provides wonderful opportunities to participate in family activities and to have additional support, but it also can add additional tasks and obligations. My husband, Seth, and I both work to keep our lives running smoothly. During weekdays we have a set routine with some wiggle-

room for the unexpected. We also schedule couple time, family activities, and personal time. This is a work in progress. I try to remember that balance is an active process that changes over time.

Advice to Women Faculty and Trainees

1. **Write each task down**—then do it, delegate, defer, or delete it. As soon as I hear about a meeting, deadline, playdate, or family event, I put it on the calendar. Having daily tasks written down is important to getting things done. I also try to write down my short-term goals and long-term personal and professional goals. I took a Faculty Development course that advocated making a quarterly strategic plan. Seeing everything I need to do over a 3 month period helps me to realize when I am overcommitted. I can then plan for each of those things, even if it’s just acknowledging that they won’t get done soon (defer), should not get done (delete), or do not need to be done by me (delegate).
2. **Make time for your significant other and yourself.** My husband and I are fortunate to have a weekly date night courtesy of my mother who babysits. This is a time for us to catch-up—to tell our funny stories, talk over issues, or just spend time together. In addition, I carve out time for myself every evening to read, exercise, or shop online.
3. **Look for the joy in the everyday.** Sometimes in the midst of a busy day, it is hard to be present and acknowledge the little victories and joys.
4. **Get by with a little help from your friends.** I have received amazing support and advice from women who are in a similar situation and trying to figure it all out, women who have been in my situation and have figured it out, and people (men and women) who are just looking out for me. I have received important life advice while walking down the hall, sitting in Starbucks, or during parent pick-up.
5. **Use Amazon Prime.** They deliver all sorts of things to your house within 24 hours.





GROWING THE PIPELINE: STUDENTS AND TRAINEES

Resident Women in Medicine Kickoff Dinner

In August 2015, the Women in Medicine group from the Internal Medicine Residency Program hosted a kickoff dinner for the academic year at a Hyde Park restaurant. The event was designed to be an informal networking event and welcome for the year. Women from all residency classes were invited to participate. The event provided an opportunity to get together outside of the hospital setting and to reflect on the group's goals for the academic year. The group discussed planning for future events such as leadership, career, and negotiations workshops, a morning report focused on Women in Medicine, and additional social events to promote mentorship opportunities.



PAST EVENTS

- **Luncheon with Rebecca Sive**, author of "Every Day is Election Day: A Woman's Guide to Winning Any Office, From the PTA to the White House," who spoke on "Women Who Lead: What They Know and How They Do It," cosponsored by Department of Medicine Women's Committee and the BSD Office of Faculty Affairs, on September 25, 2015.
- **BSD Women's Network luncheon** with Karen Kim, MD and Melina Hale, PhD, who spoke on the Office of Faculty Affairs, on October 8, 2015.
- **BSD Women's Network luncheon** with Maryam Siddiqui, MD, Peggy Mason, MD, and Helen S. Te, MD, on Combatting Burnout: A Focus on Physician and Scientist Wellness, on January 15, 2016



FUTURE EVENTS

- **Annual Janet D. Rowley Research Day 2016**, featuring Elaine Mardis, PhD, the Robert E. and Louise F. Dunn Distinguished Professor of Medicine; Professor, Department of Genetics and Molecular Microbiology at Washington University School of Medicine, on "Cancer Genomics: Discovery to Translation," March 1, 2016.
- **International Women's Day Luncheon**, March 7, 2016.
- **DOM Women's Committee Professional Development Event**, featuring Linda Ginzel, Clinical Professor of Managerial Psychology, University of Chicago Booth School of Business, on "Negotiation Workshop: Hone Your Skills," April 1, 2016.
- **DOM Women's Committee sponsored Grand Rounds speaker**, Katrina Armstrong, MD, Chair of the Department of Medicine and Physician-in-Chief at Massachusetts General Hospital, on "Disparities in Precision Medicine," April 26, 2016.
- **Combined University of Chicago and Northwestern Memorial Hospital Grand Rounds**, featuring Laurie Glimcher, MD, Dean, Weill Cornell Medical College, May 17, 2016.



WOMEN AT THE FOREFRONT

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