

# women

at the forefront

## August 2014 In This Issue

### 02

Faculty Spotlight

### 03

Trainee Spotlight  
New Faculty

### 04

Promotions  
Leadership Appointments  
Honors and Awards

### 05

New Grants  
Gender Matters Still

### 06

The Balancing Act

### 07

The Balancing Act

### 08

The Balancing Act  
Growing the Pipeline  
Future Events

#### Committee Mission Statement

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



## INTRODUCTION FROM OUR NEW COMMITTEE CHAIR

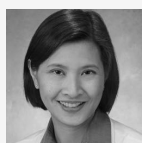
**The Department of Medicine (DOM) Women's Committee** was formed in 1999 to address gender-specific issues and concerns of the women faculty in the DOM. In the last 15 years, the committee has evolved to address networking, mentorship, equity review and professional development of women faculty as well. By 2012, the first issue of the committee's newsletter, *Women at the Forefront*, was launched to applaud the accomplishments of our women faculty and trainees, and to provide a platform for dissemination of information relevant to the woman physician or scientist in academics.

This current issue again celebrates the most recent achievements of our outstanding women faculty and trainees. We commend the appointments of two women faculty, one of our very own past Committee Chair, Dr. Karen Kim, Professor in the Department of Medicine, and Dr. Melina Hale, Professor in the Department of Organismal Biology and Anatomy, as the first Biological Sciences Division (BSD) Deans for Faculty Affairs. We sought an opportunity to speak with Dr. Kim and Dr. Hale to learn more about their new positions and visions, and here is what they shared:

"In our new roles as Deans for Faculty Affairs, we established the Office of Faculty Affairs (OFA) in February 2014 to support and enhance our responsiveness to faculty needs. In our first few months, we have met with leadership across the BSD to better understand issues of concern to faculty and to set our strategic priorities for the upcoming year. We are establishing an OFA website which will serve as a valuable resource for enhancing effective communication and dissemination of opportunities and a faculty transition orientation. We will continue to implement faculty development programs and work toward increasing visibility of faculty by identifying and supporting nominations for important awards and prizes. We are also serving an ombudsperson role to address confidential concerns for faculty. We are very interested in supporting the development of faculty leaders and look forward to working with the Department of Medicine Women's Committee to establish opportunities for collaborative programming to enhance the environment for women faculty. We hope that the Women's Leadership Network will provide an important mechanism for increasing the dialogue on the importance of diversity and inclusion. We congratulate Dr. Helen Te in her new role as Chair of the Department of Medicine's Women's Committee and look forward to future collaborations."

The Department of Medicine Women's Committee is expanding its reach to all women faculty and trainees in the department through various programs geared towards enhancement of leadership skills, professional development and work life balance. We will continue to work closely with Dr. Everett Vokes and the rest of the DOM leadership to enrich the academic environment that our women faculty and trainees work in, and we look forward to productive collaborations with Dr. Kim and Dr. Hale. In this newsletter, we invite you to appreciate the exceptional achievements of our women colleagues, and we encourage you to participate in the networking opportunities and exciting professional development events that our committee has lined up for the upcoming year.

We are looking ahead to another fantastic year for the DOM Women's Committee and the DOM women faculty.



**Helen S. Te, M.D.**  
Chair, Department of Medicine Women's Committee



Karen Kim, MD and  
Melina Hale, PhD  
Deans for  
Faculty Affairs



# WOMEN IN THE NEWS FACULTY SPOTLIGHT



## Wendy Stock, MD

**Professor of Medicine, Section of Hematology and Oncology**

**Director, Leukemia Program**

**Co-Leader, Hematopoiesis and Hematological Malignancies Program, Comprehensive Cancer Center**

Dr. Wendy Stock received her BS in Biology from the University of Illinois, her MA in Zoology from the University of California, Davis, and her MD from Rush Medical College. She then completed her residency and fellowship in Hematology-Oncology at the University of Chicago Medical Center. Dr. Stock is an expert in clinical and correlative laboratory research involving acute and chronic leukemias. Her research focus has been to design biologically risk-adapted clinical trials for patients with acute leukemias. She leads the University of Chicago Leukemia Program in developing innovative early phase trials for patients with acute lymphocytic leukemia and acute myelogenous leukemia.

At a national level, Dr. Stock serves as a co-chair of the Leukemia Clinical and Correlative Sciences Committees in the Alliance, a NCI-sponsored clinical trials cooperative group that leads national and international trials in leukemia clinical research, and is the co-chair of the National Clinical Trials Network (NCTN) Leukemia Steering Committee. She is widely published, and has sat on multiple editorial boards of journals in her subspecialty. She also serves on the American Board of Internal Medicine hematology board. Dr. Stock has received many awards, including the Gold DOC award for humanism in medicine. She is listed as a "Top Doctor" by both Chicago magazine and US News and World Report.



## Mardi Gomberg-Maitland, MD, MSc

**Associate Professor of Medicine, Section of Cardiology**

**Director, Pulmonary Hypertension Program**

Dr. Mardi Gomberg-Maitland earned her Bachelor's Degree from Yale University, and her medical degree, with special distinction for research in Cardiovascular Medicine, from the Albert Einstein College of Medicine of Yeshiva University in Bronx, New York. She served her residency in Internal Medicine at New York Presbyterian Hospital, Weill-Cornell Medical Center, and her fellowship in Cardiovascular Diseases at the Mount Sinai Medical Center. During her cardiology fellowship, she also functioned as a visiting fellow in Critical Care Medicine at New York Presbyterian Hospital/Weill-Cornell Medical Center and earned a master's degree in Clinical Epidemiology from the Harvard School of Public Health.

Her research focus is in the epidemiology of pulmonary hypertension and development of novel therapeutics and biomarkers. By designing and implementing the largest single center database, she identified new predictors of survival and developed a new survival equation to better predict prognosis. She also implemented clinical trials that tested novel drugs in patients with pulmonary hypertension. She sits on the Steering Committees of multiple international trials, and takes the lead on drug development at the Pulmonary Hypertension World Congress. She is the Chair of the Pulmonary Hypertension Council at the International Society of Heart and Lung Transplantation and is an associate editor at both CHEST and the European Respiratory Journal.



## Silvana Pannain, MD

**Assistant Professor of Medicine**

**Director, Chicago Weight Program**

Dr. Silvana Pannain received her medical degree from the Università degli Studi di Napoli in Napoli, Italy. She then completed her residency at the Montefiore Medical Center and her fellowship in Endocrinology, Diabetes and Metabolism at the University of Chicago Medical Center. Dr. Pannain currently serves as Director of Chicago Weight, a weight loss program and support group at the University of Chicago Medicine. She works closely with a team of specialists, including health psychologists, dietitians, exercise therapists, bariatric surgeons, cardiologists, lipidologists, hypertension specialists and sleep specialists in a multidisciplinary and integrated care approach to develop comprehensive weight management plans for adult patients. Chicago Weight combines counseling, medical treatment and referrals to bariatric surgery when appropriate to help patients lose weight, and provides ongoing coaching to achieve and maintain a healthier lifestyle.

The main focus of Dr. Pannain's research is the metabolic and endocrine aspects of chronic partial sleep loss as a putative risk factor for obesity and insulin resistance. In this regard, she is currently testing the hypothesis that habitual short sleep and poor sleep quality are associated with emotional eating, which may ultimately result in excess weight. Dr. Pannain is also involved in studying new pharmaceutical agents for weight loss both in multi-center as well as investigator-initiated research studies. In particular, she is currently interested in examining the effect of a recently approved weight loss drug on binge eating disorder.



## TRAINEE SPOTLIGHT



### Tina Shah, MD, MPH

#### Fellow, Section of Pulmonary and Critical Care

Dr. Tina Shah, MD, MPH is shaping the American health sector through the translation of clinical expertise to a population-based approach to health. Dr. Shah completed a 6-year combined undergraduate-medical school program at Penn State/Thomas Jefferson University followed by training in Internal Medicine and an MPH degree with a concentration in Healthcare Management and Policy at the Harvard School of Public Health. Dr. Shah is interested in policy approaches to healthcare. Her current research on chronic obstructive pulmonary disease (COPD) readmissions is using the national Medicare data to identify the correlates that confer significant risk for COPD readmission across patients, hospitals and post acute care settings. She is also one of two recipients of the University of Chicago Medicine Innovations grant, a one-year grant in its inaugural year that provides \$50,000 for operations research. Dr. Shah is the current Chair of the American Medical Association - Resident and Fellow Section. She also is a Global Healthcare Thought-Leader in the Center for Healthcare Innovation, a pharmaceutical and life sciences "think tank" based in Chicago.



## NEW FACULTY

### Katie Tataris, MD, MPH – Assistant Professor of Medicine, Section of Emergency Medicine

Dr. Katie Tataris received her medical degree from Rush Medical College, and completed her residency at Stroger Cook County Hospital. She then proceeded to obtain an MPH at the University of California Berkeley, and completed a fellowship in Emergency Medicine Services (EMS) – Disaster Medicine at the University of California San Francisco. Dr. Tataris is the EMS Medical Director for the Chicago South EMS System in Region XI. She is interested in EMS field operations and the collaboration with mobile integrated healthcare systems. She seeks to improve the management of time-sensitive conditions such as stroke and ST-elevation myocardial infarction (STEMI) both in the pre-hospital and the emergency department setting. Some of her research projects include opiate abuse and pre-hospital naloxone administration, she also has interest in the intersection of public health and disaster preparedness.

### Celeste Thomas, MD – Assistant Professor of Medicine, Section of Endocrinology, Diabetes and Metabolism

Dr. Celeste Thomas received her medical degree from Northwestern Feinberg School of Medicine, and completed her residency in Internal Medicine and fellowship in Endocrinology at the University of Chicago Medical Center. Her academic interests are focused on understanding ways to efficiently improve the quality of care of diabetes management in the inpatient and outpatient settings. Specifically, she is working with multidisciplinary teams to decrease iatrogenic hypoglycemia and improve blood glucose control in diabetic patients. She is also interested in the relationship between environmental chemical exposures and development of metabolic disease.

### Anna Volerman, MD – Assistant Professor of Medicine, Section of General Internal Medicine

Dr. Anna Volerman received her medical degree from Boston University School of Medicine and completed her residency training in Internal Medicine - Pediatrics at Brigham and Women's Hospital and Boston Children's Hospital, where she also served as a Chief Resident. Currently, she is working towards a Masters degree in Health Professions Education. Her clinical work in the Primary Care Group includes care for both adults and children. Her academic interests focus on innovation in medical education and health care delivery. She leads

community-based initiatives to develop a health and wellness consortium, and a comprehensive asthma program in local schools.

### Tia Kostas, MD – Assistant Professor of Medicine, Section of Geriatrics

Dr. Tia Kostas received her medical degree from the Mayo Medical School, and completed her residency in Internal Medicine at the Brigham and Women's Hospital. She then pursued a fellowship in Gerontology at the Harvard Medical School, and in Geriatrics at the Geriatrics Research, Education, and Clinical Centers. Dr. Kostas has a special interest in medication management in older adults, including issues related to polypharmacy and high-risk medications. She also enjoys caring for patients with cognitive impairment, and works at the Memory Center at the South Shore Senior Clinic. Dr. Kostas is interested in medical education, specifically teaching trainees to care for the growing elderly population.

### Anisha Dua, MD, MPH – Assistant Professor of Medicine, Section of Rheumatology

Dr. Anisha Dua received her medical degree and a master's degree in Public Health from George Washington University School of Medicine, and completed her residency in Internal Medicine and a fellowship in Rheumatology at Rush University Medical Center. She is currently serving as the Assistant Fellowship Program Director for Rheumatology. She has been actively involved in developing curricular milestones that will be part of the Next Accreditation System, and she has worked closely with the GME, Internal Medicine Department and other Rheumatology Program Directors to gain a better understanding of the opportunities and challenges that training programs will face during this transition.

### Navneet Cheema, MD – Assistant Professor of Medicine, Section of Emergency Medicine

Dr. Navneet Cheema received her medical degree from Northwestern Feinberg School of Medicine and completed her residency in Emergency Medicine at Northwestern Memorial Hospital. She served as a Chief Resident in her senior year, and then pursued a fellowship training in Toxicology at the Toxicon Consortium. Her research interest is in clinical toxicology, and she has given multiple poster presentations in this field at national clinical toxicology meetings. She has worked in various committees that interfaced with the residency program and the Accreditation Council for Graduate Medical Education, and she is currently serving as the Assistant Residency Program Director for Emergency Medicine.



## RECENT PROMOTIONS

### Professor

**Kathleen Mullane, DO**  
Section of Infectious Diseases

**Hedy Kindler, MD**  
Section of Hematology and Oncology

### Associate Professor

**Fontini Gounari, PhD**  
Section of Rheumatology

**Marion Hofmann-Bowman, MD, PhD**  
Section of Cardiology

**Julie Oyler, MD**  
Section of General Internal Medicine



## LEADERSHIP APPOINTMENTS

### University Of Chicago Senate

**Dottie Hanck, PhD (Cardiology)**

### Dean For Faculty Affairs

**Karen E. Kim, MD (Gastroenterology, Hepatology and Nutrition)**

### BSD Faculty Advisory Committee (Educational Track – Alternate)

**Shalini Reddy, MD (Hospital Medicine)**

### BSD Awards

**Mary Strek, MD (Pulmonary and Critical Care)** – BSD Distinguished Educator/Mentor Award

**Monica Vela, MD (General Internal Medicine)** – BSD Community Service and Advocacy Award

### Pritzker School Of Medicine Appointments

**Jeanne Farnan, MD, MPH (Hospital Medicine)** – Director of Curricular Evaluation

**Wei Wei Lee, MD (General Internal Medicine)** – Assistant Dean for Medical Students

### Bucksbaum Institute New Appointments

**Vineet Arora, MD (General Internal Medicine)** – Senior Faculty Scholar

**Amber Pincavage, MD (General Internal Medicine)** – Junior Faculty Scholar

**Milda Saunders, MD, MPH (Hospitalist Medicine)** – Junior Faculty Scholar

**Tamara Vokes, MD, MPH (Endocrinology, Diabetes and Metabolism)** – Senior Faculty Scholar

### Pritzker School of Medicine Awards

**Keme Carter, MD (Emergency Medicine)** – 2014 Doroghazi Outstanding Clinical Teaching Award

### PSOM "Favorite Faculty" 2014

**Vineet Arora, MD (General Internal Medicine)**

**Keme Carter, MD (Emergency Medicine)**

**Jeanne Farnan, MD, MPH (Hospital Medicine)**

**Shalini Reddy, MD (Hospital Medicine)**

**Monica Vela, MD (General Internal Medicine)**



## HONORS + AWARDS

### Department Of Medicine 2014 Awards

**Keme Carter, MD (Emergency Medicine)** – Clinical Teacher of the Year

**Keegan Checkett, MD (Emergency Medicine)** – Outstanding Mentorship

**Mary Hammes, MD (Nephrology)** – Clinical Service Award: Procedure Activity

**Anne Hong, MD (General Internal Medicine)** – Medical Resident Teaching Award

**Monica Peek, MD, MPH (General Internal Medicine)** – Diversity Award

**Aisha Sethi, MD (Dermatology)** – Clinical Service Award: Patient Visits

**Nicole Stankus, MD (Nephrology)** – Overall Clinical Activity

**Mary Strek, MD (Pulmonary and Critical Care)** – Arthur Rubenstein Mentorship Award

**Anna Zisman, MD (Nephrology)** – Clinical Service Award: Junior Faculty

### National/Regional Appointments, Honors, and Awards

**Marisa Alegre, MD, PhD (Rheumatology)** – Section Editor for Basic Science Reviews for the American Journal of Transplantation

**Vineet Arora, MD (General Internal Medicine)** – 2014 Association of Program Directors in Internal Medicine Outstanding Innovator Award

**Diana Bolotin, MD, PhD (Dermatology)** – Chicago Dermatologic Society Research Award

**Mardi Gombert-Maitland, MD (Cardiology)** – Chair of the Pulmonary Hypertension Council of the International Society of Heart and Liver Transplantation and appointed to the Patient Centered Outcomes Research Institute Advisory Panel on Rare Diseases

**Yu Ying He, PhD (Dermatology)** – Council for the American Society for Photobiology

**Marion Hofmann Bowman, MD, PhD (Cardiology)** – Editorial Board for Arteriosclerosis, Thrombosis, and Vascular Biology

**Deborah Lang, MD, PhD (Dermatology)** – Review Board for Out the Sun Foundation

**Olofunmilayo Olopade, MD (Hematology and Oncology)** – Fellow in American Association for Cancer Research, Award of Distinction by the Susan G. Komen Foundation

**Valerie Press, MD (Hospital Medicine)** – American College of Physicians National Council of Early Career Physicians

**Aisha Sethi, MD (Dermatology)** – Regional Meeting Committee for the International Society of Dermatology and Fellow in the Emerging Leaders Program of the Chicago Council on Global Affairs

**Sonali Smith, MD (Hematology and Oncology)** – Editorial Board for the Journal of Clinical Oncology

**Monica Vela, MD (General Internal Medicine)** – 2014 Society of General Internal Medicine Herbert Nickens Award and Alpha Omega Alpha Honor Medical Society Leadership Award

**Lisa Vinci, MD (General Internal Medicine)** – Midwest Society of General Internal Medicine Leadership Award

**Tamara Vokes, MD (Endocrinology, Diabetes and Metabolism)** – First prize at the American Association of Clinical Endocrinologists 23rd Annual Scientific and Clinical Congress

**Elaine Worcester, MD (Nephrology)** – President Elect, ROCK Society



## NEW GRANTS

### Federal Grants

**Vineet Arora, MD** (General Internal Medicine) – RO1: TEACH STRIVES: Spreading teen-research inspired videos to engage schoolmates

**Fotini Gounari, PhD** (Rheumatology) – R21: The role of  $\beta$ -catenin/Tcf-1 signaling in T cell leukemia / lymphoma and R01: How beta-catenin expands Foxp3 + ROR gamma (t) pro-inflammatory T-regulatory cells

**Susan Hong, MD** (General Internal Medicine) – Subcontract with UIC: Moving forward: A weight loss program for African American breast cancer survivors

**Bana Jabri, MD, PhD** (Gastroenterology, Hepatology and Nutrition) – R21: GATA4 as a window into the link between metabolism and immunity and R01: Viral infections and celiac disease pathogenesis

**Elizabeth Littlejohn, MD** (Endocrinology, Diabetes and Metabolism) – Two Subcontracts with IIT: Fault-tolerant control systems for artificial pancreas and control system for artificial pancreas use during and after exercise

**Hedy Kindler, MD** (Hematology and Oncology) – U10: National clinical trials network (Lead)

**Olufunmilayo Olopade, MD** (Hematology and Oncology) – R25: Cancer genetics professional education in a global community of practice

**Minoli Perera, PhD** (Genetics) – R01: Health disparity in pharmacogenomics: African American SNPs and drug metabolism

**Anne Sperling, PhD** (Pulmonary and Critical Care Medicine) – RO1: Functional genomics of IL-33 expression and asthma risk (Multi-PI's)

**Wendy Stock, MD** (Hematology and Oncology) – Subcontract with UIC: Targeting the bone marrow microenvironment in acute lymphocytic leukemia

**Barbara Stranger, PhD** (Genetic Medicine) – RO1: Genetics of gene expression in human left ventricular myocardium and UO1: The genetic basis of cross-tissue protein expression variability in humans (Multi-PI's)

**Esra Tasali, MD** (Pulmonary and Critical Care Medicine) – R01: Sleep extension to reduce diabetes and obesity risk

### Non-Federal Grants

**Diana Bolotin, MD** (Dermatology) – Long-term efficacy of Nd:YAG Laser in the treatment of hidradenitis suppurativa (Chicago Dermatological Society)

**Bana Jabri, MD, PhD** (Gastroenterology, Hepatology and Nutrition) – Using human tissue to understand the underlying defects that trigger and/or exacerbate IBD (Helmsley Charitable Trust)

**Elizabeth Littlejohn, MD** (Endocrinology, Diabetes and Metabolism) – Fault detection, diagnosis and recovery for risk mitigation in AP systems (JDRF/IIT)

**Rochelle Naylor, MD** (Endocrinology, Diabetes, and Metabolism) – Increasing provider knowledge of maturity-onset diabetes of the young (MODY) at the University of Chicago (Goldenberg Foundation)

**Olufunmilayo Olopade, MD** (Hematology and Oncology) – Developing biomarkers for early-detection of aggressive breast cancer (Noreen Fraser Foundation)

**Monica Peek, MD, MPH** (General Internal Medicine) – Improving diabetes care and outcomes on the south side of Chicago (Merck Foundation)

**Tamar Polonsky, MD** (Cardiology) – Effect of hospital admission for acute myocardial infarction and stroke in New York after implementation of trans fat bans (American Medical Association)

**Jessica Ridgeway, MD** (Infectious Diseases) – What's going around? (Northshore University Health System)

### University of Chicago Medicine Grant

**Tina Shah, MD** (Pulmonary and Critical Care Medicine) – Improving the health of our patients: The COPD readmissions intervention (\$50,000 award under the UCM's new Innovations Grant Program)



## GENDER MATTERS...STILL

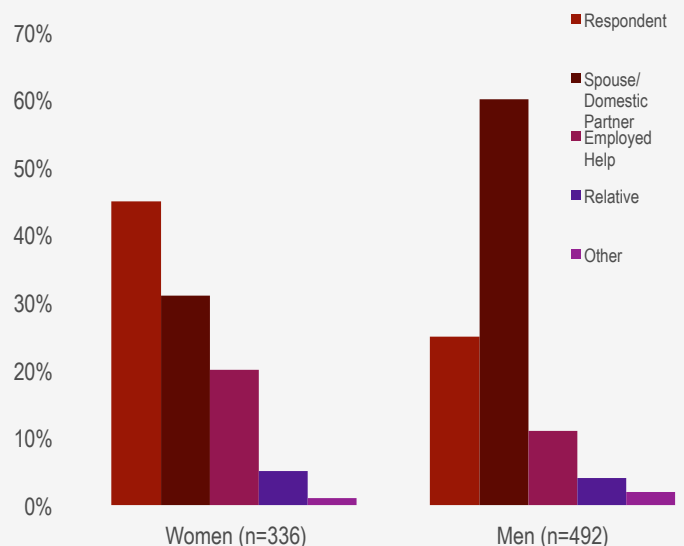
### Gender Differences in Time Spent on Parenting and Domestic Responsibilities by High-Achieving Young Physician-Researchers

**Shruti Jolly, MD; Kent A. Griffith, MS; Rochelle DeCastro, MS; Abigail Stewart, PhD; Peter Ubel, MD; and Reshma Jagsi, MD, DPhil**

**Ann Intern Med 2014;160:344-353**

Despite the increasing numbers of women entering science and medicine, evidence shows that female physician researchers are not achieving career progression at the same rate as men. These authors administered a survey to investigate the division of domestic labor by gender in a motivated group of early-career physician-researchers who were recipients of K08 or K23 awards between 2006-2009. From a 74% response rate consisting of 1049 academic physicians, they found that women were almost twice as likely (85.6% [95% CI, 82.7% to 89.2%]) as men (44.9% [CI, 40.8% to 49.8%]) to have spouses or domestic partners who were employed full-time. Among married or partnered respondents with children, women spent 8.5 more hours per week on domestic activities than men, even after adjustment for work hours, spousal employment, and other factors. In the subgroup with spouses or domestic partners who were employed full-time, women were more than three times more likely to take time off during disruptions of usual child care arrangements 42.6% [CI, 36.6% to 49.0%] than men (12.4% [CI, 5.4% to 19.5%]). The authors concluded that in this sample of career-oriented professionals, gender differences in domestic activities existed among those with children.

### Percentage of time spent on parenting and domestic tasks by respondents versus other potential providers





## THE BALANCING ACT:

# HOW DO WOMEN BALANCE ACADEMIC SUCCESS WITH HOME AND PERSONAL LIFE? WHAT ADVICE WOULD WOMEN GIVE OTHER WOMEN?



**Dana Edelson, MD,  
MS, FAHA, FHM**

**The Balancing Act:  
Clinician, Researcher,  
Wife, Mother**

### Professional Accomplishments

Dr. Dana Edelson is an Assistant Professor in the Section of Hospital Medicine, and serves as Medical Director of Rescue Care and Resiliency for the Medical Center and Chair of the American Heart Association's Emergency Cardiovascular Care Systems of Care Subcommittee. A graduate of Pritzker School of Medicine, she remained at the University of Chicago for residency in Internal Medicine and fellowship, serving as one of the inaugural Hospitalist Scholars. She is an internationally recognized expert in cardiac arrest, with over 60 peer-reviewed publications and frequent contributions to consensus guidelines and statements. Her research focuses on using technology to measure and improve CPR quality and harnessing electronic health record data to predict and prevent in hospital cardiac arrest. She has received funding for this work from the American Heart Association, National Heart Lung Blood Institute and industry.

### Work-Life Balance

Dana married her college sweetheart prior to medical school and is the proud mother of two children, ages 12 and 9, both of whom were born during her training. In order to minimize commuting time, the family lives within walking distance from Lab School and the Medical Center. For help with childcare, they rely on au pairs. Initially, the decision to hire an au pair instead of a full-time babysitter was budget based (it costs half as much for full-time help). However, the kids have thrived on the energy that an 18-21 year old living in the house can bring and have deep connections to past and present au pairs as well as their countries of origin, including Germany, Austria, South Africa, and Bosnia. As the kids have gotten older, it's become increasingly more important to spend quality time with them. The family accomplishes that by prioritizing weeknight family dinners at home and spending weekends together at their beach house in Michigan. Also, when traveling abroad for work conferences, she often brings one child along, enabling special one-on-one time.

### Advice to Women Faculty and Trainees

#### Resist the temptation to accept an invitation or request on the spot

I find it hard to say no, so, when put on the spot, my natural inclination is to say yes to anything that sounds remotely reasonable. However, if I can get some distance from the request, it's easier to assess whether acceptance is really in my best interest and gives me time to work through the anxiety associated with saying no if it isn't. Now when asked to take on some additional responsibility or travel, I say something to the effect of, "Thank you for thinking of me. I have to check, but will get back to you shortly."

#### Outsource It

Many of us got to be where we are today by being highly competent and detail-oriented. As such, it's difficult for us to let go of tasks that could easily be done by others, albeit slightly less perfectly than we would have done them. There are some things that only you can do, but outsourcing other chores frees up time for those. A few of my favorite outsourcing solutions include using a laundry service with drop off and pick up services and ordering groceries online.

#### Use Travel Time for Shopping and Self-care

There aren't enough hours in the week and it's hard to take precious hours out of family time or sleep when not at work for what otherwise feels self-indulgent. If I'm stuck traveling for more than a day or two, I try to sneak in some shopping or a pedicure so I don't have to do those things at home.

#### Prioritize Your Spouse

When it comes to priorities, it's really easy to let a spouse fall down the list. Work often takes the top spot, followed shortly thereafter by the kids, leaving limited emotional energy for a significant other. A good relationship can sustain short periods of neglect but long periods can breed resentment that can further drain emotional reserves. Nurturing the relationship can actually generate energy which can then be harnessed for other things.



## Stacie Levine, MD

### The Balancing Act: Clinician, Educator, Caregiver, Wife and Mother

#### Professional Accomplishments

Dr. Stacie Levine is Associate Professor of Medicine in the Section of Geriatrics and Palliative Medicine. She came to the University of Chicago in 2001 as a research fellow in Geriatric Medicine and joined the faculty as Clinical Instructor in 2002. At that time, Palliative Medicine did not exist. Over the past 12 years, she has grown the clinical palliative programs which now include an inpatient palliative medicine consultation service, integrated ambulatory clinics within oncology, and educational relationships with local hospices. In 2009, she raised funds through grants and local philanthropy to start the ACGME Hospice and Palliative Medicine fellowship program, which has now grown to 2 positions per year. Dr. Levine is very active regionally and nationally in education and program development and serves on several national committees for the American Academy of Hospice and Palliative and Palliative Medicine, including being Chair of the Fellowship Director's Task Force. She has authored several book chapters and peer-reviewed publications, and leads efforts to bring palliative medicine content into medical school, residency, and fellowship programs. One of her greatest professional accomplishments to date is her role as co-principal investigator on a large multi-centered project funded through the Coleman Foundation that involves primary palliative medicine clinical training and mentorship of 29 physicians and advanced practice nurses in 22 hospitals in the greater Chicagoland area.

#### Work Life Balance

Dr. Stacie Levine is married to Dr. Matt Levine, Emergency Medicine physician at Northwestern Memorial Hospital. As two very busy academic physicians, they have always shared equal responsibility of managing the household and caring

for three very active children. In September 2012, their lives abruptly changed when Matt was diagnosed with acute myeloid leukemia and was admitted urgently in blast crisis. The next 6 months had many ups and downs as Matt was hospitalized for 10 weeks for chemotherapy and eventual stem cell transplant. His recovery was complicated by graft versus host disease of his eyes and skin, and corneal perforation requiring a corneal graft. When Matt was hospitalized, Stacie adjusted her schedule by moving her clinical work to the mornings so she could visit him in the afternoon before returning home at night for a late dinner and homework with their kids (at the time ages 4, 8, and 11). Friends and family assisted by providing meals, and offering childcare and transportation so their kids' schedules would remain as normal as possible. She took on most of the household and childcare responsibilities so Matt could concentrate on his illness. Now, after 2 years, he has recovered and will return full-time to work in the ER this September.

#### Advice to Women Faculty and Trainees

As physicians we often witness the impact serious illness has on our patients and families. My role as a palliative medicine physician is to provide symptom management and emotional support, and facilitate discussions that are often emotionally charged and involve difficult decisions for caregivers. When Matt became ill, I had to take a step back and evaluate my capacity to take on everyone else's challenges when I had my own to deal with. I had to hide my personal circumstances from my patients and there were moments when I could not finish a patient encounter, for fear I would decompensate in front of them. My advice is that we all need to remember we are human beings first, with our own emotions and personal challenges. We need to know when we need to take a break from patient care and other academic responsibilities, and to be serious about self-care in order to avoid burn-out. I had to listen to my own advice and find activities to promote my well-being such as exercising, eating, scheduling a massage, and spending time with each of my children. Through this experience, I was forced to streamline my academic work, saying no to projects that involved mostly busy work, and hold onto those that made me feel fulfilled. We are fortunate to work in a medical center that offers support and understanding so we can take on life's challenges.





**Rochelle Naylor, MD**

**The Balancing Act:  
Clinician, Researcher,  
Wife, Mother**

### Professional Accomplishments

Dr. Rochelle Naylor is an Assistant Professor in the Section of Adult and Pediatric Endocrinology, Diabetes & Metabolism. After graduating from Mayo Medical School, Rochelle entered into Pediatric residency at the University of Chicago. She completed a chief year before continuing at the University of Chicago for Pediatric Endocrinology fellowship. She joined the faculty as an Instructor in 2012 and was recently promoted to Assistant Professor in July of 2014. Rochelle divides her efforts between patient care, resident and fellow mentorship and research. She studies a rare form of diabetes caused by single gene mutations, known as maturity-onset diabetes of the young (MODY). She focuses on identifying patients with this monogenic form of diabetes and following them longitudinally over time to clarify best treatment options and long term prognosis. She has recently begun to explore possible racial inequalities in uptake of genetic testing for MODY.

### Work-life Balance

I am a mother to two beautiful but active daughters (ages 5 and 2) and wife to a wonderful but equally busy physician husband. So, admittedly striking a good work-life balance is a difficult task, and one that I am constantly tweaking my approach to. I think the first step is to have the proper perspective. It is probably impossible to strike a good balance consistently every single day. However, when I reflect back on the last week or last month, it is important that I feel that I

gave enough time and attention to everyone and everything that I have committed myself to. When that isn't the case, I try to refocus my priorities and adapt my schedule accordingly. I also think that if finding a good balance doesn't come naturally to you, you should get help - read a book on time management, listen to a podcast on setting priorities, or talk with a life coach (I've personally done all three and it helps). Outsource anything that you can- get a grocery delivery service, hire a housekeeper, auto-pay all your bills. This frees up time to spend with your family rather than doing mundane tasks. Finally, I think that at least once a month, there should be something that you do that is just for yourself and just for fun. Taking a little time to reward yourself for working hard will keep you motivated in all areas of your life.

### Advice To Women Faculty And Trainees

1. The benefit of having several senior mentors cannot be overstated. However, I have found that it is equally important to have close colleagues or friends who are at the same place in their career, or just a little ahead of or behind me. They are often the ones who can help with the "small stuff" that more senior mentors have typically moved past. Things like, "where do I print the poster for the session that is due later today" or "do you know of a good babysitter because I need extra time to work on a grant". While I am inspired by senior mentors who already are where I am working to get to, I am encouraged by my friends who are travelling the path beside me.
2. If something is a priority to you, then make sure it is on your calendar. I have quickly learned that I will never "find time" to exercise or to read that book on improving my writing skills. So I am trying to be diligent about putting everything that I want to accomplish on my schedule.
3. On a rough day, look around the medical center at the awesome women who surround you, and tell yourself "if she can do it, so can I". A little positive self-talk can go a long way.



## GROWING THE PIPELINE: STUDENTS AND TRAINEES

### Negotiation Skills Workshop for Women Medical Residents

In May 2014, DOM Women's Committee and medical resident, Dr. Nicole Welch, organized a 90-minute workshop on Negotiations Skills for the women medical residents which was taught by Drs. Karen Kim, Deborah Burnet, Lisa Vinci, Monica Vela. The workshop reviewed the principles of negotiation and various negotiating styles, and the residents practiced negotiating skills needed to effectively advance their programs and careers using case-based scenarios.

The event was well attended by women interns, residents, and chief residents. They found it especially helpful to learn about strong, open body language ("taking up space"), the importance of asking for what one wants, and the appropriateness of taking time to think before accepting unexpected or expected offers at work.



## FUTURE EVENTS

**DOM Women's Committee Journal Club with guest, Alyssa Westring, PhD**, on her article "Culture Matters: The Pivotal Role of Culture for Women's Careers in Academic Medicine," August 22, 2014.

**A symposium for all women medical students in the Chicagoland area, "After the MD: Women at the Forefront Symposium,"** hosted by American Medical Women's Association Pritzker School of Medicine Chapter and sponsored by the Department of Medicine Women's Committee, August 23, 2014.

**Luncheon with Sara Laschever, co-author of "Women Don't Ask" and "Ask for It,"** who is speaking on "Women Don't Ask: Personal Fulfillment, Professional Success, and the Power of Negotiation," co-sponsored by Department of Medicine Women's Committee and the BSD Office of Faculty Affairs, September 19, 2014.

**Department of Medicine New Women Faculty Reception,** sponsored by the Department of Medicine Women's Committee, October 8, 2014.

**Women's Network in the BSD luncheon, featuring Alyssa Westring, PhD,** on "Creating a Culture Conducive to Women's Academic Success and Work-life Balance," October 22, 2014.

**Janet Rowley, MD Research Day, with keynote speaker, Judy Garber, MD** (Dana Farber Cancer Institute), March 3, 2015.