

women

at the forefront

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Committee Mission Statement

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



STATE OF WOMEN IN THE DEPARTMENT OF MEDICINE

In December, 2014, the Association of the American Medical Colleges released its biennial report, *The State of Women in Academic Medicine: the Pipeline and Pathways to Leadership 2013-2014*. Despite increasing efforts on the promotion of diversity among faculty and leadership positions in many academic medical centers throughout the country, the report reveals that women remain underrepresented in key positions. Up to 38% of the full-time academic medicine workforce is comprised of women, but only 21% of women are full professors and only 15% of department chair positions are occupied by women.

In light of these recent data, the DOM Women's Committee took a snapshot of the current State of Women in the Department of Medicine as of December 31, 2014.

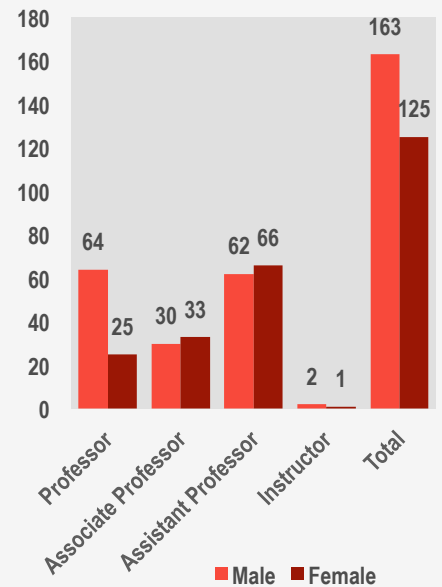
The DOM data demonstrates a higher proportion of women who are full professors (at 28%) when compared to the national average; this is also slightly higher than in FY 2013 (at 24%). The increase is even more remarkable when one considers the fact that there was only one woman amongst 33 of our current full professors who were appointed prior to 2000, but from 2000 to 2014, 43% of 56 promotions to full professorship were for women faculty members. The gender distribution of associate professors remains largely similar between the DOM and the national data. The number of women section chiefs in the DOM is currently at 12%.

The editors of the *Women at the Forefront (WF)* interviewed Dr. Dorothy Hanck, DOM Vice Chair of Appointments, on her perspectives on the promotion trajectories of women.

WF: What are the challenges that women faculty face in the promotion process?

DH: Women often are more circumspect when talking about their accomplishments. They are not as willing as men are to discuss their successes, and they are more likely to wait until others acknowledge their achievements. Furthermore, women tend to attribute their contributions to just "meeting expectations" and "good citizenship". Women also are more likely to put their careers at a lower priority when their children are young, which contributes to a leaky female faculty pipeline.

CY14 DOM Faculty Gender by Rank



STATE OF WOMEN, CONTINUED



Dorothy Hanck, PhD
Vice Chair of Appointments

WF: Do women negotiate differently than men?

DH: This is a very complex issue. It stems from the characteristics that have been historically attributed to women by the norms of society, and those norms are different from the ones applied to men. Therefore, an outward approach to negotiation by women ("leaning forward") is often perceived to be "too aggressive," while aggressiveness in men is acceptable to societal norms. Such biases are unconscious and deeply ingrained in the society, and it will take generations to fully recognize and overcome them. Interestingly, some studies have shown that women are much more successful when they negotiate on someone else's behalf.

WF: Let's talk about role models. There is still a dire lack of women in senior academic leadership positions. Does that affect the "pipeline" of younger women who would be able to forge their way to the leadership roles?

DH: Absolutely. There are many successful examples of men executives, and there are "beaten paths" to leadership for men – methods in forging networks that lead to "upper mobility". For academic women there are fewer role models. Moreover, the majority of senior women have found their own unique ways to the top. Thus, differently from men, there are no established strategies and mannerisms that could easily be adopted by women. Women also do not network as seamlessly with other women, as men do with other men. There are many historical and societal reasons behind this phenomenon – women traditionally devote more time to home, children and there have been fewer uniformly accepted group leisure time activities to be shared by women (unlike golfing for men, for example).

WF: What is your advice for women faculty who seek promotion?

DH: My advice on preparing for promotion is not gender specific. There are three different reasons for doing things in one's academic career. Some things are done for love - this is what one is passionate about. Some things are done for citizenship, and others are done for promotion. The perfect career mix is one in which the things that are done for love and citizenship also support promotion. The key is not to get so unbalanced that the promotion category suffers. Becoming a full professor really opens more opportunities to devote time to pursuits that one truly enjoys.

WF: What do you like best about your position as Vice Chair of Appointments?

DH: I became an Associate Vice Chair for Appointments in 2005. Since then, I closed my research laboratory to fully devote my time to DOM faculty development, as both could not be done well simultaneously. Just like everyone, I have good days and bad days, but I love the days when I helped someone get promoted.

—The Editors



KUDOS

Kudos to Drs. Michelle Josephson, Halina Brukner, Wendy Stock, Gini Fleming, Holly Humphrey and Julie Biller for conceiving, organizing and executing the first ever UCM DOM House Staff Reunion.



The 1980's Housestaff Reunion Committee



WOMEN IN THE NEWS FACULTY SPOTLIGHT



Michelle Le Beau, PhD

**Arthur and Marian Edelstein
Professor of Medicine
(Hematology/Oncology)**

**Director, The University of Chicago
Comprehensive Cancer Center**

Director, Cancer Cytogenetics Laboratory

Dr. Michelle M. Le Beau received her PhD in pathology and genetics in 1981 at the University of Illinois. She subsequently completed postdoctoral training at the University of Chicago Department of Medicine under the mentorship of the late Janet D. Rowley, MD, DSc, and was appointed to the faculty in 1986, rising to tenured professor in 1997. Dr. Le Beau leads the University's National Cancer Institute-designated Comprehensive Cancer Center and is particularly well qualified to enhance translational and interdisciplinary research, in view of her impressive record of converting fundamental laboratory findings into highly relevant advances in the diagnosis and treatment of patients with hematological malignant diseases. Dr. Le Beau is board-certified in clinical cytogenetics by the American Board of Medical Genetics and directs the Cancer Cytogenetics Laboratory, which performs cytogenetic analysis of leukemias, lymphomas, and solid tumors.

As an international leader in cancer cytogenetics and genetics, Dr. Le Beau is recognized for her work in identifying recurring cytogenetic abnormalities, in defining the clinical, morphological, and cytogenetic subsets of leukemia, in identifying the genetic pathways that lead to myeloid leukemias, and on the application of fluorescence in situ hybridization (FISH) technology for clinical diagnostics and gene mapping. Active in many leadership roles, she is the immediate-past president of the Association of American Cancer Institutes, a member of the Board of Directors of the American Association for Cancer Research and the Leukemia and Lymphoma Society, and a member of the executive committee of the American Society of Hematology.



WOMEN IN THE NEWS FACULTY SPOTLIGHT



Shalini Reddy, MD

Associate Professor of Medicine (Hospital Medicine)
Associate Dean for Student Programs and Professional Development, Pritzker School of Medicine

Dr. Shalini Reddy received her BA in biochemistry from the University of Texas at Austin and her MD from the University of Texas Southwestern Medical School in Dallas. She completed her internship and residency at Parkland Hospital in Dallas. Dr. Reddy joined the faculty in the Department of Medicine in 2001. Her academic focus is medical education across the training continuum using both qualitative and quantitative methods to investigate the professional development of physicians from student to resident to practitioner.

Dr. Reddy has served on the Leadership Council for the Clerkship Directors in Internal Medicine (CDIM) and currently serves on the Survey and Scholarship Committee for the Association of Program Directors in Internal Medicine (APDIM). A recognized thought-leader, she is currently developing and implementing new methods for evaluating clinical competence in graduate medical education. Dr. Reddy has been selected as a Pritzker Favorite Faculty ten times and has received multiple national awards recognizing her contributions to Internal Medicine education. Her latest prestigious award is a 2015 CDIM Charles H. Griffith, III, MD, Educational Research and Scholarship Award in recognition of her contributions to scholarship in medical education.



Carol E. Semrad, MD

Professor of Medicine (Gastroenterology, Hepatology and Nutrition)
Director, Small Bowel Diseases and Clinical Nutrition

Dr. Carol Semrad received her BA in Biology at the University of Wisconsin – Milwaukee, and her MD from Columbia University. She completed residency in Internal Medicine and GI Fellowship at the New York Presbyterian Hospital that included post-doctoral training in intestinal epithelial ion transport under the mentorship of Dr. Michael Field, and clinical nutrition training at the Memorial Sloan Kettering Cancer Center.

Dr. Semrad's clinical and research interests are focused on small bowel diseases and nutrition, particularly celiac disease, short bowel syndrome/ intestinal failure, and small bowel bleeding. She was one of the first in the country to perform deep small bowel endoscopy and is a national leader in the use of video capsule endoscopy and double balloon enteroscopy to diagnose and treat small bowel disease. She has and continues to direct courses in small bowel endoscopy at national and international meetings of prominent gastroenterological societies.

Dr. Semrad is invested in the medical education of students, residents and fellows in the area of small intestinal diseases and clinical nutrition. Her efforts have been recognized with the Section of Gastroenterology, Hepatology and Nutrition's Teaching Award in 2011. She has co-authored several chapters on malabsorption and diarrheal diseases for major textbooks of medicine and developed teaching material on clinical nutrition and the short bowel syndrome for the American Gastroenterological Association. Dr. Semrad started a clinical program in celiac disease at the University of Chicago Medicine, and serves as chairperson of the Nutrition Advisory Committee where she oversees hospital policy in nutrition.

Dr. Semrad has received several awards including the AGA's Senior Research Fellow Award and Research Scholar Award. She has also been named one of the nation's top gastroenterologists by U.S. News and World Report, and one of the city's top doctors by Chicago magazine.

TRAINEE SPOTLIGHT



Nicole Majoras Welch, MD

Resident (Internal Medicine)

Dr. Nicole Majoras Welch majored in the Communication of Science and Technology as an undergraduate at Vanderbilt University. She attended medical school at Wright State University in her home state of Ohio, and is currently a third-year resident in the Internal Medicine Residency program. She is looking forward to beginning her Gastroenterology fellowship at the Cleveland Clinic in July and focusing on outcomes research in hepatology.

Dr. Welch was awarded the Emerging Liver Scholar grants by the American Association for the Study of Liver Diseases in 2013 and 2014. She also served as an AASLD ambassador to advise other trainees interested in a career in hepatology.

Dr. Welch promotes career preparedness, assertiveness, and the pursuit of leadership positions for all medical trainees. She created a "Women in Medicine" resident interest group and hosted a negotiations workshop for the women medical residents in 2014. This spring, she will present a career-planning forum particularly for women residents interested in pursuing academic careers.



NEW FACULTY



Farah Abdulla, MD – Assistant Professor (Dermatology)

Dr. Abdulla obtained her MD at Northeast Ohio Medical University followed by her dermatology residency and dermatopathology fellowship at the University of Cincinnati. She also completed a one-year fellowship in cutaneous lymphoma at Stanford University, and a Science and Technology Policy Fellowship at the American Association for the Advancement of Science with placement at the Department of Defense. Dr. Abdulla's academic interest is focused on the treatment of patients with cutaneous T-cell and B-cell lymphomas. She is interested in beginning clinical trials in this area as well.



Sushila Dalal, MD – Instructor (Gastroenterology, Hepatology & Nutrition)

Dr. Dalal is a graduate of PSOM and our internal medicine residency and GI fellowship programs. She was previously appointed as one of the DOM's Coggeshall Fellows where her research was focused on the impact of the intestinal microbiota on host gene expression and development of inflammation. Dr. Dalal's clinical interest is in the treatment of inflammatory bowel disease and preconception counseling and care for pregnant and postpartum IBD patients.



Cevher Ozcan, MD – Assistant Professor (Cardiology)

Dr. Ozcan earned her MD at University of Cukurova (Turkey) followed by a residency in internal medicine at Medical College of Wisconsin. She completed a research fellowship in cardiovascular medicine at Mayo Clinic, a fellowship in cardiovascular disease at Yale University and a fellowship in clinical cardiac electrophysiology at Massachusetts General Hospital. She is the recipient of an NIH K08 award focused on elucidating molecular mechanisms of atrial fibrillation and identifying the novel molecular targets for the prevention and treatment of atrial fibrillation.



Mara Terras, MD – Assistant Professor (General Internal Medicine)

Dr. Terras received her MD from the University of Illinois and recently completed a primary care residency at the University of Colorado. Her academic interests include HIV management, urban health, health disparities, and also improving mental health in primary care. Mara sees patients and precept trainees in the Primary Care Group and serves as an inpatient attending providing supervision to resident teams caring for patients on the general internal medicine service.



COGGESHALL FELLOW

Vassiliki Saloura, MD – Hematology/Oncology

Dr. Saloura's research aims to elucidate the role of the histone epigenome as a novel therapeutic avenue in squamous cell carcinomas of the head and neck, and to develop and translate relevant inhibitors from bench to bedside. Her career goal is to develop a translational research career in the field of histone epigenetics with the goal to introduce novel targeted PMT and PDMT inhibitors and develop companion diagnostics tailored to cancer patients with relevant driver molecular phenotypes



RECENT PROMOTIONS AND TENURE

TENURE

Fontini Gounari, PhD (Rheumatology)

Associate Professor of Medicine

PROFESSOR

Lucy Godley, MD, PhD (Hematology/Oncology)

ASSOCIATE PROFESSORS

Dionne Blackman, MD (General Internal Medicine)

Monica Peek, MD (General Internal Medicine)

Aisha Sethi, MD (Dermatology)



HONORS AND AWARDS

National/Regional Appointments, Honors And Awards

Vineet Arora, MD (General Internal Medicine) – Frederick L.

Brancati Mentorship and Leadership Award from the Society of General Internal Medicine

Keme Carter, MD (Emergency Medicine) – Leonard Tow Humanism Award and Alpha Omega Alpha Faculty Honoree by the Beta Chapter Class of 2015

Savitri Fedson, MD (Cardiology) – Alpha Omega Alpha Faculty Honoree by the Beta Chapter Class of 2015

Holly Humphrey, MD (Pulmonary and Critical Care) – Named as Member-at-Large of the Board of Directors of the Alpha Omega Alpha Honor Medical Society

Michelle M. Le Beau, PhD (Hematology/Oncology) – Elected to the National Board of Directors of the Leukemia and Lymphoma Society

HONORS AND AWARDS, CONTINUED

Rita Nanda, MD (Hematology/Oncology) – Cancer Clinical Investigator Team Leadership Award from the National Cancer Institute

Funmi Olopade, MD (Hematology/Oncology) – Franklin D. Roosevelt Freedom from Want Medal

Nancy S. Reau, MD (Gastroenterology, Hepatology and Nutrition) – Inaugural Fellow in the American Association for the Study of Liver Diseases

Shalini Reddy, MD (Hospital Medicine) – 2015 CDIM Charles H. Griffith, III, MD, Educational Research and Scholarship Award

Helen S. Te, MD (Gastroenterology, Hepatology and Nutrition) – Inaugural Fellow in the American Association for the Study of Liver Diseases

Monica Vela, MD (General Internal Medicine) – Keynote speaker for the 2015 Gold Humanism Honor Society Induction Ceremony

PRITZKER SCHOOL OF MEDICINE AWARDS

Wei Wei Lee, MD, MPH (General Internal Medicine) – Fellow of the Academy of Distinguished Medical Educators

Savitri Fedson, MD, MA (Cardiology) – Faculty Honoree, Illinois Beta Chapter (University of Chicago) of the Alpha Omega Alpha Honor Medical Society

Keme Carter, MD (Emergency Medicine) – Faculty Honoree, Illinois Beta Chapter (University of Chicago) of the Alpha Omega Alpha Honor Medical Society

NEW GRANTS, CONTINUED

Wei Wei Lee, MD (General Internal Medicine) – Hey Doc, Pay Attention to Me: Teaching Relationship-Centered Electronic Medical Record Use to Faculty Providers (Central Group Educational Affairs)

Valerie Press, MD (Hospital Medicine) – Epidemiology and Inpatient Management for Patients Hospitalized for Acute Asthma (Novartis Institute/Massachusetts General Hospital)

Vassiliki Saloura, MD (Hematology/Oncology) – The role of WHSC1-mediated histone H1 methylation in squamous cell carcinoma of the head and neck (Cancer Research Foundation)

Wendy Stock, MD (Hematology/Oncology) – TOPK (T-LAK cell-originated protein kinase): A new target for FLT3 mutated AML (V Foundation for Cancer Research)

Tammy Utset, MD (Rheumatology) – Rheumatology Fellowship Training Award (American College of Rheumatology)

Monica Vela, MD (General Internal Medicine) – 2014 AOA Fellow in Leadership Award Promoting Diversity in the U.S. Physician Population (Alpha Omega Alpha Honor Medical Society)

Rekha Vij, MD (Pulmonary and Critical Care) – Prognostic Biomarkers in Autoimmune-Featured Interstitial Lung Disease (Intermune Pharmaceuticals)



Federal Grants

Maria-Luisa Alegre, MD, PhD (Rheumatology) – R01: Impact of microbiota on alloimmune responses in transplantation

Vineet Arora, MD (General Internal Medicine) – R25: CHESS: Siesta (Sleep for inpatients: educating staff to act)

Bana Jabri, MD, PhD (Gastroenterology, Hepatology and Nutrition) – NIH/Stanford University: Pharmacological validation of transglutaminase 2 as a novel target for celiac disease

Deborah Lang, PhD (Dermatology) – R01: Regulation of the vertebrate melanocyte lineage by the AP2 transcription factor family

Sonali Smith, MD (Hematology and Oncology) – R01: MAP kinase signaling in lymphoma: a novel therapeutic paradigm

Non-Federal Grants

Suzanne Conzen, MD (Hematology and Oncology) – The role of glucocorticoid receptor signaling in high-grade serous ovarian carcinoma (Abbvie)

Fotini Gounari, PhD (Rheumatology) – Epigenetic and gene expression profiling of pathogenic T regs in colon cancer patients (Conquer Cancer Foundation of ASCO)

Stephanie Huang, PhD (Hematology and Oncology) – Longitudinal transcriptomics of imatinib response in chronic myeloid leukemia (Searle Funds at the Chicago Community Trust)

GENDER MATTERS...
STILL

The State of Women in Academic Medicine: the Pipeline and Pathways to Leadership 2013-2014. Association of the American Medical Colleges.

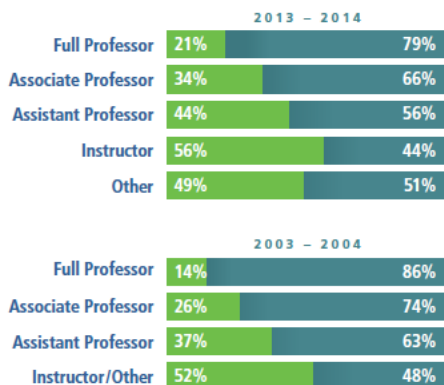
Recruitment and retention of a talented and diverse faculty for careers in academic medicine are crucial to the promotion of excellent educational, clinical, and research environments in academic medical centers. The data in this report indicated that:

1. Although the number of women applying to medical school (n=48,014) has increased since the last report in 2012, their proportion of the applicant pool (46%) has decreased.
2. Women make up a little more than one third (38%) of full-time academic medicine faculty.
3. Underrepresentation persists for full-time women associate and full professors (34% and 21% respectively) in academic medicine.
4. The percentage of permanent women department chairs (15%) and deans (16%) at U.S. medical schools remain low.

Although some progress has been made, much work remains to enhance the benefits of diversity among students, faculty and leadership ranks. Work must continue to increase the full and successful participation of women in all roles in academic medicine.

GENDER MATTERS, CONTINUED

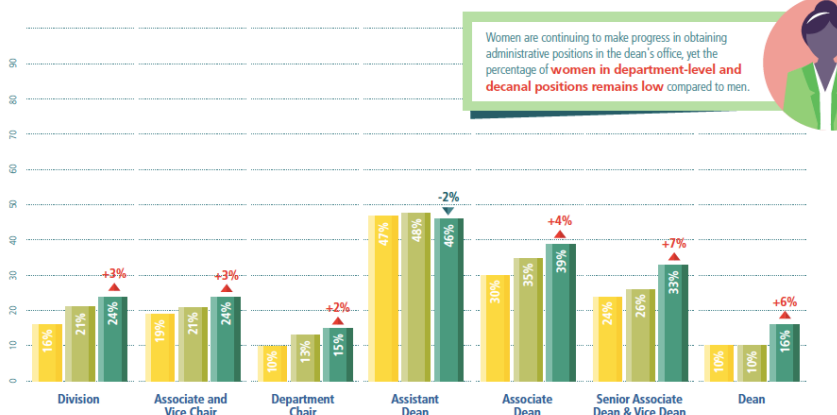
FIGURE 5
Then & Now: Full-Time Men and Women Faculty by Rank



+7% points

Amongst full-time faculty, the only rank at which women account for more faculty than men is at the **instructor** level.

FIGURE 9
A 10-year Comparison of Women's Representation in Permanent Leadership Positions*



Women are continuing to make progress in obtaining administrative positions in the dean's office, yet the percentage of **women in department-level and decanal positions remains low** compared to men.

Reproduced with permission from the AAMC. The full report can be accessed at <https://www.aamc.org/members/gwims/statistics/>



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



Jane Churpek, MD (Hematology/Oncology)
The Balancing Act: Clinician, Researcher, Wife, Mother

Professional Accomplishments

Jane E. Churpek, MD is an Assistant Professor of Medicine (Hematology/Oncology) and Co-Director of the Comprehensive Cancer Risk and Prevention program. She developed and directs The University of Chicago Hematologic Malignancies-focused Cancer Risk Clinic, one of only a handful of such clinics in the country, and runs a translational research program focused on determining the inherited genetic factors that contribute to hematologic malignancy and bone marrow failure development. Her ultimate goal is to utilize this knowledge to determine more effective, mechanism-based therapies and, ideally, ways to prevent these disorders. Jane balances her time in the clinic taking care of patients with blood disorders and/or inherited cancer syndromes with managing her

laboratory and clinical research team. Already, along with her mentor, Lucy Godley, MD, PhD, and her collaborators, Jane has helped define two new familial myelodysplastic syndrome/acute leukemia syndromes from this work. Jane received a Young Investigator Award from the Conquer Cancer Foundation of the American Society for Clinical Oncology in 2011 and a Young Investigator Award from the Cancer Research Foundation in 2012.

Work-Life Balance

Jane met her husband, Matthew Churpek MD, MPH, PhD, who is now an Assistant Professor of Medicine (Pulmonary and Critical Care), during the first week of their internal medicine internship at The University of Chicago. Jane and Matt married during residency and are now raising two small children. They try to achieve balance by being equal partners at home, taking turns at intense times in their careers, and by simplifying life whenever possible (for example, moving to Hyde Park this year).

Advice to Women Faculty and Trainees

1. Say "yes" to help.

Being a self-reliant person, I often found it hard to say "yes" to others' offers to help. After having our first child, though, it became impossible to do it all. An experienced working mom helped me see the amazing benefit of offloading some of my least favorite tasks at home, like grocery shopping, cooking from scratch, or cleaning bathrooms, to someone else. It has been especially helpful when that someone else is not my husband so we both can have those precious hours back to focus on our kids or other activities we do enjoy.

THE BALANCING ACT, CONTINUED

Jane Churpek, MD (Hematology/Oncology)

2. Dedicate time for yourself.

I have found that this is absolutely key to both work and home (although admittedly, the easiest to let lapse). At work, shutting off email and scheduling dedicated focused work time on my calendar (which is sometimes done in a secret location to avoid interruptions) really helps accomplish my goals.

Otherwise, it is amazing how a week can fly by doing everything that others want you to do but never actually getting to what you want/need to do. The same philosophy has helped at home. Having an hour once or twice a week during waking hours to do something for myself (and supporting my husband to do the same) makes me a better mom, wife, and physician-scientist.

3. Find happiness in the little things.

Being an oncologist has helped me keep perspective in life. You never know what tomorrow will bring so I try not to sweat the small stuff and enjoy the small victories, whether it is watching my son finally achieve getting his clothes on by himself (even if it takes 20 minutes and I am slightly late for a meeting) or getting a lab result that is small on its own but moves me closer to something bigger.

4. Surround yourself with fun, smart, and interesting people going through the same thing as you.

There's nothing like having people who can totally relate to the craziness of everyday life with two working parents and kids. These are essential people in my life whom I learn from, laugh with, and couldn't live without. I'm especially lucky because one of these people is my amazing husband.



Kellie Campbell, MD (Geriatrics)

The Balancing Act: Clinician, Administrator, Caregiver, Wife and Mother

Professional Accomplishments

In my professional life, I am a practicing geriatrician caring for more than 400 older adults in primary care and consultation roles. In 2009, I began a geriatric clinic within the nephrology clinic where I perform geriatric assessments for adults over age 65 interested in kidney transplant and co-manage older adults with advanced chronic kidney disease or ESRD with their nephrologists. In this clinic role, I am pleased to be involved with the multidisciplinary transplant team to work along side my nephrology colleagues. This clinic grew out of my research interests in decision making for older adults with chronic kidney disease. In my fellowship and early years as faculty, I completed several research projects and papers related on chronic kidney disease in older adults.

More recently my work has involved administrative leadership. I became the Associate Program Director for the Geriatrics Fellowship in 2012 and transitioned to Program Director in 2013. In this role, I have been involved in the recreation of evaluations for the Next Accreditation System for the ACGME and transitioning into the NRMP match for geriatrics. Also in 2013, I became the Medical Director for the South Shore Senior Center, the University of Chicago's off-site primary care geriatrics clinic. In this position, I am involved in developing policies and procedures for the clinic and advocating on behalf of our geriatric patients to the hospital and beyond. Serving as Medical Director has provided opportunities for me to work with the Population Health working groups highlighting the importance of primary care within the institution and the success our clinical model has achieved in geriatrics.

Work Life Balance

In my personal life, I am an only child of aging parents, a wife, and a mother to 3 boys ages 10, 7, and 4. I am also actively involved in other organizations. This means that at any given time I am a caregiver, supporter, manager, chauffeur, tutor, event planner, and coach. My main strategy in balancing my work and the rest of my life is to focus on my personal priorities and having a support system. I try to align my activities (work and otherwise) with these priorities and I am flexible on where my focus is at any given point in time to achieve more urgent deadlines or attend important events. I generally maintain a stable routine which helps me know where I am suppose to be and what I am supposed to be doing most days. Included in my routine is exercise (early before the rest of my household is up) which just makes me feel better, quiet time for reflection (before bed) which helps me offload the day and sleep better, and carving out time to think through larger objectives (during my commute) which makes good use of otherwise wasted time.

Advice to Women Faculty and Trainees

My advice for anyone trying to achieve work-life balance is to:

1. **Identify what your priorities are for your life (the big picture)**—I really like the exercise in the first chapter of the Seven Habits of Highly Effective People by Steven Covey where he asks you to imagine yourself at a funeral and what will be said and then to realize that it is your funeral. Thinking about what you would want to be said about you when you are not here is a really powerful way to focus your thoughts on what is most important to you.
2. **Align your actions to meet these priorities.** In the everyday, there is always room for flexibility. For example, more work today to meet a deadline while some other day, leave early to attend a special event. Reevaluate periodically to ensure that what you are doing lines up with who you are.
3. **There will always be more work.** Always. Remember this and adjust as needed for important life events.
4. **Do not feel guilty about your actions**—and you won't if you have correctly identified your priorities.
5. **Seriously, do not sweat the small stuff (and most of it is small stuff).** Yes I know this is another book, but it is still true.
6. **Ask advice from others** on how they manage certain situations to give you suggestions and options, but...
7. **Realize that your situation is your own** and that you need to identify strategies that will work best for you at any given time.



GROWING THE PIPELINE: STUDENTS AND TRAINEES

After the MD: Women at the Forefront Symposium

On August 23, 2014, the Pritzker chapter of the American Medical Women's Association (AMWA) hosted the first Annual Women in Medicine Symposium for medical students and pre-medical students in the Chicagoland area. Faculty from the University of Chicago Medicine and Loyola University Medicine served on panels that discussed leadership and career paths in medicine; they also conducted a skill-based negotiations workshop. This event was spearheaded by MS2 students Margaret Wang, Ala Soofian, Yuan Liu and Megan Tusken, and was sponsored by the Department of Medicine Women's Committee and the Pritzker Dean Council. The symposium drew approximately 30 aspiring women students to the University of Chicago campus.



FUTURE EVENTS

- **Janet D. Rowley Research Day 2015** on March 3, 2015, featuring Dr. Judy Garber (Professor of Medicine, Harvard Medical School and Director, Center for Cancer Genetics and Prevention, Dana Farber Cancer Institute), a friend and colleague of Dr. Rowley, as the keynote speaker.
- **International Women's Day Luncheon** for Women Faculty, with guest speaker, Martha Roth, on "Observations on our roles as faculty and leaders," March 9, 2015, 12-1:30 pm, Ida Noyes Hall.
- **DOM Women's Committee Journal Club** on "The women in medicine and health science program: an innovative initiative to support female faculty at the University of California Davis School of Medicine," March 13, 2015, 12-1 pm, L-107.
- **DOM Grand Rounds**, sponsored by DOM Women's Committee, featuring Dr. Arlene Chapman, "Autosomal Dominant Polycystic Kidney Disease: The Big Cyster," April 7, 2015, 12-1 pm, P-117



PAST EVENTS

- **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" cosponsored by Department of Medicine Women's Committee and the BSD Office of Faculty Affairs, September 19, 2014,
- **DOM Women's Committee Journal Club** with guest researcher, Alyssa Westring, PhD, on her article "Culture Matters: The Pivotal Role of Culture for Women's Careers in Academic Medicine," August 22, 2014.
- **New DOM Women Faculty Reception**, 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.
- **DOM Women's Committee Professional Development Series** featuring George Andrews, Dean of Associate Dean of Degree Programs, Rice University, Jones Graduate School of Business, on "Critical Conversations: How to speak up when the stakes are high, emotions are strong and opinions differ," January 16, 2015.
- **Women's Network in the BSD luncheon**, featuring Melissa Gilliam, MD, MPH and Brenda Battle, RN, BSN, MBA, on "the UCM BSD diversity and inclusion strategic plan," January 15, 2015.



WOMEN AT THE FOREFRONT

EDITORIAL BOARD

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