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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.



Meet Dr. Vesna Petronic-Rosic

Section Chief of Dermatology

In June 2016, Dr. Vesna Petronic-Rosic was named Interim Chief of the Section of Dermatology, and 11 months later, she was appointed as Chief. She has been a faculty member in the department since 2003. She is a graduate of the University of Belgrade School of Medicine and joined its faculty ranks while completing a Master of Science Degree in Dermatovenereology. In 1997, she came to the United States for a Dermatology residency and fellowship training in Dermatopathology at Thomas Jefferson University. This was followed by a second Dermatopathology fellowship here at the University of Chicago, where she has since risen through the faculty

ranks, having just been promoted to full Professor this year.

During her career, she has worn multiple hats in addition to that of a leader, including those of a clinician, a researcher and an educator. As a clinician, Dr. Petronic-Rosic developed an expertise in the diagnosis and treatment of complex dermatologic manifestations of systemic diseases, such as celiac disease-related skin disorders, bullous skin diseases and vitiligo. As a researcher, she studies the relationship between melanocytes and keratinocytes and participates in clinical trials that seek better treatment for skin diseases. As an educator, Dr. Petronic-Rosic directs the Dermatopathology fellowship training, lectures extensively all over the world, and sits on the editorial boards of respected journals in her field. Just before she assumed the interim leadership of her section, she also matriculated into the Executive Master in Business Administration Program of the University of Chicago Booth School of Business with an expected completion date of 2018. Dr. Petronic-Rosic's talents also extends into linguistics, as she is fluent in Serbian (and its sister languages such as Bosnian and Croatian), and French.

The editors of Women at the Forefront (WF) visited with Dr. Petronic-Rosic (VPR) to discuss her pathway to leadership and her perspectives on the issues that women face in academic medicine today.

WF: Is dermatology a career that is friendly to women physicians?

VPR: Yes, it is. Dermatology has become increasingly attractive to women, and currently has a dominance of women trainees. It is a field that has the flexibility and an appealing lifestyle to women for balancing a career and a personal life.

WF: What is the prevailing thread that has allowed you to reach this level of leadership in your career?

VPR: I set a goal for myself, but keep it broad, so it will not put me in a pigeon-hole. I then work towards that goal, and look for any opportunities that can propel my progress. I have had a (male) mentor outside of the University of Chicago for the past 18 years, who has provided valuable advice for my career along the way. >

VESNA PETRONIC-ROSIC, CONTINUED

WF: How do you overcome challenges that you encounter in your journey?

VPR: I have always done things differently – this is my signature. When I think of important ideas, I push through and develop them despite barriers that come my way, while maintaining diplomacy in the process. I use my network of mentors and peers, who interestingly are mostly men, to bounce off ideas and proposals. Perseverance has been a valuable virtue that has carried me through.

WF: Do you find the MBA program helpful in your new role as a Section Chief?

VPR: Yes. I learned the language of business and administration, and this has led to better interactions with administrators. I learned to do my own business analysis, which allows me to be a better advocate for my section. As required by one of the courses in the MBA program, I developed a personal responsibility statement that goes, “Leading by example towards a healthier and happier tomorrow.”

WF: What is your vision for your section?

VPR: I will do whatever I can for my faculty members and provide them with what they need to succeed in their own careers. I want my faculty colleagues to surpass my own success.

WF: What is your advice to women colleagues, particularly those in the early stages of their career?

VPR: There are two essential factors that are needed for success. First is a supportive family, and I have been very lucky with my husband who has always been behind all of my endeavors. Second is a vested mentor, preferably external to the institution, who can impartially guide you along your career and support your goals. As I do my work and live my life, I keep these words in mind: Be good, feel good, and do good.

THE EDITORS



WOMEN IN THE NEWS FACULTY SPOTLIGHT

**Sonia Kupfer, MD**

**Assistant Professor
of Medicine
(Gastroenterology)**

Dr. Sonia Kupfer is a native of the northern suburb of Highland Park, IL. She attended Yale University and came to University of Chicago for medical school, residency and gastroenterology fellowship. She is currently an Assistant Professor and Associate Section Chief for Education in the Section of Gastroenterology, Hepatology and Nutrition.

Dr. Kupfer directs the Gastrointestinal Cancer Risk and Prevention Clinic, where she manages patients at increased risk for gastrointestinal cancers. In addition, she is a member of the University of Chicago Celiac Disease Center. Dr. Kupfer's research interests include colorectal cancer risk and disparities. She

was awarded a K08 grant to study colorectal cancer genetic susceptibility in African Americans and an R21 grant to study inter-ethnic colonic responses to vitamin D in African and European Americans. In recognition of her work, she received the Distinguished Leader in Diversity and Inclusion Junior Award from the Biological Sciences Division.

Dr. Kupfer is active along the continuum of medical education at the Pritzker School of Medicine. She also initiated a new academic skills and career development curriculum for the GI fellowship and leads the annual GI fellows academic skills retreat. In 2017, she received the Mentorship Award in recognition of her teaching and

mentorship of the fellows. In addition, she has directed a number of regional CME courses.

On a national level, she is the current President of the Collaborative Group of the Americas on Inherited Colorectal Cancer and will lead the annual meeting in Orlando this year. She also serves as a core faculty member of the City of Hope intensive course in cancer risk assessment. She will be speaking at the meeting of the International Society of Inherited Gastrointestinal Hereditary Tumours in Florence, Italy in 2017. Finally, Dr. Kupfer serves on various committees in the American Gastroenterological Association and is on the editorial board of GI and Hepatology News.





RESEARCH UP CLOSE



Elaine Worcester, MD
Professor (Nephrology)

Dr. Elaine Worcester received her undergraduate degree from Augustana College in Rock Island, IL and her medical degree from the University of Illinois. She completed a residency in internal medicine at Loyola University Medical Center, and a Nephrology fellowship at the University of Chicago, where she worked with Dr. Fredric Coe on calcium oxalate crystallization. She spent her early faculty years at the Medical College of Wisconsin but later came to the University of Chicago in 2000, where she is currently a Professor of Medicine in the Section of Nephrology. Here, her clinical research focuses on idiopathic hypercalciuria, a major metabolic abnormality leading to kidney stones and bone disease. In 2014, she became the primary investigator of the NIH funded PO1 in Calcium Nephrolithiasis (previously led by Dr. Coe) and in 2017, she successfully secured funding renewal for this program project grant (PPG) for another five years.

Dr. Worcester's research into hypercalciuria began with a question that challenged the long-accepted theory then that dietary calcium overabsorption was the cause – could the kidneys themselves be the reason for urinary calcium loss and subsequent bone loss? Studying normal subjects and patients with calcium kidney stones who were fed identical diets, she proved that reduced kidney calcium conservation caused the high urine calcium in the study population, thus

ending the misconception and profoundly altering patient care by eliminating low calcium diet from clinical practice.

To determine where in the nephron the defect lies, she used endogenous lithium clearance to demonstrate marked alterations in sodium and calcium transport in the proximal tubule that lead to less reabsorption. Both minerals then must be reabsorbed at more distal nephron segments. In hypercalciuria, sodium is reabsorbed completely, but calcium is not. In addition, men have more marked proximal defects than women, although both sexes are equally hypercalciuric. The proximal tubule alteration can be partially corrected by use of thiazide diuretics, a treatment commonly used to lower urine calcium, prevent kidney stones, and improve bone mineral balance.

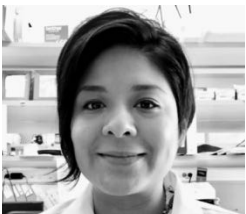
Ingestion of nutrients is known to be the stimulus for the altered proximal tubule reabsorption, and this change is magnified in hypercalciuric stone formers. In the course of her work, she noticed that hypercalciuric people have abnormal glucose metabolism, leading her to hypothesize that the complex glucose regulatory system somehow alters renal Na and calcium transport, although not simply via insulin or glucagon. Together with a colleague, Dr. Benjamin Ko, she discovered that the rise of urine calcium after eating is associated with changes in

key proximal and distal transporter membrane abundances to favor reduced calcium reabsorption. Working with another colleague, Dr. Anna Zisman, she is now studying the effects of oral glucose on lithium clearance and urine exosomes to uncover the molecular basis of the sugar hypercalciuria, which can in turn open exciting new avenues to explore human renal transport physiology.

Her PPG group has two projects (at Indiana University) that investigated the sites where kidney stones begin to form in kidney papillary tissue, using surgical and state-of-the-art histopathological techniques. These studies found that idiopathic calcium oxalate stones form as overgrowths on interstitial calcium phosphate deposits found at the tip of the renal papillae, which are most commonly present in patients with hypercalciuria. Furthermore, the initial crystal deposits in the ascending thin limb of Henle's loop, the site predicted by the accelerated delivery of calcium out of the proximal tubule. Utilizing modern digital endoscopes, the group is developing a grading scale that can change the surgical approach to the treatment of stone disease, allowing identification of patients at highest risk of recurrence. Treatment of hypercalciuria can prevent both urine calcium loss as well as deposition of mineral in the papillae of stone formers, greatly decreasing the long term risk of stones



TRAINEE SPOTLIGHT



Isabel Casimiro, MD, PhD
Fellow (Endocrinology, Diabetes and Metabolism)

Dr. Isabel Casimiro is originally from Compton, California and received her bachelor's degree from California State University Chico. She obtained her master's degree from San Francisco State University, a PhD from Albert Einstein College of Medicine and her medical degree from the University of Washington in Seattle. She then completed internal medicine residency at the University of Chicago. She is currently completing her endocrinology fellowship within the Physician Scientist Development Program.

Her current research interests focus on the relationship between adipocyte cell signaling to and from inflammatory macrophages in the setting of insulin resistance and obesity. She is analyzing subcutaneous fat tissue from patients before and after bariatric surgery in order to understand changes in the inflammatory profile of macrophages and their relationship to adipocytes before and after significant weight loss. Her clinical interests lie in the treatment of diabetes, lipid disorders, transgender hormone therapy, and in increasing transgender health care education in endocrinology training.



NEW FACULTY

Claire Abramoff, MD

Assistant Professor (Emergency Medicine)

Dr. Claire Abramoff recently completed her emergency medicine residency and emergency medicine ultrasound fellowship at Emory University. Her academic interests include point of care ultrasound and ultrasound education as well as sexual trafficking victim identification and interventions.

Mim Ari, MD

Assistant Professor (General Internal Medicine)

Dr. Mim Ari served as a chief resident after completing her internal medicine residency at the University of Colorado. She is a general internist with an interest in integration of substance use disorder screening and treatment into primary care, as well as safe pain management strategies. A dedicated clinician-educator, she teaches these concepts to medical students and residents. Her academic interests also include innovations in curriculum development, and providing medical students authentic roles in patient care.

Krystal Baciak, MD

Assistant Professor (Emergency Medicine)

Dr. Krystal Baciak received residency training on emergency medicine at Jacobi Medical Center and recently completed her emergency medical services fellowship at the University of Southern California-Los Angeles County and with the Los Angeles Fire Department. Her academic interests include out-of-hospital cardiac arrest care, STEMI care, and pre-hospital trauma care.

Amy Guralnick, MD

Assistant Professor (Pulmonary/Critical Care)

Dr. Amy Guralnick completed an internal medicine residency at Lutheran General Hospital, where she served as a chief resident. She then pursued pulmonary and critical care fellowship training at John H. Stroger Hospital of Cook County. She is a recent graduate of our sleep fellowship program. Her research focuses on sleep-disordered breathing and home sleep studies. Her clinical focus is caring for patients with sleep disorders and with respiratory compromise from neuromuscular weakness. She treats patients with respiratory and non-respiratory disorders of sleep and neuromuscular respiratory weakness due to a variety of neurodegenerative disorders. Her clinical research has centered on obstructive sleep apnea, with a specific focus on continuous positive airway pressure (CPAP) adherence.

Wendy Hernandez, PhD

Pathway Instructor (Cardiology)

Dr. Wendy Hernandez received a master's degree in human genetics from Howard University and a PhD in cancer biology from the University of Chicago. Her interests are focused on deciphering the molecular mechanisms underlying cardiovascular diseases using genetics, particularly those that disproportionately afflict under-represented minorities. Her current research integrates advanced quantitative

and computational methods and tools that utilize large-scale data to determine the underlying molecular mechanisms of ischemic and hemorrhagic stroke in African Americans. Her goal is to enhance the understanding of ischemic and hemorrhagic stroke in African Americans and create a system of precision medicine by conducting multidisciplinary research - from the molecular to clinical levels - and in conjunction with leading cardiovascular and neurosurgeon physicians, translate research findings from the lab into a clinical setting.

Sara Kalantari, MD

Assistant Professor (Cardiology)

Dr. Sara Kalantari pursued her internal medicine residency training at Brigham and Woman's Hospital and came to the University of Chicago for a cardiology fellowship and an advanced heart failure fellowship. Her clinical interests focus on the management of advanced heart failure patients and invasive hemodynamic assessments.

Rajlakshmi Krishnamurthy, MD

Associate Professor (General Internal Medicine)

Dr. Rajlakshmi Krishnamurthy completed an internal medicine residency at the Boston University, where she also served as chief resident. She currently is the Chief Clinical Transformation Officer for the University of Chicago Medicine, overseeing the further development of our ambulatory health system efforts and clinical programs related to value-based care and population health.

Michelle Martinchek, MD

Assistant Professor (Geriatrics/Palliative Medicine)

Dr. Michelle Martinchek is a graduate of our internal medicine residency program, and served as chief resident before pursuing a geriatrics fellowship program here. Her interests include preoperative management of geriatric patients with a focus on solid organ transplantation.

Elizabeth Murphy, MD

Assistant Professor (Hospital Medicine)

Dr. Elizabeth Murphy completed residency training in internal medicine at the University of Michigan. She is interested in leadership development, quality improvement and operational excellence in the inpatient medicine setting. Her work involves the development of clinical services and clinical service leadership and the promotion of academic growth within the Section of Hospital Medicine. Her quality improvement interests are broad and include throughput, length of stay, geriatric syndromes, case review, patient experience, sepsis, medication reconciliation and care transitions.

Katie O'Sullivan, MD

Assistant Professor (Endocrinology, Diabetes and Metabolism)

Dr. Katie O'Sullivan completed an internal medicine residency at University of California, San Diego. She is a recent graduate of our Combined Adult and Pediatric Endocrinology Fellowship Program. Her clinical and research interests focus on preventing and managing obesity and type 2 diabetes in children

and as well as improving the transition of adolescents with endocrine conditions from pediatric to adult healthcare providers.

Bhakti Patel, MD

Assistant Professor (Pulmonary/Critical Care)

Dr. Bhakti Patel has been at the University of Chicago for internal medicine residency, chief residency, and fellowship in pulmonary and critical care. More recently, she served as a Coggeshall Instructor here as well. Her research focuses on the identification of patient care interventions that prevent long-term complications in mechanically ventilated patients. Her overall hypothesis is that choosing mobility over immobility, mental animation over sedation, and spontaneous versus controlled respiration, will improve outcomes in ICU patients. Her research career is built on this "less is more" approach to guide investigational trials and apply translational science to understand the biological mechanisms behind these interventions.

Vijaya Rao, MD

Assistant Professor

(Gastroenterology, Hepatology & Nutrition)

Dr. Vijaya Rao completed her residency in internal medicine at Loyola University Medicine and more recently, her gastroenterology, hepatology & nutrition fellowship here at the University of Chicago. Dr. Rao cares for patients with a variety of digestive diseases, with a particular interest in celiac disease, inflammatory bowel disease, colon cancer screening, and women's health issues within gastroenterology. Dr. Rao also serves as the director of student and resident rotations for the Section of Gastroenterology, Hepatology & Nutrition.

Kimberly Stanford, MD

Assistant Professor (Section of Emergency Medicine)

Dr. Kimberly Stanford is a recent graduate of Harvard's Emergency Medicine Residency Program. Her academic interests include global emergency medicine, particularly humanitarian crisis response, communicable diseases, human trafficking and refugee health. She also has an interest in wilderness medicine and health care in austere environments.

Sandy Tun, MD

Assistant Professor

(Geriatrics and Palliative Medicine)

Dr. Sandy Tun pursued residency training in internal medicine at Stanford University Hospital and is a recent graduate of Stanford University's Hospice and Palliative Care Fellowship Program. Her academic interests include advance care planning and community-based outreach.

Elizabeth Tung, MD

Pathway Instructor (General Internal Medicine)

Dr. Elizabeth Tung had residency training in internal medicine at Brown University. She then pursued a fellowship in general internal medicine here at the University of Chicago while also obtaining a master's degree in public health sciences. Dr. Tung's research focuses on disparities in chronic disease management, with a special interest in race, place, and poverty.



RECENT PROMOTIONS

PROFESSOR

Stacie Levine, MD (Geriatrics and Palliative Medicine)
Anne Sperling, PhD (Pulmonary/Critical Care Medicine)

NAMED PROFESSOR

Sonali Smith, MD (Hematology/Oncology) – Elwood V. Jensen Professor

ASSOCIATE PROFESSOR

Rita Nanda, MD (Hematology/Oncology)
Amber Pincavage, MD (General Internal Medicine)



NEW LEADERSHIP APPOINTMENTS

UCHICAGO MEDICINE

Rajlakshmi Krishnamurthy, MD
(General Internal Medicine) - Chief Clinical Transformation Officer

DEPARTMENT OF MEDICINE

Stacie Levine, MD (Geriatrics and Palliative Medicine) – Section Chief

Vesna Petronic Rosic, MD (Dermatology) – Section Chief

Anne Sperling, PhD (Pulmonary/Critical Care Medicine) - Associate Vice Chair for Research

Julie Oyler, MD (General Internal Medicine) – Chair, Women's Committee



HONORS AND AWARDS

National/Regional Appointments/ Elections, Honors, and Awards

Vineet Arora, MD (Hospitalist Medicine) - Named as a Master in Hospital Medicine by the Society of Hospital Medicine

Stacie Levine, MD (Geriatrics and Palliative Medicine) - Fellow, 2017-2018 Class of the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women.

Funmi Olopade, MD (Hematology/Oncology) - 2017 recipient of the ASCO's Humanitarian Award

Arlene Ruiz de Luzuriaga, MD (Dermatology) - 2017 Women's Dermatologic Society Procter & Gamble Science Behind Symposium Award

Amber Pincavage, MD (General Internal Medicine) – Midwest SGIM 2017 Leadership Award for Excellence in Clinical Education

Anne Sperling, PhD and **Cara Hrusch, PhD** (Pulmonary/Critical Care Medicine) - Herbert Pardes Clinical Research Excellence Award by the Clinical Research Forum

Anna Volerman, MD (General Internal Medicine)– Midwest SGIM 2017 Leadership Award for Advocacy and Clinical Education

University of Chicago Award

Bana Jabri, MD, PhD (Gastroenterology, Hepatology, and Nutrition) - 2017 Llewellyn John and Harriet Manchester Quantrell Award for Excellence in Undergraduate Education

Biological Sciences Division (BSD) Awards

Kamala Cotts, MD (General Internal Medicine) - Distinguished Clinician Junior Award

Dorothy Hanck, PhD (Cardiology) - 2017 BSD Distinguished Educator/Mentor (Basic Sciences) Award and BSD/UCM Gold Key Award

Sonia Kupfer, MD (Gastroenterology, Hepatology, and Nutrition) - Distinguished Leader in Diversity and Inclusion Junior Award

Megan Huisingh-Scheetz, MD (Geriatrics and Palliative Medicine) - Distinguished Leader in Program Innovation Junior Award

Wendy Stock, MD (Hematology/Oncology) - Distinguished Clinician Senior Award Leader in Program Innovation Junior Award

Katherine Thompson, MD (Geriatrics and Palliative Medicine) - Distinguished Leader in Program Innovation Junior Award

Monica Vela, MD (General Internal Medicine) - Distinguished Leader in Diversity and Inclusion Senior Award

Anna Volerman Beaser, MD (General Internal Medicine) - Distinguished Leader in Community Service and Advocacy Junior Award

Pritzker School of Medicine Award

Tia Kostas, MD (Geriatrics and Palliative Care Medicine) - elected to the Academy of Distinguished Medical Educators

Bucksbaum Institute for Clinical Excellence Awards

Gini Fleming, MD (Hematology/Oncology) – Senior Faculty Scholar

Neda Laiteerapong, MD (General Internal Medicine) – Junior Faculty Scholar

Sarah Stein, MD (Dermatology) – Senior Faculty Scholar

Helen S. Te, MD (Gastroenterology, Hepatology, and Nutrition) – Senior Faculty Scholar

Shellie Williams, MD (Geriatrics and Palliative Care Medicine) – Junior Faculty Scholar

Department of Medicine Awards

Navneet Cheema, MD (Emergency Medicine) – Emergency Medicine Mentorship Award

Jeanne Farnan, MD (Hospital Medicine) - Clinical Teacher of the Year

Dorothy Hanck, PhD (Cardiology) - Distinguished Service Award

Marion Hofmann-Bowman, MD - (Cardiology) - Medical Resident Teaching Award

Doriane Miller, MD (General Internal Medicine) - Diversity Award

Rita Rossi-Foulkes, MD (General Internal Medicine) - UCM Program Director of the Year

Monica Peek, MD (General Internal Medicine) - Leif B. Sorensen Research Award

Nitasha Sarswat, MD (Cardiology) - Medical Resident Teaching Award

Helen S. Te, MD (Gastroenterology, Hepatology, and Nutrition) - Clinical Service Award

NEW GRANTS

Federal Grants

Maria Luisa Alegre, PhD (Rheumatology) – P01: Infections and the stability of transplantation tolerance.

Vineet Arora, MD (General Internal Medicine) – K24: Mentoring patient-oriented research: sleep and health during and after hospital stay

Arshiya Baig, MD (General Internal Medicine) – Implementing diabetes group visits in Midwestern community health centers to improve diabetes outcomes among disadvantaged patients

Mengjie Chen, PhD (Genetic Medicine) – R01: Collaborative research: Advanced statistical methods for single cell RNA sequencing studies

Eileen Dolan, MD (Hematology/Oncology) – R25: NCI youth enjoy science research education program

Dana Edelson, MD (Hospital Medicine) - R13: 13th International Conference on Medical Emergency Teams and Rapid Response Systems

Andrea Kass, PhD (Hospital Medicine) – F32: Analysis of behavioral interventions for pediatric obesity

Tia Kostas, MD (Geriatrics and Palliative Medicine) – K02: Primary care medicine and dentistry clinical educator career development awards (HRSA)

Sonia Kupfer, MD (Gastroenterology, Hepatology and Nutrition) – R21: Host-environment interactions in colorectal cancer disparities

Vanessa Leone, PhD (Gastroenterology, Hepatology and Nutrition) – K01: Diurnal oscillations in gut microbes and host immunity in health and obesity

Rachel Melamed, PhD (Computational Biomedicine and Biomedical Data Sciences) – K01: Using clinical data to identify FDA-approved drugs for cancer prevention and therapeutic repurposing

Jeanette Messer, PhD (Gastroenterology, Hepatology and Nutrition) – K08: The role of HMGB1 in gut antimicrobial defense and the pathophysiology of inflammatory bowel disease

Rochelle Naylor, MD (Endocrinology, Diabetes and Metabolism) – K23: Advancing recognition and personalized genetic medicine for MODY in a multi-ethnic US population

Olufunmilayo Olopade, MD (Hematology/Oncology) – R13: African cancer leaders institute

Mai Pho, MD (Infectious Diseases) – Ending transmission of HIV, HCV, and STDS and overdose in rural communities of people who inject drugs

Elaine Worcester, MD (Nephrology) – P01: Pathogenesis of calcium nephrolithiasis

Non-Federal Grants

Suzanne Conzen, MD (Hematology/Oncology) - Glucocorticoid receptor-mediated chemotherapy resistance in ovarian cancer (Conquer Cancer Foundation of ASCO)

Fotini Gounari, MD (Rheumatology) – Transcriptional and epigenetic roles for β -catenin in the genomic instability and oncogenic transformation of T-cell leukemia/lymphoma (Leukemia & Lymphoma Society); Tracing mechanisms of genomic instability induced by beta-catenin (American Society of Hematology)

Lucy Godley, MD, PhD (Hematology/Oncology) - The impact of hypoxia on epigenetic changes in neuroblastoma (Alex's Lemonade Stand)

Shannon Martin, MD (Hospital Medicine) - Understanding Associations of Maintenance of Certification (MOC) on Resource Utilization and Physician-Reported Knowledge and Experience in Consultation (American Board of Medical Specialties)

Jeanette Messer, PhD (Gastroenterology, Hepatology and Nutrition) - The role of HMGB1 in the microbial pathogenesis of inflammatory bowel disease (AGA Research)

Olufunmilayo Olopade, MD (Hematology/Oncology) - Translating Breast Cancer Genetics in the Clinic - Renewal 01 (Susan G. Komen Breast Cancer Foundation/JHU)





GENDER MATTERS... STILL

Speaker Introductions at Internal Medicine Grand Rounds: Forms of Address Reveal Gender Bias.

Julia Files, Anita P. Mayer, Marcia G. Ko, Patricia Friedrich, Marjorie Jenkins, Michael J. Bryan, Suneela Vegunta, Christopher M. Wittich, Melissa A. Lyle, Ryan Melikian, Trevor Duston, Yu-Hui H. Chang, and Sharonne N. Hayes.

J Women's Health 2017; 25(5): 413-419.

Gender bias has been identified as one of the drivers of gender disparity. It may be subtle and reinforced through simple things such as the choice of words or level of formality in address. This study sought to examine how professional titles were used in the same and mixed-gender speaker introductions at Internal Medicine Grand Rounds (IMGR) at two academic medical centers.

This was a retrospective observational study of speaker introductions at consecutive IMGR, where the authors evaluated archived video of the speaker introductions. Both speakers and introducers were physicians and scientists who held MD, PhD, or MD/PhD degrees. The study's outcome of interest was the use of a speaker's professional title during the first form of address during the introduction, while the secondary outcome was the use of this professional title at any time during the introduction.

There were 124 grand rounds analyzed, with a total of 321 forms of address between an introducer and a speaker. Female introducers were more likely to use a professional title in introducing any speaker during their first form of address compared to male introducers (96.2% v. 65.6%, $p < 0.001$). When females introduced a female speaker, they used formal titles during their first address 97.8% of the time, compared to 72.4% of males that introduced a male speaker ($p = 0.007$). When a female introduced a male speaker, they used formal titles during the first address 95.0% of the time vs. 49.2% when a male introduced a female speaker, $p < 0.001$. Similar findings were noted during analysis of any form of address during each speaker introduction.

TABLE 1. FIRST FORM OF ADDRESS

Introducer and Speaker gender (Introducer, Speaker)	Speaker addressed by professional title		p-values from pairwise comparisons			
	n/N	%	FI-FS	FI-MS	MI-FS	MI-MS
Female, Female (FI-FS)	45/46	97.8%		0.46	<0.001	0.007
Female, Male (FI-MS)	57/60	95.0%			<0.001	0.003
Male, Female (MI-FS)	31/63	49.2%				0.001
Male, Male (MI-MS)	110/152	72.4%				

Gray cells represent the same groups compared to themselves or duplicates. FI, female introducers; FS, female speakers; MS, male speakers; MI, male introducers.

The authors concluded that gender differences existed in forms of address that were used in speaker introductions at an academic medical conference. Women introduced by men were less likely to be addressed by their professional title than were men introduced by men. This reflects a remaining significant difference in the way men and women are perceived and treated in an academic medicine.



THE BALANCING ACT:

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



Wei Wei Lee, MD

The Balancing Act: Clinician, Educator, Wife and Mother

Work-Life Balance

My husband Tomas works at a non-profit microfinance organization. We are the proud parents of our rambunctious two-year-old son, Luca. In his joyous aftermath, we are actively working to redefine work-life balance. We came late to the parenthood game and had difficulty getting pregnant. This struggle brought us closer and forced us to define what was truly important to us.

Professional Accomplishments

Dr. Wei Wei Lee is an Assistant Professor of Medicine and is the Assistant Dean of Students at the Pritzker School of Medicine. She graduated from NYU School of Medicine and the Harvard School of Public Health. She completed her internal medicine residency at the New York Presbyterian Hospital-Weill Cornell and served as ambulatory chief resident. Her academic interests are focused on improving patient-centered communication and physician well-being.

For work life balance, we sit down monthly to review our shared calendar to anticipate busy periods, schedule family outings and date nights. Neither of us has family in Chicago for childcare support, so we try to give each other 'me time' to recharge. These periods of diastole make us better parents and partners. Weeknights are challenging, we keep it simple by planning easy meals and focusing on making bath and story time fun. We outsource what we can (housekeeping, grocery shopping etc.) to make room for quality time. >

THE BALANCING ACT, CONTINUED

We plan as many two-fer events as possible, like scheduling a tennis date and getting a babysitter to watch Luca on the playground to fit in exercise, couple time and playtime. We make spending time with extended family a priority and schedule trips to see them. It's as exhausting as it sounds and a work in progress, but we wouldn't have it any other way.

Advice to Women Faculty and Trainees

Be kind to yourself. You are human and there are only 24 hours in a day. There are periods when work is on turbo speed. Ask for help and lean on your partner or other support systems to get by. Recover from these periods and don't feel guilty about leaving work early to get to the school play or to go for a run. Work hard and play hard, give your all to both pursuits and know when to turn it off.

Be present. Be fully present with your loved ones. Slow it down, be still and take a technology Sabbath. Put away your phone and laptop from 6 pm to 9 pm on weeknights or on Saturday mornings.

BUILD A COMMUNITY. Reach out to friends or peers you think are struggling, and listen when someone tells you they are worried about it. Get help when you need it.

TAKE A COMPLIMENT. Say thank you, and don't downplay your accomplishments. Acknowledge imposter syndrome, quiet those voices in your head and take credit for your hard work.

GO FOR IT! Go for opportunities that come your way, even if you don't feel fully qualified.

PAY IT FORWARD. Mentor students, residents and new faculty. Share your setbacks and failures, the road is hard and it's important for them to know that you've had many failures and stumbles on your path.

There is no such thing as the perfect time to start a family. If you want a family, don't wait until the 'perfect' time. Start trying when it is feels right, not when it fits in to your career, as you don't know what life has in store for you.



GROWING THE PIPELINE: STUDENTS AND TRAINEES

Women in Medicine Resident Committee Activities by Michelle Fletcher, MD and Erica Mackenzie, M.D.

The Women in Medicine Resident Committee hosted a Negotiation Workshop for the internal medicine (IM) residents in May 2017. A group of women faculty members, including Drs. Deborah Burnet and Monica Vela, discussed strategies on negotiating promotions and salaries in the field of medicine. In addition to the panel discussion, the faculty members acted out a negotiation scenario between a junior faculty member and a division chief, allowing residents to view first-hand how to best navigate these challenging conversations.

The year of 2017 was a productive year for women IM residents. During the annual Resident Research Day on April 27, 2017, Priya Mehta, MD, Parita Patel, MD and Linda Lee, MD took top prizes for their poster presentations. Dr. Nina Gupta was also selected to deliver an IM grand rounds on her research.



FUTURE EVENTS

"Managing Conflict in the Workplace," featuring Jan Brett, Kellogg Business School, November 1, 2017, 12 pm to 1 pm, P-117, co-sponsored by the Office of Faculty Affairs

"Dynamics of the Gender Gap for Young Professionals in the Financial and Corporate Sectors," featuring Marianne Bertrand, Booth Business School, February 19, 2018, 12 pm to 1 pm

Janet Rowley Research Day featuring keynote speaker Mary Armanios, MD, Professor of Oncology, Sidney Kimmel Comprehensive Cancer Center and Professor of Pathology, Molecular Biology and Genetics, McKusick-Nathans Institute of Genetic Medicine, Clinical Director, Telomere Center at Johns Hopkins Johns Hopkins University School of Medicine, March 6, 2018

Grand Rounds featuring Tejal Gandhi, MD, MPH, CPPS, President and Chief Executive Officer, NPSF Lucian Leape, and the Certification Board for Professionals in Patient Safety, Clinical and Safety Officer, Institute for Healthcare Improvement, April 3, 2018, 12 pm to 1 pm, P-117

WOMEN AT THE FOREFRONT

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