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Committee Mission Statement

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



ACHIEVING GREATER SUCCESS THROUGH EFFECTIVE MENTORSHIP OF YOUNG RESEARCHERS

An Interview with Elbert Huang, MD, MPH, Director of the
Center for Translational and Policy Research of Chronic
Diseases, University of Chicago

Dr. Elbert Huang, MD, MPH, associate professor of medicine, joined the faculty of the Section of General Internal Medicine in 2001 after completing a master's degree in Public Health at Harvard Medical School. He graduated with a medical degree from Harvard University in 1996 and completed residency in internal medicine in Stanford University in 1999. Dr. Huang then returned to Boston to pursue a fellowship in General Internal Medicine Faculty Development and Fellowship at Harvard Medical School and Massachusetts General Hospital. In 2010-2011, Dr. Huang served as senior advisor to the Deputy Assistant Secretary for Health Policy (Richard Kronick) in the Office of the Assistant Secretary for Planning and Evaluation of the United States Department of Health and Human Services. In 2011, he was appointed as director of the Quantitative Methods and Engagement Cores of the Chicago Center for Diabetes and Translational Research. In 2012, he was also named as Director of the Center for Translational and Policy Research of Chronic Diseases of the University of Chicago. In July 2017, Dr. Huang will be promoted to the rank of professor of medicine.

Dr. Huang studies clinical and health care policy issues at the intersection of diabetes, aging and health economics. Over the past decade, he has established one of the most active research programs in geriatric diabetes in the country, supported by the National Institute of Health (NIH). He also has performed other seminal translational diabetes research in the area of cost-effectiveness, supported by grants from the NIH, the Centers for Disease Control and Prevention, the American Diabetes Association, and the Juvenile Diabetes Research. Dr. Huang has received numerous awards for his research work and has been elected to the American Society for Clinical Investigation.

In the course of his productive research career, Dr. Huang has mentored several young faculty >>

ELBERT HUANG, CONTINUED

members, most of whom were women. They have become successful in their own research paths and attribute part of their accomplishments to his guidance. As a testament to his mentorship commitment, he holds a K24 NIH Midcareer Investigator Award in Patient-Oriented Research (the only faculty member in the Biological Sciences Division to currently have one), a grant that provides support for clinicians to allow them protected time to devote to patient-oriented research and to act as mentors for beginning clinical investigators.

The editors of *Women at the Forefront* (WF) met with Dr. Huang (EH) to discuss his mentorship experiences.

WF: What principles have guided you to be a good mentor to young faculty members?

EH: I prioritize the health, success and wellbeing of my mentees, who are early investigators, over my own. In addition to guiding them in research work, I steer speaking opportunities to them, connect them with potential collaborators, and bring funding opportunities to their attention.

WF: Do you find mentoring women to be a different experience as compared to mentoring men?

EH: I have found that women tend to be more attentive to details in their work. They also tend to have more perseverance to keep going when progress slows down and to dive deeper into the matter than men. Men mentees do not ask for help as much as women do and keep less contact with me as their mentor. Men tend to express frustrations at difficult situations in a different way compared to the women.

WF: What advice do you have for colleagues who want to become mentors themselves?

EH: To become a good mentor, one has to be committed to look beyond one's own needs and prioritize the needs of the mentee. Good mentors need to be confident in their own achievements, but be humble enough to acknowledge what they do not know and to refer the mentee to other researchers and experts to allow the mentee's work to progress. Last but not least, one should enjoy being a mentor, and celebrate the success of your mentees as your own!

WF: What advice do you have for trainees or young faculty who want to find a mentor?

EH: Identify a hero who has achieved the goals that you yourself would want to attain, and find out how he or she got there. It would be good to examine the track record of the potential mentor as well as his or her capacity to add another mentee onto his or her own workload. One may have a career mentor who gives advice about career decisions, who does not have to be the same individual as the scientific mentor, who gives advice about the research work itself. A good mentee should make his or her goals clear to the mentor from the onset – prepare for the meetings, do the background research, know the questions to ask, and make it easy for your mentor to provide the support needed for the progress and success of your research work.

The Editors

WOMEN IN THE NEWS FACULTY SPOTLIGHT

**Monica Vela, MD**

**Professor of Medicine
(General Internal Medicine)**

Dr. Monica Vela completed medical school at the Pritzker School of Medicine and is a graduate of our internal medicine residency program. She is a professor of medicine and associate vice chair for diversity within the department of medicine as well as associate dean for multicultural affairs at the Pritzker School of Medicine. She directs coursework designed to promote 1) the advocacy efforts of medical students interested in ending health disparities and 2) physician communication skills across cultures. Her coursework is the only course in the extant literature shown to improve diversity of the medical school applicants and improve the cultural climate among medical students. She has traveled across the country, teaching educators to establish similar coursework at medical schools and undergraduate campuses. She has been selected by Pritzker students for a Favorite Faculty Award six times since 2010 in recognition of her teaching skills.

Her research work spans medical education on health disparities and care of patients with limited English proficiency as well as diversity in the medical profession. She maintains an active clinical practice in the Primary Care Group where she also precepts medical students and residents. She mentors junior faculty in addressing disparities in health on the south side of Chicago. She has directed three pipeline programs

targeting the promotion of minority students into scientific research and the health profession. She continues to direct CAMP I and CAMP II at the Pritzker School of Medicine.

In 2016, she was appointed Director of the Bowman Society and has drawn medical students, housestaff and faculty from across the city to attend the Inaugural Black Men in Medicine Forum held in November 2016 and the Inaugural Black and Latina Women in Medicine Forum in February 2017. In 2012, she received the American College of Physician's National Award for Diversity and Access to Care. In 2014, she received the Society of General Internal Medicine National Herbert Nickens Award for Diversity and Minority Health, the inaugural Alpha Omega Alpha Fellow in Leadership Award and the University of Chicago Distinguished Faculty Award for Community Service.

FACULTY SPOTLIGHT, CONTINUED



Ann Zmuda, DPM

**Associate Professor of
Medicine (Endocrinology,
Diabetes and Metabolism)**

Dr. Ann Zmuda received her podiatric medical degree from the Dr. William M. Scholl College of Podiatric Medicine. She completed her residency at Loyola University/Hines Veterans Affairs. She then completed a post-graduate fellowship in diabetic research, igniting her passion for the diabetic foot. To expand her clinical expertise to provide surgical treatment for the podiatric patient, she obtained board certification from the American Board of Foot and Ankle Surgery. Following several years of private practice, Dr. Zmuda came to the University of Chicago Medicine in 2000 to fill the need for diabetic foot care at our institution. In addition to a primary appointment in the Section of Endocrinology, Diabetes and Metabolism, she also holds secondary appointments in the Department of Orthopedic Surgery and the Section of Vascular Surgery. This enabled her to facilitate optimal medical and surgical treatment for the diabetic foot population as the sole podiatric physician and surgeon at UCM for the last 16 years, including those with high-risk pathology. A high number of wound referrals has shaped her practice into one of limb salvage and wound care. Dr. Zmuda is particularly interested in advanced wound therapies such as bioengineered tissue grafting as well as Human Amniotic Membrane grafting, offering alternative treatment options to patients who would otherwise had to undergo limb amputation. To that end, she has recently collaborated with the Section of Vascular Surgery in the development of our limb salvage program, University of Chicago Amputation Prevention (UChAMPS). This program will involve community screenings of potential patients,

targeting peripheral vascular disease as well as non-healing lower extremity wounds. These patients will have the benefit of multiple medical and surgical disciplines working together to improve patient care and outcomes by providing advanced technologies in their management.

Since working at UCM, Dr. Zmuda has also developed a passion for teaching. She created and directs an internal medicine rotation for fourth year podiatric medical students from the Scholl College of Podiatric Medicine at Rosalind Franklin University. This program provides students with a unique opportunity to see first hand how advanced disease processes affect the lower extremities. She was selected for the 2010 inaugural class of the MERIT's Fellowship Program through Pritzker Medical School, which provided her with knowledge of theoretical learning models that in turn made her a better educator.



RESEARCH UP CLOSE



**Barbara
Stranger, PhD**

**Assistant Professor of
Medicine
(Genetic Medicine)**

Dr. Barbara Stranger received her undergraduate degree from the University of Chicago and earned her doctorate in Genetics from The University of Montana, while performing research at the Max Planck Institute for Chemical Ecology in Jena, Germany. She completed postdoctoral training at the University of Barcelona and the Wellcome Trust Sanger Institute. Following her postdoctoral training, Dr. Stranger joined the faculty in the Division of Genetics at Harvard Medical School and Brigham and Women's Hospital. She later joined the University of Chicago faculty in 2012, and is currently an assistant professor in the Section of Genetic Medicine, a core member of the Institute of Genomics and Systems Biology, and a fellow in the Center for Data Intensive Science. She leads a human genetics research group that investigates how variation in DNA sequence contributes to trait differences through gene regulation. She utilizes modern genomics and statistical genetics approaches to identify links that connect genetic variation to cellular function to a higher-order trait, such as immune response or disease risk.

Dr. Stranger has identified regions of the human genome that harbor genetic factors, which contribute to variation in gene expression among individuals. Using expression QTL mapping studies, she demonstrated that most of the functional genetic variation was shared between multiple populations, while some variation was found to be population-specific. These studies were important both to identify polymorphic regulatory regions

and understand their function across human populations of varying ancestry, and to demonstrate that gene regulatory phenotypes can be considered intermediate, proximal phenotypes between a genetic variant and disease or other higher-order complex phenotype.

Dr. Stranger's studies were the first to characterize the effect of sex and cell-type on the genetics of gene expression. Later studies jointly analyzed the genetic basis of human transcriptome variability in adaptive and innate immunity. Collectively, these studies report a high degree of context specificity of functional genetic variation, with implications for understanding human disease mechanisms. This work continues to be a main focus of Dr. Stranger's research. She is currently a member of the analysis working group of an NIH-funded Consortium, the Genotype-Tissue Expression (GTEx) Consortium, and is analyzing the relationship between genetic variation and gene expression across a wide variety of human tissues, and assessing interactions of those associations with age and sex. She has received an NIH U01 award to quantify protein levels of transcription factors and cell signaling proteins in the same GTEx samples. Knowledge gained from this work can be used to inform disease mechanisms, for example, through integration with results from disease mapping studies. To date, her studies have uncovered genetic variants influencing disease phenotypes through effects on the transcriptome in neurodegenerative diseases, autoimmune diseases, neuropsychiatric disease, and cancers.

Dr. Stranger also has a strong interest in evolution. To prove the hypothesis that modern day inflammatory diseases are the result of past selective pressures for response to pathogens for the first time on a genome-wide scale, she demonstrated that inflammatory disease >>

BARBARA STRANGER, CONTINUED

susceptibility loci are enriched for genomic signatures of recent natural selection, and highlighted a set of selected susceptibility loci with effects on expression of pathogen response genes in immune cells. In similar ongoing analyses, she has identified an enrichment of risk alleles for schizophrenia and neuroticism within genomic regions under selection since divergence from Neanderthal, and found that variation influencing multiple other neuropsychiatric and brain traits show evidence of weak selective pressures. In analysis of genetic variants associated with Alzheimer's Disease (AD), she identified signatures of recent selection acting on several haplotypes carrying AD susceptibility alleles; interestingly, these selected haplotypes contain genes that could be assembled into a molecular complex via a protein-protein interaction network approach. These results suggest a possible coevolution of genes encoding physically-interacting proteins that underlie AD susceptibility and are co-expressed in different tissues.



TRAINEE SPOTLIGHT

**Sara Kalantari, MD**

Fellow (Cardiology)

Dr. Sara Kalantari received her bachelor's degree in Biology from the University of Chicago, and her medical degree from the Pritzker School of Medicine. She completed her Internal Medicine residency training at Brigham and Woman's Hospital and then returned to the University of Chicago for a cardiology fellowship. She is currently completing her advanced heart failure fellowship.

Her interests focus on the management of advanced heart failure patients and invasive hemodynamics. One of her research projects focuses on investigating the invasive hemodynamic synergistic effects of beta-blockade in patients receiving milrinone drug. The results were presented at the International Society of Heart and Lung Transplant in 2017. She is currently working on an industry funded research study that examines the effects of sacubitril/valsartan on physiological and functional parameters for heart failure patients with reduced ejection fraction.

Following completion of her fellowship, Dr. Kalantari hopes continue her career as a faculty member in the Section of Cardiology.



NEW FACULTY

**Karima Addetia, MD, Assistant Professor (Cardiology)**

Dr. Karima Addetia received her MD and completed her residency training at Memorial University of Newfoundland. She completed her general cardiology and electrophysiology fellowship training at McGill University before enrolling in our cardiac imaging fellowship program. Dr. Addetia has particular expertise in transthoracic echocardiography, exercise and non-exercise stress echocardiography and trans-esophageal echocardiography as well as 3D echocardiography and cardiovascular magnetic resonance.

**Anindita Basu, PhD, Assistant Professor (Genetic Medicine)**

Dr. Anindita Basu received her PhD in physics from the University of Pennsylvania and completed her postdoctoral fellowship training in applied physics at Harvard University's Broad Institute. Dr. Basu's research focuses on the multi-disciplinary fields of microfluidics, genomics, and nano- and bio-materials. She will draw from these diverse disciplines to aid in the diagnosis and treatment of human disease through new devices and technologies.

**Mengjie Chen, PhD, Assistant Professor (Genetic Medicine)**

Dr. Mengjie Chen received her PhD in computation biology & bioinformatics from Yale University and served as assistant professor in the Department of Biostatistics and Genetics at University of North Carolina-Chapel Hill before joining our faculty. Dr. Chen's interests include the utilization of statistical methods to address the challenges of high throughput technologies, particularly for data emerging from biological and biomedical studies, such as epigenetic and cancer genomics related research.

**Jessica Cooksey, MD, Assistant Professor (Pulmonary/Critical Care Medicine)**

Dr. Jessica Cooksey is a graduate of the University of Maryland School of Medicine and Columbia University's internal medicine residency program. She completed her pulmonary/critical care fellowship training at Harvard Medical School before enrolling in our sleep fellowship program. Dr. Cooksey's interests are focused on patients with respiratory sleep disorders as well as non-respiratory sleep disorders such as narcolepsy, parasomnias, restless leg syndrome, and circadian rhythm disorders. She currently serves as the associate director of the sleep medicine fellowship program.

NEW FACULTY, CONTINUED

**Rita McGill, MD, Associate Professor (Nephrology)**

Dr. Rita McGill received her MD at the University of Massachusetts, followed by residency training in internal medicine and fellowship in nephrology at the University of Pittsburgh. Prior to joining our faculty, Dr. McGill served as a clinical instructor and research fellow at Tufts Medical Center where she recently earned a Masters of Clinical Research Programs. Her interests include patients with end stage renal disease and their associated complications and evaluating factors associated with vascular access complications.

**Pamela McShane, MD, Assistant Professor (Pulmonary/Critical Care Medicine)**

Dr. Pamela McShane received her medical degree at Loyola University followed by internal medicine residency training at Evanston Northwest Healthcare. She completed her pulmonary/critical care fellowship training here at UCM. Dr. McShane recently served as medical director for critical care at MUP Health System. Dr. McShane's research focuses on the etiology, microbiology, and treatment of bronchiectasis. She has developed a large registry of patients with bronchiectasis that provide opportunities for the study of the natural history of this disease and for the patients to participate in clinical trials. In addition, Dr. McShane is working to clarify the role of immune deficiency, autoimmunity, and ethnicity in the cause and natural history of bronchiectasis.

**Sonali Paul, MD, Assistant Professor (Gastroenterology, Hepatology and Nutrition)**

Dr. Sonali Paul received her medical degree at Tufts University and completed residency training at Massachusetts General Hospital. She returned to Tufts for her gastroenterology fellowship training concurrent with a masters degree in clinical and translational science. She also completed one year of advanced hepatology training at Massachusetts General Hospital before joining our faculty. As a hepatologist, Dr. Paul has a particular interest in hepatitis B, autoimmune and cholestatic liver diseases, and liver transplantation. She is also an active researcher with a focus on evidenced based medicine and patient-centered outcomes.

**Anjana Pillai, MD, Associate Professor (Gastroenterology, Hepatology and Nutrition)**

Dr. Anjana Pillai completed her undergraduate and medical school education at the University of Miami as part of the medical scholars program (combined BS/MD program), followed by an internal medicine residency at the University of Illinois in Chicago. She completed her gastroenterology fellowship at Cleveland Clinic where she served as a chief fellow and then pursued a transplant hepatology fellowship at Northwestern Memorial Hospital. She practiced as a transplant hepatologist at Loyola University Medical Center in Chicago for 3 years before joining the faculty at Emory in 2012. Dr. Pillai's research is focused on viral hepatitis and hepatocellular carcinoma. Within the Department of Medicine, Dr. Pillai is co-directing a multidisciplinary liver tumor clinic and serves as the associate director for the gastroenterology fellowship program.

**Michelle Weir, MD, Assistant Professor (Dermatology)**

Dr. Michelle Weir is a graduate of Harvard Medical School. She completed her internal medicine residency training at New York University followed by dermatology residency training at the University of Pennsylvania. Upon completion, she stayed as an assistant professor of dermatology for two years. Dr. Weir's clinical interests are in general dermatology, with particular focus in the treatment of hidradenitis suppurativa.

RECENT
PROMOTIONS

PROFESSOR

Sonali Smith, MD (Hematology/Oncology)**Helen S. Te, MD (Gastroenterology, Hepatology, and Nutrition)****Monica Vela, MD (General Internal Medicine)****Lisa Vinci, MD (General Internal Medicine)**

ASSOCIATE PROFESSOR

Olwen Hahn, MD (Hematology/Oncology)**Teresita Hogan, MD (Emergency Medicine)**NEW LEADERSHIP
APPOINTMENTS

PRITZKER SCHOOL OF MEDICINE

Monica Vela, MD (General Internal Medicine) – Director of the UChicago Bowman Society

DEPARTMENT OF MEDICINE

Stacie Levine, MD (Geriatrics & Palliative Medicine) – Interim Chief**Michelle Fletcher, MD (Internal Medicine) – Chief Resident****Erica MacKenzie, MD (Internal Medicine) – Chief Resident**



HONORS AND AWARDS

National/Regional Appointments, Honors, and Awards

The late Janet Rowley, MD (Hematology/Oncology) – Women's Hall of Fame

Vineet Arora, MD (Hospital Medicine) - Elected to the American Society for Clinical Investigation

Deborah Burnet, MD (General Internal Medicine) - 2017 Association of Chiefs and Leaders of General Internal Medicine (ACLGIM) Chief's Recognition Award

Suzanne Conzen, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Gini Fleming, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Lucy Godley, MD, PhD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Olwen Hahn, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Hedy Kindler, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Neda Laiteerapong, MD (General Internal Medicine)- Midwest Society of General Internal Medicine Clinician Investigator Award

Wei Wei Lee, MD (General Internal Medicine)- Midwest Society of General Internal Medicine Clinician Educator Award

Monica Malec, MD (Geriatrics & Palliative Medicine) - Chicago Magazine 2017 Top Cancer Doctors

Doriane Miller, MD (General Internal Medicine)- Midwest Society of General Internal Medicine Community Service and Advocacy Award

Rita Nanda, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Olatoyosi Odenike, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Olofunmilayo Olopade, MD (Hematology/Oncology) - Elected to the Board of Director, MacArthur Foundation; American Society of Clinical Oncology 2017 Humanitarian Award; Chicago Magazine 2017 Top Cancer Doctors

Jyoti Patel, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Vesna Petronic-Rosic, MD (Dermatology) – Chicago Magazine 2017 Top Cancer Doctors

Valerie G. Press, MD (General Internal Medicine) – Society of Hospital Medicine 2017 Junior Investigator Award

Carol Semrad, MD (Gastroenterology, Hepatology, and Nutrition) - American Society for Parenteral and Enteral Nutrition Excellence in Nutrition Support Education Award

Sonali Smith, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Wendy Stock, MD (Hematology/Oncology) - Chicago Magazine 2017 Top Cancer Doctors

Pritzker School of Medicine (PSOM) Appointments

Jeanne Farnan, MD (Hospital Medicine) - Master, Academy of Distinguished Medical Educators

Katherine Thompson MD (Geriatrics and Palliative Care) - Fellow, Academy of Distinguished Medical Educators

Monica Peek, MD (General Internal Medicine) - Bucksbaum Senior Faculty Scholar

NEW GRANTS

Federal Grants

Alexandra Dumitrescu, MD, PhD (Endocrinology, Diabetes and Metabolism) - R01: Mouse *Sbp2* deficiency models the multisystem syndrome of human *SBP2* defects

Anne Sperling, PhD (Pulmonary / Critical Care Medicine) - R01: IRF4+ respiratory dendritic cells in type 2 inflammatory responses

Non-Federal Grants

Eileen Dolan, PhD (Hematology/Oncology) – Identifying pharmacogenomic variants associated with response to idelalisib (Conquer Cancer Foundation of American Society of Clinical Oncology)

Stacie Levine, MD (Geriatrics & Palliative Medicine) – A primary palliative care education program to improve access for patients with cancer – Phase II (Coleman Foundation)

Lucy Godley, MD, PhD (Hematology/Oncology) - Modeling myeloid malignancies mediated by germline *RUNX1*, *ETV6*, and *ANKRD26* mutations (Leukemia & Lymphoma Society) and *CHEK2* mutations as predisposition alleles for inherited hematopoietic malignancies (Cancer Research Foundation)

Fotini Gounari, PhD (Rheumatology) - Define the properties of pathogenic *RORγt*/*Foxp3* double positive regulatory T cells in Colon Cancer (American Association of Immunologists)

Olofunmilayo Olopade, MD (Hematology/Oncology) – Implementing evidence-based interventions to reduce breast cancer mortality in low resource settings (Breast Cancer Research Foundation)

Bhakti Patel, MD (Pulmonary / Critical Care Medicine) - Impact of early mobilization on insulin resistance and ICU-acquired weakness (Parker B. Francis Foundation)

Anne Sperling, PhD (Pulmonary / Critical Care Medicine) - Type 2 inflammatory response protects against *Staphylococcus aureus*-induced sepsis (American Heart Association Midwest Affiliate)



GENDER MATTERS...STILL

Comparison of Hospital Mortality and Readmission Rates for Medicare Patients Treated by Male vs. Female Physicians.

Tsugawa Y, Jena AB, Figueroa JF, Orav EJ, Blumenthal DM, Jha AK. *JAMA IM* 2017; 177(2): 206-213.

Prior evidence suggests that physician gender may affect practice patterns. This study sought to examine if there are differences in clinical outcomes for hospitalized patients based on physician gender. The authors analyzed a 20% sample of Medicare patients (aged ≥ 65 years) who were hospitalized in acute care hospitals over a four-year period and treated by general internists. 30-day mortality and readmission rates were analyzed for over 1.5 million hospitalizations. Variables including patient age, sex, race/ethnicity, diagnosis, comorbidities, annual income, Medicaid status, and year of hospitalization were adjusted for. Physician characteristics including age, medical school, and training type, in addition to hospital fixed effects were also adjusted for.

58,344 general internists treated hospitalized Medicare patients during the study period, and 32.1% of those physicians were female. Patients cared for by female physicians had a lower 30-day mortality compared to those treated by male physicians (10.82% v. 11.49%, $p < 0.001$), adjusted for patient characteristics. Patients of female physicians also had lower readmission rates compared to male

physicians (15.01% v. 15.57%, $p < 0.001$). Both of these differences held up to adjustment for hospital fixed effects and physician characteristics. These associations were also consistent across a variety of conditions and across varying severity of patient illness.

Table 2. Association Between Physician Sex and 30-Day Patient Mortality and Readmissions

Characteristic	No. of Hospitalizations (No. of Physicians)	Patient Outcomes, % (95% CI)		Adjusted Risk Difference, % (95% CI) ^a	P Value
		Female Physicians	Male Physicians		
30-d Mortality rate					
Model 1: risk-adjusted 30-d mortality rate ^b	1 583 028 (57 896)	10.82 (10.71 to 10.93)	11.49 (11.42 to 11.56)	-0.67 (-0.80 to -0.54)	<.001
Model 2: Model 1 + hospital fixed effects	1 583 024 (57 896)	10.91 (10.81 to 11.01)	11.46 (11.40 to 11.52)	-0.55 (-0.67 to -0.42)	<.001
Model 3: Model 2 + physician characteristics	1 283 621 (46 201)	11.07 (10.95 to 11.19)	11.49 (11.43 to 11.56)	-0.43 (-0.57 to -0.28)	<.001
30-d Readmission rate					
Model 1: risk-adjusted 30-d readmission rate ^b	1 540 797 (57 876)	15.01 (14.89 to 15.14)	15.57 (15.49 to 15.65)	-0.55 (-0.71 to -0.41)	<.001
Model 2: Model 1 + hospital fixed effects	1 540 797 (57 876)	15.00 (14.89 to 15.13)	15.57 (15.50 to 15.64)	-0.56 (-0.70 to -0.42)	<.001
Model 3: Model 2 + physician characteristics	1 249 210 (46 205)	15.02 (14.88 to 15.15)	15.57 (15.49 to 15.64)	-0.55 (-0.71 to -0.39)	<.001

^a Adjusted risk differences between female and male physicians. SEs were clustered at the physician level.

^b Risk adjustment using patients' age, sex, race, primary diagnosis, coexisting conditions (Elixhauser comorbidity index), median household income, Medicaid status, and year indicators.

The authors concluded that patients who receive care from female general internists have lower 30-day mortality and readmission rates than do patients cared for by male internists, which suggests that differences in practice patterns between male and female physicians may have important implications for patient outcomes. They proposed that understanding why these differences in care quality and practice patterns exist may provide valuable information about improving quality of care for all patients.



THE BALANCING ACT:

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



Reem Jan, MD

The Balancing Act: Clinician, Educator, Wife, Mother

Professional Accomplishments

Dr. Reem Jan is an assistant professor in the Section of Rheumatology. She attended medical school in St George's University of London, United Kingdom and completed her internal medicine residency and rheumatology fellowship at the University of Michigan. Her chief interest is inflammatory arthritis, and she is developing skills in musculoskeletal ultrasound to assist in diagnostics and interventions. She is also responsible for organizing the residents' rheumatology clinical experience and teaching curriculum.

Work Life Balance

My husband Amer is an interventional cardiologist so we are both busy parents. I am fortunate in having arranged my clinic schedule to both optimize time at home with the children and maximize the efficiency of the time I spend at work. We have an excellent nanny who cares for my younger son who is almost 3

years old and my older daughter attends the Lab School and commutes to work with me. We spend lots of time chatting and reviewing the news and new songs on the radio on the way to and from work!

Advice to Women Faculty and Trainees

Trust your heart; if there are moments when you have to prioritize family over work commitments, then so be it. There have been a few times when I have had to reschedule clinic or ask for coverage when the kids have been particularly unwell and I have never regretted it. However, I would have felt horrible leaving them with someone else when they needed me.

Try to squeeze in times to exercise 3-4 times a week if possible; the stronger you are physically, the younger you will feel and the more energy you will have for your children. Taking care of yourself makes you better able to care for others.

Whenever work is particularly heavy or stressful, plan a weekend away with the family at the end of that busy period. It gives you something fun to anticipate, and allows you to spend extra special quality time with the kids to compensate for that time you were wrapped up in work.

Always be open to new adventures at home and at work!

THE BALANCING ACT, CONTINUED

**Pamela McShane, MD****The Balancing Act:
Clinician, Researcher, Wife****Professional Accomplishments**

Dr. Pamela McShane is an assistant professor in the Section of Pulmonary and Critical Care Medicine. She received the U.S. Military Health Professions Scholarship to attend medical school. After finishing residency and one year of fellowship, she served in active duty in the U.S. Air Force. While deployed to Iraq in support of Operation Iraqi Freedom, Dr. McShane received her second Meritorious Service Medal for Outstanding Achievement for her work in the Surgical / Trauma ICU in Balad, Iraq, the busiest trauma center in the world at the height of the conflict. After finishing her commitment to the U.S. Air Force, Dr. McShane completed her pulmonary and critical care fellowship at the University of Chicago and stayed on as faculty. In 2013, she received the Department of Medicine Outstanding Clinical Service Award for Junior Faculty. Her interest in bronchiectasis led to the development of a large database and referral clinic for bronchiectasis patients, which in turn has resulted in publications of her research in *Chest* and the *American Journal of Respiratory and Critical Care Medicine*.

Work Life Balance

It may just be semantics, but for me, the phrase “work-life balance” conjures thoughts of a risky circus act that may end in catastrophe. Instead, I think a successful life is the right mixture of different components that result in the feeling of being fulfilled and energized. For me, importantly, I have a marriage that is a joy and sanctuary. My husband is also a physician so we have an

understanding and appreciation of each other’s work, but we pursue a number of interests outside of medicine together. For example, we enjoy fitness and travel together. We have not had children. We have two bright and beautiful German shepherd dogs (who I joyfully treat like children). I trained my older dog to be a certified therapy dog. I have proudly brought him to work with me on occasions to provide support to my patients (in photo). Sewing is a hobby that I love and is part of my life that is uniquely my own. My mother, who went to the New York Fashion Institute of Technology, had a short career in the New York garment industry and taught me to sew when I was a child. It is now a creative outlet that I really enjoy. It has also provided me with the vast majority of the clothes I wear to work and evening events. Sometimes I use my vacation time to take courses in advanced couture sewing techniques. One great outcome of these sewing weeks is that by the end of them, I can’t wait to get back to my dogs, husband and patients. My eagerness to return to work is affirmation that although I value the other aspects of my life, I wouldn’t feel complete without being a physician (and that I have found a career path right for me). Doing something entirely different for a short time re-energizes my conviction for my career in medicine.

Advice to Women Faculty and Trainees

There are many different ways to live a life. Create a life at work and at home that makes you happy and provides you with a sense of fulfillment. It is crucial to find a career that you enjoy. Fortunately, a career in medicine can be can have different components such as research, teaching, and clinical work. Find the path that is right for you. Outside of work, find what makes you happy and fulfilled and pursue that. Don’t tolerate pressure to pursue life choices that don’t fulfill you and bring you joy. Success will follow for those who find happiness and fulfillment first.



GROWING THE PIPELINE: STUDENTS AND TRAINEES

**Women in Medicine Resident Committee Activities
by Cathryn Lee, M.D.**

The Women in Medicine Resident Committee, with the faculty sponsorship of Jeanne Farnan, MD, initiated a quarterly lunch conference series this academic year. The first, held in October, 2016, was a panel discussion of clinical and ethical issues facing women in medicine with a special focus on conflicts encountered by trainees. Panelists included Anna Zisman, MD, Olwen Hahn, MD, Karen Dugan, MD, Carmela Kiraly, MD and Aadhar Sridharan, MD.

More recently, a session held in January, 2017 focused on the challenges inherent in the mentor/mentee dyad and how gender norms can impact these relationships. Vineet Arora, MD, Jeanne Farnan, MD, Shannon Martin, MD, Neda Laiteerapong, MD, and Leah Witt, MD all shared their insights. Both discussions have been lively and provided a platform for residents to share their thoughts on the unique demands faced by female trainees.



FUTURE EVENTS

Department of Medicine Grand Rounds

Featuring Mark Linzer, MD, Division Director, General Internal Medicine Clinics, Hennepin County Medical Center, on “The Epidemic of Physician Burnout: We Can Turn It Around,” April 11, 2017, at 12 pm to 1 pm, P-117 auditorium.

**WOMEN AT THE FOREFRONT**

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