

women

at the forefront

SPRING/SUMMER 2020 ISSUE

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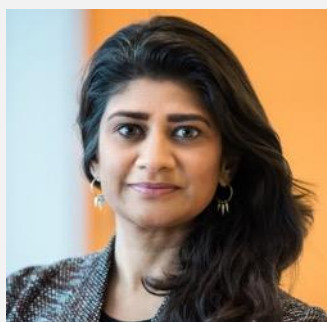
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Committee Mission Statement

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



MEET SONALI SMITH, MD

Interim Chief, Section of Hematology/Oncology

Dr. Sonali Smith is an internationally recognized expert in lymphoma therapeutics who has made outstanding contributions to the field through her clinical care, education and clinical research and has served the Department of Medicine for nearly 20 years. Dr. Smith was appointed Interim Chief for the Section of Hematology/Oncology in 2019. She is the Elwood V. Jenson Professor and Director of the Adult Lymphoma Program. Dr. Smith also serves in a number of leadership positions with national and international

visibility. She is Vice-Chair of the Southwest Oncology Group (SWOG) Lymphoma Committee where she oversees clinical trial development at the cooperative group level and mentors faculty across the country. She is the former Chair for the Professional Development Committee for the American Society of Oncology (ASCO), and also chaired the inaugural Women's Networking Center for ASCO's annual meeting. Dr. Smith completed a three-year term as Deputy Editor for Hematology and serves on the editorial board of the *Journal of Clinical Oncology* and *Cancer*. She serves as a member of the National Cancer Institute's Lymphoma Steering Committee and is the first elected female chair of the Scientific Advisory Board for the Lymphoma Research Foundation. Dr. Smith has chaired and organized the International John Ultmann Chicago Lymphoma Symposium, now in its 17th year. Institutionally, Dr. Smith is co-leader of the newly launched Cancer Service Line, Director of the Lymphoma Program, member of the Pritzker

School of Medicine's Academy of Distinguished Medical Educators and serves as a Senior Faculty Scholar in the Bucksbaum Institute for Clinical Excellence. An active clinical investigator, she has published nearly 200 peer-reviewed publications and lectures extensively to peers and/or patient audiences nationally and internationally.

WF: What helped you develop leadership skills and be named to leadership positions throughout your career?

SS: I didn't always seek leadership positions, but I recognized when mentors opened doors for me. It was sometimes a small window and sometimes a bigger door, but I was able to use these opportunities to develop relationships and collaborations. For example, when I started on faculty in Oncology, there was no lymphoma program initially. My mentors at the time, Dr. Vokes and Dr. Larson, encouraged me to connect with others in the field and our lymphoma program grew from there. It was important for me to recognize opportunities and then have the courage to go forward and build on them. ➔

SONALI SMITH, CONTINUED

WF: What have been your experiences with mentorship throughout your career?

SS: I have had a number of both male and female mentors throughout my career. Initially, my mentors gave me the opportunity and permission to re-establish the Lymphoma program at the University of Chicago and also promoted my name for leadership opportunities in national organizations such as ASCO and CALGB (now Alliance). I've had a number of role models and supporters outside the institution as well, mainly through work in the lymphoma field. Because my area is so specialized, these mentorship and collaboration opportunities around the country helped me to work with the Alliance and start as a Principal Investigator. I had many opportunities arise due to relationships I developed with collaborators and always worked to do my best whenever they asked me to do something. Then, they would call for future collaborations, which also ended up benefiting my mentees as well.

WF: What advice do you have for women faculty in the Department of Medicine?

SS:

- **Amplify each other** – Many bright, accomplished women don't see themselves as successful. It is important for leaders to elevate the successes of those around them.
- **Focus on relationship building** – Leaders need to find the balance between being liked and being effective. It is often a challenge to show kindness and compassion while at the same time showing what you are capable of and having strong decision-making skills.
- **Change the mold** – Often what people envision as an authoritative figure is not a petite woman who looks young. I have tried to carry myself with confidence, have a strong understanding of my academic area, and work hard to make sure people take me seriously

- **Practice the long game** – Early in my career, I was a mom with 4 young children and a physician spouse. Clinical and research opportunities felt restricted by childcare responsibilities, but instead of leaving academic medicine, I took the long view.

WF: What has been your goal during your time as the Interim Section Chief of Hematology / Oncology?

SS: I try to help develop people to achieve their best potential in our existing structure. Helping everyone achieve their highest academic potential will collectively help the section. I developed a new leadership structure within our large section to work towards this goal. It is important to have a supportive environment where people can visualize where they want to go. ■



WOMEN IN THE NEWS FACULTY SPOTLIGHT



ANJANA PILLAI, MD
Associate Professor of Medicine, Section of Gastroenterology, Hepatology & Nutrition

Dr. Anjana Pillai is an Associate Professor of Medicine in the Section of Gastroenterology, Hepatology and Nutrition. She completed her medical degree at the University of Miami School of Medicine, followed by internal medicine residency at University of Illinois Chicago, gastroenterology fellowship at the Cleveland Clinic and transplant fellowship at Northwestern Memorial Hospital. She is a practicing transplant hepatologist and is the Medical Director of the Liver Tumor Program and the Adult Living Donor Liver Transplant Program. She is also currently the Associate Program Director of the Gastroenterology Fellowship and will be transitioning her role to be the Program Director of the Transplant Hepatology Fellowship. Dr. Pillai was recruited to the University of Chicago from Emory University Hospital in 2016 to establish and direct the multidisciplinary liver tumor program which encompasses multiple

specialists with expertise in benign and malignant tumors of the liver. This weekly multidisciplinary clinic provides collaboration between hepatology, transplant surgery, medical and interventional oncology and diagnostic radiology with the goal of identifying patients with both primary and metastatic tumors of the liver and to bring them innovative treatment options via a "one-stop-shop." The program also includes a weekly multidisciplinary liver tumor board, a robust research infrastructure with the ability to enroll in multiple phase II and III trials and ultimately offers an individualized treatment plan for each patient. She and her colleagues are expanding this program further and created a transplant oncology program, offering liver transplantation for historically "untransplantable" malignancy states including colorectal cancer with liver metastasis and intrahepatic cholangiocarcinoma. The impetus for this is the rapid rise in these malignancies in younger patients without traditional risk factors and limited treatment options.

Dr. Pillai's passion for promoting liver cancer awareness and education prompted her to develop and be a co-founder of a new single topic national conference called HCC-TAG (or HCC-Therapeutic AGents) which took place in Park City, Utah in February of this year. The

conference, which will occur annually, brought together clinicians and researchers for a focused interactive update to highlight the rapidly changing treatment landscape of HCC and the importance of a multidisciplinary team in providing these patients optimal care. Dr. Pillai is also involved in several national societies focused on liver disease and liver transplantation and has several leadership positions within these societies.

She is also personally committed to promoting the career advancement and development of trainees, especially promoting women in science and medicine. She organized a networking meeting for Women in Transplantation in Chicago in 2018 and is working on creating a regional chapter. She is a co-director of the annual University of Chicago Women in Digestive Diseases CME conference, and is a steering committee member of the Women in Medicine Summit symposium, an annual career development symposium held in Chicago. She was awarded the Gastroenterology Fellowship Teaching and Mentorship Award last year which she is especially proud of. On a personal level, she is the proud mom of a 3 year old and a 6 year old and enjoys running, reading novels and traveling internationally with her husband and children in her free time. ■



TRAINEES SPOTLIGHT JENNIFER COOPERRIDER, MD, HANNAH ROTH, MD AND STEPHANIE KELLY, MD



Chief Residents, Internal Medicine Residency Program 2020-21

Dr. Cooperrider was born in Charleston, West Virginia, completed her undergraduate education at Stanford University and medical school at Ohio State University. She is interested in a career in hematology oncology. Dr. Roth was born in Chicago, IL, completed her undergraduate education at Vassar College and medical school at the University of Chicago. She is interested in a career in gastroenterology and hepatology. Dr. Kelly was born in Melbourne, Australia, completed her undergraduate education at Cornell University and medical school at McGill University. She is interested in a career in medicine-pediatrics pulmonary and critical care medicine. ■



NEW FACULTY



ARDAMAN SHERGILL, MD

Assistant Professor of Medicine (Hematology/Oncology)

Dr. Shergill received her MD from the Wayne State University in 2009 and completed her internal medicine residency and hematology/oncology fellowship training at the University of Illinois at Chicago. She specializes in adult oncology focusing on treatment of gastrointestinal and lung cancers. Academically she is interested in bringing novel therapeutic options to patients with gastrointestinal cancers and lung cancers through clinical trials. She has a specific focus on colorectal cancers and appendiceal cancers. Dr. Shergill serves as the Executive Officer for the National Cancer Institute funded oncology research organization, Alliance for Clinical Trials in Oncology, and in this role she oversees the development of national clinical trials. ■



NAMED PROFESSORSHIPS

Vineet Arora, MD (General Internal Medicine)-
Herbert T. Abelson Professor

Lucy Godley, MD, PhD (Hematology/Oncology) -
Hospira Foundation Professor in Oncology ■



RECENT PROMOTIONS

Promoted to the rank of Associate Professor:

Arshiya Baig, MD (General Internal Medicine)

Keegan Checkett, MD (Emergency Medicine)

Alexandra Dumitrescu, MD, PhD (Endocrinology,
Diabetes & Metabolism)

Shannon Martin, MD (Hospital Medicine)

Jennifer Pisano (Infectious Diseases & Global Health) ■



HONORS AND AWARDS

National/Regional Appointments/Elections, Honors, and Awards

Marisa Alegre, MD, PhD (Rheumatology) – Elected to Association of American Physicians

Arlene Chapman, MD (Section of Nephrology)- Recipient of the International Society of Nephrology's Lillian Jean Kaplan International Prize for Advancement in the Understanding of Polycystic Kidney Disease

Stacie Levine, MD (Geriatrics & Palliative Medicine)- Winner of the American Academy of Hospice & Palliative Medicine's 2020 Best Abstract in the Educational Research Category for poster entitled "Advanced Practice Palliative Immersion (APPI): An Innovative Educational Modality for Workforce Expansion."

Michelle Le Beau , PhD (Hematology/Oncology)-Recipient of the 2020 AACR Margaret Foti Award for Leadership and Extraordinary Achievements in Cancer Research.

Rita Rossi Foulkes, MD (General Internal Medicine)- President –Elect for the MedPeds Program Directors Association ➔

National/Regional Appointments/Elections, Honors, and Awards, continued

Chicago Magazine Top Doctors (January, 2020)

Victoria Barbosa, MD (Dermatology)
Stacie Levine, MD (Geriatrics & Palliative Medicine)
Gini Fleming, MD (Hematology/Oncology)
Hedy Kindler, MD (Hematology/Oncology)
Funmi Olopade, MD (Hematology/Oncology)
Carol Semrad, MD (Gastroenterology, Hepatology & Nutrition)
Sonali Smith, MD (Hematology/Oncology)
Wendy Stock, MD (Hematology/Oncology)
Helen Te, MD (Gastroenterology, Hepatology & Nutrition)

Institutional/Departmental Honors/Awards

Karen Kim, MD (Gastroenterology, Hepatology & Nutrition)- Appointed Vice Provost for Research, University of Chicago
Wei Wei Lee, MD (General Internal Medicine)- Elected as the Medical Staff Councilor for a 3 year term effective July 1,2020

Janet D. Rowley, MD Research Day 2020 Faculty Abstract Winners

Felicia D'Souza, MD (Hospital Medicine)-Clinical Research: "Appropriateness and Safety of Direct Access Endoscopy (DAE) in Hospitalized Patients"
Kimberly Stanford, MD (Emergency Medicine)-Health Services Research: Routine HIV testing in Emergency Department relies on effective electronic medical record prompts, provider buy-in, and dedicated staff follow-up"

Pritzker School of Medicine Awards

Favorite Faculty 2020: **Keme Carter, MD, Jeanne Farnan,MD,Wei Wei Lee,MD, Monica Vela, MD**
 Monica Vela, MD- 2020 Leonard Tow Humanism In Medicine Award

New Federal/Select Non Federal Grants

Vineet Arora, MD (General Internal Medicine) - New NIH R01 entitled "SIESTA (Sleep of Inpatients: Empower Staff to Act for Acute Stroke Rehabilitation "
Marisa Alegre,MD,PhD (Rheumatology) - Renewal of NIH R01 entitled "Impact of Microbiota on Alloimmune Responses in Transplantation"
Anindita Basu,Ph.D (Genetic Medicine) - New grant from the Helmsley Charitable Trust entitled "A Cell Atlas of the Ileal colonic Crohn's Disease"
Lucy Godley,MD,PhD (Hematology/Oncology)- New DOD grant entitled "The impact of germline predisposition to myelodysplastic syndrome on allogeneic hematopoietic stem cell transplant outcomes using related donors"
Fotini Gounari, PhD (Rheumatology)- New NIH R01 entitled "Molecular functions of Tcf-1 in DP thymocytes
Yu-Ying He, PhD (Dermatology)-New NIH R01 "The mechanistic role of METTL14 in UVB-induced skin Tumorigenesis" and R01 Admin Supplement "Autophagy and GG-NER in UVB-induced skin cancer"; New NIH R21 entitled " Research Conference Grant"
Karen Kim, MD (Gastroenterology, Hepatology & Nutrition)- New grant from Blue Cross/Blue Shield of Illinois entitled "Asian American Mental Health Initiative (AAMI)"
Michelle Martinchek, MD (General Internal Medicine)- New NIH 1 K01HP33452-01 entitled "Geriatrics training for the interprofessional care of patients with End Stage Renal Disease"
Milda Saunders, MD (General Internal Medicine)- New NIH R21 entitled " A Pilot to Develop & Test an Interactive Computer Adaptive CKD Education Program for Hospitalized African American Patients"
Anne Sperling, PhD (Pulmonary/Critical Care)- New NIH R21 entitled " The Role of IL-5 in Lung Injury"
Katherine Thompson, MD (Geriatrics & Palliative Medicine)- New HRSA grant entitled "The SHARE Network: Supporting Healthy Aging Resources Education" ■



GENDER MATTERS...STILL

Sex Differences in Salaries of Department Chairs at Public Medical Schools

Mensah M et al. JAMA Intern Med 2020; 180(5):789-792.

Prior work has shown that women in academic medicine are paid less than their male peers, which has often been attributed to differences in rank and promotion. The aim of this study was to investigate whether sex pay differences exist at the highest ranks of academic medicine, among clinical department chairs. The authors examined 2017 salary data from 29 state medical schools in 12 states with public employee salary data available online. They included all 20 Accreditation Council for Graduate Medical Education pipeline specialties which lead to board certification. They used websites to identify chairs of each clinical department and term length, and if no chair could be identified they identified division chiefs, interim, or acting chairs. They also identified peer-reviewed scientific publications through PubMed and NIH grants.

The sample included 550 department chairs across 29 US public medical schools. A total of 92 chairs (16.7%) were women. **The mean salary for men was \$452,359 and for women was \$373,298, with an unadjusted mean difference in annual salary by sex of \$79,061 (95% CI, \$23,103-\$135,020, p<0.01).** When adjusted for term length, specialty, inflation, title, and regional cost of living, the sex difference was \$67,517 (95% CI \$13,474-\$121,561, p=0.02). These sex salary differences persisted in sensitivity analysis controlling for academic productivity and salary database, and were also significant among chairs who served for more than 10 years. In summary, this study showed sex difference in salaries of clinical department chairs in US public medical schools. The authors found that after adjusting for academic productivity and multiple other factors, **women department chairs earned \$0.88 for every dollar earned by men.** The authors suggest that structural solutions are needed to achieve sex salary equity. ■



THE BALANCING ACT:

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



**VICTORIA BARBOSA, MD,
MPH, MBA (DERMATOLOGY)**

**The Balancing Act: Dermatology,
Mother, Community Advocate**

Professional Accomplishments

Victoria Barbosa is an Associate Professor of Medicine in the Section of Dermatology and the Director of the Hair Loss Program. She holds a bachelor's degree in biology from Harvard University and her medical degree cum laude from the Yale University School of Medicine, where she was inducted into Alpha Omega Alpha. She completed an internship in internal medicine at Massachusetts General Hospital and her residency in dermatology at Yale. She completed the Robert Wood Johnson Clinical Scholars Program at Johns Hopkins School of Medicine. She also holds a master's degree in Public Health from the Johns Hopkins School of Hygiene and Public Health and an M.B.A. from Northwestern University's Kellogg School of Management.

Dr. Barbosa is an internationally recognized expert in hair and scalp disorders and in treating dermatological conditions in skin of color. She joined the University of Chicago faculty in 2019. She has previously been the owner of a successful private practice, Millennium Park Dermatology, and was a Vice President in Research and Development at L'Oréal USA where she built and managed the L'Oréal Institute for Ethnic Hair and Skin Research.

Dr. Barbosa is the Immediate Past President of the Chicago Dermatological Society, the Secretary-Treasurer of the Illinois Dermatological Society, and a Scientific Advisor for the Cicatricial Alopecia Research Foundation. She was a founding board member of the Skin of Color Society.

Work-Life Balance

Achieving work-life balance requires planning and assistance from others. Our work as physicians certainly keeps us busy. Family commitments are enjoyable, but also time consuming. If you're not careful, the time left for yourself after you finish taking care of everyone else is inadequate. I try to delegate tasks that other people can perform. With a husband, two children and a dog, I find wash-and-fold laundry service, cleaning service and grocery delivery to be necessities. My children are both school-aged, so making sure they are keeping up with their homework is a job unto itself. My husband and I try to plan activities on the ➔



THE BALANCING ACT, CONTINUED

weekends that allow us to have fun with the kids. Bowling nights, family game nights, movie nights and creative craft projects are always a hit. We also get season tickets to the Goodman and plan nights out at the Lyric and/or the CSO to ensure “date nights” without the kids are on the calendar. I schedule periodic outings with my girlfriends; we enjoy meeting for tea and also having “girl’s nights out”. For me, alone time is equally important. I enjoy knitting, walking through my beautiful neighborhood early in the morning, and reading. My family and I are now finding new ways to socialize while social distancing.

Advice to Women Faculty and Trainees

Find a mentor, be a mentor!

Mentorship is important at all phases of your career; whether you are at the beginning and trying to chart your course, you are mid-career and exploring options to keep your journey interesting or are deciding how to wind down, a mentor will help you. Your path will take many twists and turns; some you will have planned and others will be unexpected. These advisors can shape how you evaluate your options, make suggestions you may not have considered, and help pave your way with introductions to other valuable contacts and resources. In fact, you should have several mentors over the course of your journey, because different people offer different perspectives. For instance, you may have a research mentor, a clinical mentor, a career mentor, and a life mentor. These relationships often start with a very well-defined purpose but become deeper and more personal over time. Even when you feel like you are just finding your way, remember that there are people who are striving to be where you are. Take the opportunity to be visible and available to students both at the University and in the community. Honor commitments to those you think you can advise well. In this way you can reach back to give back while you are moving forward. ■



GROWING THE PIPELINE: TRAINEES & STUDENTS

By: Athalia Pyzer



Following her outstanding Grand Rounds lecture entitled “#MeToo: Addressing Sexual Harassment and Gender Inequity in Academic Medicine”, Dr. Jeshma Jagsi joined an enthusiastic group of residents and fellows for fruit, cookies and an informal discussion on gender equity issues effecting physicians in training. Dr. Jagsi shared some personal anecdotes from during her training and was interested to hear our own varied experiences as women in medicine. We compared and contrasted the perceptions of attitudes to gender equity and the experience of sexual harassment in medicine, through

stories from residents who have trained overseas in India and in the UK. The conversation then turned to tackling gender inequity through research and action. Dr. Alexandra Rojek shared her important research on the significantly different language used by medical school faculty when evaluating medical students who identify as men, or women, and under-represented minorities. This session was well received and the group eagerly invited Dr. Jagsi to return in the near future to update us on her ground-breaking, perhaps better described as glass ceiling-breaking, research. ■



RECENT DOM WOMEN'S COMMITTEE EVENTS

Women's Committee Grand Rounds, February 4, 2020, Dr. Reshma Jaggi, Professor, Department of Radiation Oncology and Director of the Center for Bioethics and Social Sciences in Medicine at the University of Michigan. ■

Women's Committee Zoom Happy Hour, May 27, 2020, Dr. Wei Wei Lee, Dr. Valerie Press, Dr. Sonali Paul and Dr. Julie Oyler hold Zoom panel on "Infertility in Academic Medicine" ■

UPCOMING DOM WOMEN'S COMMITTEE EVENTS

1. **Women's Committee Zoom Session**, June 18, 2020, noon to 1pm "Female Academics Work Life Balance During the Covid Crisis" ■
2. **Jennifer Lukela, MD from University of Michigan speaking on Gender Disparities in Medicine**. Dr. Lukela is an internist who founded "Equal Medicine" (@UMIMEqualMedicine), a career development program that tackles issues of leadership, negotiations, and gender disparities for residents. May 11, 2020 visit delayed until Fall 2020. ■
3. **Women in Medicine: An Evolution of Empowerment**, Virtual Meeting, co-sponsored by UChicago Medicine October 9-10, 2020. ■

WOMEN AT THE FOREFRONT

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