

# women

at the forefront

## FALL 2018 ISSUE

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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. JULIE OYLER

##### Chair of the Department of Medicine Women's Committee

Dr. Julie Oyler obtained her BS in Biology from Stanford University, followed by MD from University of Chicago. She then completed her internal medicine residency and served as Chief Resident in Internal Medicine at the University of Chicago, before joining the faculty at University of Chicago Section of General Internal Medicine. She is an Associate Professor and Associate Program Director for

the Internal Medicine Residency Program. She splits her time as a clinician /resident preceptor in the Primary Care Group and an educator who teaches quality improvement and patient safety (QI/PS) to students, residents and faculty. She was selected by the American Association of Medical Colleges as faculty for the "Teach for Quality" Program where she travels to peer academic institutions to teach QI/PS and the Society of Hospital Medicine selected her as faculty for the Quality and Safety Educator Academy. She recently served as the President of the Midwest Society of General Internal Medicine.

Dr. Oyler was the Professional Development Subcommittee Chair for the DOM Women's Committee 2015-2017, and became the Chair for the Department of Medicine

Women's Committee in October 2017. Her ambitious program includes guiding a Professional Development Committee, which organizes 3 speaker events per year; an Awards Committee, which seeks to nominate women for every Department/ BSD award, while monitoring % awards given to women; an Advocacy Committee, focused on advocating for issues relevant to women faculty careers and a Committee for DOM Women's Committee Newsletter/Website highlighting women faculty accomplishments. Her "Women on the Walls" initiative has taken off and will result in displaying achievements of women at the Department of Medicine, both historical and current.

Editors of DOM Women's committee spoke with Dr. Oyler about her goals for the Women's Committee. →

**JULIE OYLER, CONTINUED**

**WC: What are your goals for the DOM Women’s Committee?**

The DOM Women’s Committee has a long history of supporting female faculty since it was created in 1999. I am excited to follow in the footsteps of accomplished women leaders like Dr. Karen Kim and Dr. Helen Te who started this newsletter, sponsored biannual professional development events and annual grand rounds, and supported an Advocacy Committee. My goals are to continue to support the professional development of female faculty and to work with female leaders in other departments to combine efforts to support women’s clinical, research and educational roles.

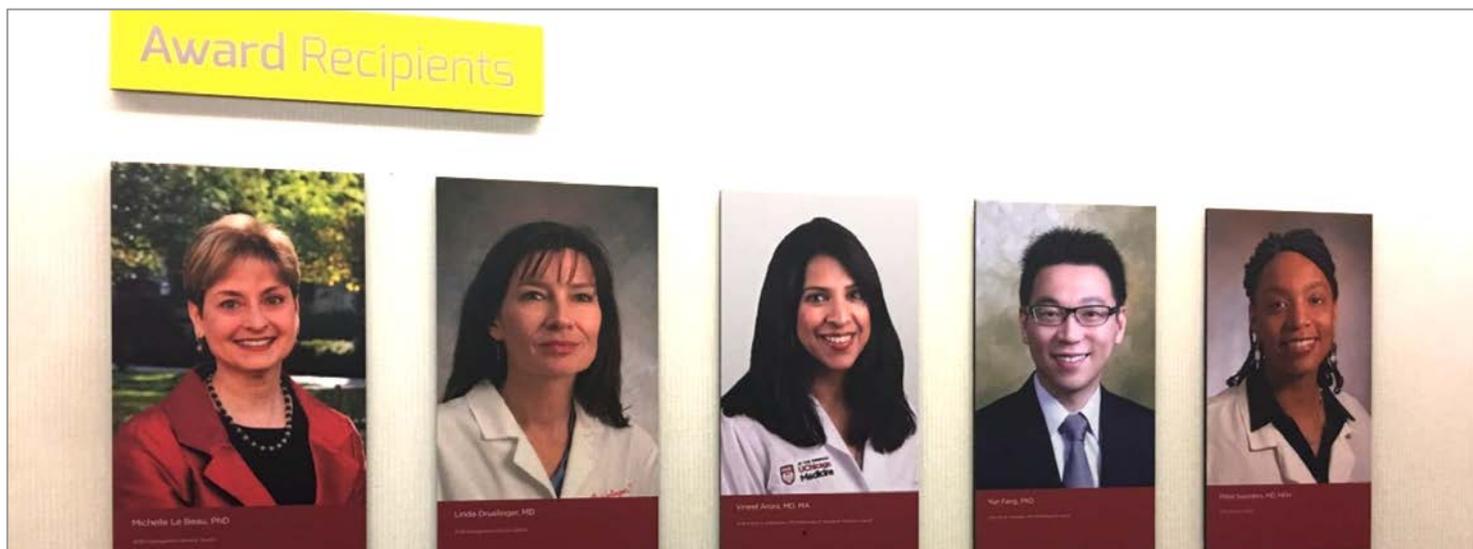
**WC: What changes will you make in the DOM Women’s Committee?**

One aspect of the WC that I am excited about is the addition of the Awards Subcommittee. The WC had already been nominating women for awards within the DOM and the BSD on an annual basis, but I was excited to create the Awards Subcommittee led by Dr. Valerie Press. This subcommittee will track the percent of awards given to female faculty across the DOM and BSD. Our preliminary data shows that women faculty get a little over 40% of the awards. Of course we hope to increase that to 50% in the next few years. We will have a focused effort to make sure that there is a female faculty nomination for every award.

**WC: What innovative ideas will the DOM Women’s Committee address?**

We are also focusing on getting more visibility for women leaders. At other institutions, there has been a focus on increasing the number of “women on the walls”. There are often more portraits of men in large lecture halls and areas where leadership pictures are placed. The DOM recently updated pictures in the W600 suite to include more women. (see pictures and doximity article, <https://opmed.doximity.com/articles/the-women-on-the-walls> ) We are working with BSD leaders to add pictures of historic women leaders in P117. I would also like to focus on training the female leaders of tomorrow by supporting initiatives in the residency program and medical school. ■

**THE EDITORS**





## WOMEN IN THE NEWS FACULTY SPOTLIGHT



### **ELIZABETH MURPHY, MD**

**Assistant Professor of Medicine (Hospital Medicine)**

Elizabeth A Murphy MD is an Assistant Professor in the Section of Hospital Medicine at the University of Chicago. She attended medical school and internal medicine residency at the University of Michigan. Previously she was a hospitalist at the University of California San Francisco where she was Director of the Nighttime Hospitalist Service, Director of the Heme-BMT Hospitalist Service and Director of the Congestive Heart Failure Hospitalist Service. Dr. Murphy is a very clinically active hospitalist and is deeply passionate about Hospital Medicine.

At the University of Chicago, Dr. Murphy serves as Director of Clinical Service Development for the Section of Hospital Medicine. Dr. Murphy develops and standardizes roles and expectations for clinical service leaders within the section. She helps each leader develop a team, manage stakeholders, elicit and give feedback, create and meet service and role-specific metrics, implement one annual project and develop academic output. She champions professional and leadership development, job satisfaction and retention within the section and looks forward to sharing key learnings from her experience with others in the department.

She collaborates closely with the Hospital Medicine QI Director to embed QI priorities into clinical services and service leader responsibilities. Together they review mortality cases for the Department of Medicine, independently review cases for Risk

Management, participate in the hospital RCA program and run Internal Medicine Residency M&M with a particular emphasis on embedding QI tools in the M&M process. She also collaborates closely with the Hospital Medicine Director of Efficiency and Throughput to improve MD-Nursing relationships and embed an interdisciplinary approach to the structures of hospital medicine clinical services at the University of Chicago. Dr. Murphy has a strong interest in Geriatric inpatient quality and safety and piloted an Acute Care for the Elderly Unit at the University of California San Francisco. She is an active member of the Society of Hospital Medicine Academic Hospitalist Committee.

Post-training Dr. Murphy has lived in San Francisco and New York City. She is thrilled to be able to establish a home for herself, her husband and her two young daughters in Hyde Park and the University of Chicago community. ■



## TRAINEE SPOTLIGHT DR. NATALIE REIZINE



### **NATALIE REIZINE, MD,** **Fellow (Hematology Oncology)**

Natalie Reizine, MD grew up in Pittsburgh, Pennsylvania and attended the University of Pittsburgh where she double majored in History and Biology. She moved to Chicago to attend medical school at Loyola University Stritch School of Medicine. She completed her internal medicine residency at the University of Chicago, and as a third year resident completed the Maclean clinical bioethics fellowship. She is currently a first year hematology/oncology fellow at the University of Chicago, and is interested in studying methods to reduce therapy toxicities as well as to improve quality of life of patients undergoing cancer therapy. ■



## NEW FACULTY



### **RENEA JABLONSKI, MD** **Assistant Professor of Medicine (Pulmonary/Critical Care)**

Dr. Jablonski received her MD at the University of Washington followed by internal medicine residency training at the University of California at San Diego. She completed her Pulmonary/Critical Care fellowship training at Northwestern University. Dr. Jablonski's focus is the clinical care of patients with interstitial lung disease (ILD) and those undergoing lung transplantation. She aims to impact the growing recognition of frailty in patients with chronic pulmonary disease by working to better define and identify the frail phenotype in patients with ILD and those undergoing transplant evaluation. In addition to the physical description of frailty, she is interested in working to define a biologic signature of frailty and evaluate if aspects of either the physical or biologic phenotype are modifiable with treatment of the underlying fibrotic lung disease, physical rehabilitation, or lung transplantation.

## NEW FACULTY, CONTINUED



**ANGELA LAGER, PhD**  
**Assistant Professor of Medicine (Hematology/Oncology)**

Dr. Lager completed her PhD in genetics at Case Western Reserve University followed by postdoctoral fellowship training in clinical cytogenetics and molecular genetics at the University of Wisconsin. She currently serves as the assistant director of the Cancer Cytogenetics Laboratory where she is interested in expanding her leadership skills in clinical laboratory assay validation and implementation.



**MOIRA MCNULTY, MD, MS**  
**Assistant Professor of Medicine (Infectious Diseases & Global Health)**

Dr. McNulty received her MD at Loyola University. She completed her internal medicine residency training, where she also served as chief resident, and fellowship training in infectious diseases and global health in our Department of Medicine. Dr. McNulty's research interests are focused on public health with respect to enhancing access to HIV testing, prevention, and linkage to care.



**SUSAN NASR, MD**  
**Assistant Professor of Medicine (General Internal Medicine)**

Dr. Nasr received her MD from the University of Rochester School of Medicine followed by internal medicine residency training at the Alameda Health System (Highland Hospital) where she also served as chief resident. Dr. Nasr's interests are focused on clinical care of medically complex and socially vulnerable patients.



**OLUWAKEMI ONAJIN, MD**  
**Assistant Professor Medicine (Dermatology)**

Dr. Onajin received her MD at the Mayo Clinic School of Medicine. She completed her medicine internship at the University of Chicago/NorthShore University Health System and then returned to the Mayo Clinic for her dermatology residency training. She completed her dermatopathology fellowship training at Wake Forest School of Medicine in 2018. Dr. Onajin's research interests include clinical-pathologic correlation and its utility in improving diagnostic accuracy of dermatologic diseases. She is also interested in the study of inflammatory and autoimmune disease, and hair disorders. As a clinician educator, Dr. Onajin is dedicated to life-long learning and actively involved in teaching medical students, residents and fellows.



**ADRIANA OLSON, MD, MAED**  
**Assistant Professor of Medicine (Emergency Medicine)**

Dr. Olson earned her MD from Northwestern University's Feinberg School of Medicine where she also completed her emergency medicine residency training. Dr. Olson is interested in both undergraduate and graduate medical education and research. Her work focuses on curriculum development, patient safety, and resident mentorship.



**KRYSTA WOLFE, MD**  
**Assistant Professor of Medicine (Pulmonary/Critical Care)**

Dr. Wolfe received her MD at Georgetown University School of Medicine. She is a graduate of our internal medicine residency and pulmonary /critical care fellowship training programs. Dr. Wolfe's academic interest is in critical care outcomes. Her research specifically focuses on the mechanism and effects of various medications used to treat shock, as well as improving the identification and characterization of septic shock. ■



## RECENT PROMOTIONS

### Promoted to the rank of Associate Professor

**Kamala Cotts, MD** (General Internal Medicine)  
**Wei Wei Lee, MD** (General Internal Medicine)  
**Monica Malec, MD** (Geriatrics & Palliative Medicine)  
**Sonia Kupfer, MD** (Gastroenterology, Hepatology and Nutrition)

### New Appointments: Department of Medicine

**Julie Oyler, MD** – Chair, Dermatology Chief Search Committee  
**Lucy Godley, MD, PhD** – Chair, Senior Leukemia Researcher (Rowley Professorship) Search Committee ■



## HONORS AND AWARDS

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

**Marisa Alegre, MD, PhD** (Rheumatology) – Named as the 2018 Harvard Paul Russell Visiting Professor

**Vineet Arora, MD** (General Internal Medicine) – 2018 Macy Faculty Scholar by the Josiah Macy, Jr. Foundation

**Christine Babcock, MD** (Emergency Medicine) – Elected to Illinois College of Emergency Medicine (ICEP) Board of Directors

**Lauren Gleason, MD** (Geriatrics/Palliative Medicine) – Selected to serve on the Public Education Committee for the American Geriatrics Society

**Yu Ying He, PhD** (Dermatology) – Elected as President of American Society for Photobiology and Co-Chair of the Biennial Meeting for American Society for Photobiology

**Teresita Hogan, MD** (Emergency Medicine) – Appointed to the ACEP Board of Governors – Geriatric Emergency Department Accreditation

**Michelle Josephson, MD** (Nephrology) – Awarded a 2018 Bucksbaum Institute Pilot Grant for her study entitled “Patient decision making regarding kidney transplant options: a needs assessment.”

**Stacie Levine, MD** (Geriatrics/Palliative Medicine) – Appointed as Chair for the Workforce and Leadership Development Strategic Coordinating Committee for the American Academy of Hospice and Palliative Medicine.

**Shannon Martin, MD** (Hospital Medicine) – Selected as American Board of Medical Specialties Visiting Scholar for 2018-2019

**Moira McNulty, MD** (Infectious Diseases & Global Health) – Recipient of a Third Coast CFAR Pilot Award for her project “Implementing the Next Generation of HIV Testing Strategies.”

**Kathleen Mullane, DO** (Infectious Diseases & Global Health) – Elected as a Fellow of the American Society of Transplantation

**Elizabeth Murphy, MD** (Hospital Medicine) – Appointed to Society of Hospital Medicine Academic Hospitalist Committee

**Bharathi Reddy, MD** (Nephrology) – Re-elected to the Medical Review Board of the ESRD Network 10 for a second 3 year term

**Jessica Ridgway, MD** (Infectious Diseases & Global Health) – Co-chaired the 2017 Annual Third Coast CFAR Symposium entitled “Bridging the Disciplines to Understand HIV Transmission” held at Northwestern University in October 2017.

**Wendy Stock, MD** (Hematology/Oncology) – Named as the Researcher of the Year from the Leukemia-Lymphoma Society

**Mary Strek, MD** (Pulmonary/Critical Care) – Recipient of CHEST Distinguished Educator Award

**Esra Tasali, MD** (Pulmonary/Critical Care) – Appointed as a standing member of NIH CHSB Study Section

**Eve Van Cauter, PhD** (Endocrinology, Diabetes & Metabolism) – Presented the opening plenary lecture of the annual meeting of the Association of Professional Sleep Societies

**Shellie Williams, MD** (Geriatrics/Palliative Medicine) – Selected for the Tideswell National Leadership Development Program in Geriatric Medicine

**Anna Zisman, MD** (Nephrology) – Elected to the Research on Calculus Kinetics (ROCK) Society.

**Valerie Press, MD** (General Internal Medicine) – Inducted as a Fellow into the Academy of Distinguished Medical Educators

### Bucksbaum Institute for Clinical Excellence Awards

**Mim Ari, MD** (General Internal Medicine) – Named as an Associate Junior Faculty Scholar ■



## NEW GRANTS

### Federal Grants

**Jane Churpek, MD** (Hematology/Oncology) – New NIH R03 entitled “Defining the Mechanisms by which BRCA1 Maintains Genomic Stability in Hematopoiesis”

**Karen Kim, MD** (Gastroenterology, Hepatology & Nutrition) – New NIH UG3 entitled “Accelerating Colorectal Cancer Screening and Follow-up through Implementation Science in Chicago”

**Sonia Kupfer, MD** (Gastroenterology, Hepatology & Nutrition) – New NIH R01 entitled “Colonic Responses to Vitamin D and Aspirin in African and European Americans

**Neda Laiteerapong, MD** (General Internal Medicine) – New NIH R01 entitled “Predicting and Reducing Future Health Disparities for US adults with diabetes” and a new NIH U18 entitled “Patient Outcomes Reporting for Timely Assessments of Life with Depression: Portal-Depression

**Funmi Olopade, MD** (Hematology/Oncology) – Renewal on NIH T32 entitled “Basic Medical Research Training in Oncology” and new P20 entitled “UChicago Interdisciplinary Cancer Health Disparities SPORE

**Valerie Press, MD** (General Internal Medicine) – New NIH R03 entitled “Bringing Respiratory Education for Improved Adherence and Technique Home Through E- Interventions for Self-Management (BREATHE) Program. ■



There have been numerous prior studies of women in academic medicine that have shown a lack of advancement for women in academic medicine compared to men. Many of these studies, however, have not been able to assess long-term trajectories.

This study analyzed data from the National Faculty Survey, a questionnaire mailed to a sample of academic medical faculty from 24 medical schools in the continental US in 1995. Within each school, faculty were sampled randomly from three graduation cohorts, by gender, and across four areas of medical specialization (primary care, medical specialties, surgical specialties, and basic science). All women faculty who graduated before 1970 and all underrepresented minority faculty were also sampled. A total of 1801 faculty members returned the initial 1995 survey (response rate 60%), and 74% of these respondents consented to future follow up. In a 2012-13 follow up survey, 607 of 1,275 faculty responded. Follow up career information was obtained from a search of publically available websites for 668 subjects who did not respond. The authors measured

## GENDER MATTERS... STILL

### Gender Differences in Academic Medicine: Retention, Rank, and Leadership Comparisons from the National Faculty Survey

Carr, Phyllis L., MD; Raj, Anita, PhD; Kaplan, Samantha E., MD, MPH; Terrin, Norma, PhD; Breeze, Janis L., MPH; Freund, Karen M., MD, MPH

Academic Medicine: January 30, 2018 - Volume Publish Ahead of Print - Issue

outcomes including rank, retention in academic medicine, and senior leadership positions, as determined by the 2012-2013 survey itself or publically available data.

An analysis of the 2012-2013 follow up survey showed **312/632 (60%) of women achieved the rank of professor compared to 399/641 (71%) of men,  $p < 0.0001$** . When adjusted for race, years since first appointment, department, and setting, this finding remained significant. When academic productivity was included, as defined by number of refereed career publications in 1995, this association between gender and receipt of full professor rank was not significant. **Women were less likely to remain in academic medicine compared to men (485/632 or 81% of women v. 524/641 or 85% of men,  $p = 0.03$ )**, and again adding productivity to the model changed the association so it was no longer significant. However, in the analysis of associate dean, provost, and department

chair), **men were more likely to have a senior leadership role than women (137/641 (21%) of men v. 65/632 (10%) of women,  $p < 0.0001$ )** and even after adjusting for productivity women continued to be less likely to have senior leadership positions than men. The authors concluded that differences in rank, retention, and senior leadership of faculty by gender at US medical schools continue. **After 17 years of follow up, women were less likely to attain senior rank or remain in academic fields than their male counterparts, although this finding was not significant after incorporating productivity into the models.** Women were only half as likely to attain senior leadership roles in academic medicine, and this gender difference was not modified by inclusion of any covariates, including academic productivity. The authors called for increased recognition of this issue and support and opportunities for women in obtaining leadership positions. ■





## THE BALANCING ACT:

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



**JENNIFER PISANO, MD**

**The Balancing Act:  
Clinician, Educator,  
Wife and Mother**

### Professional Accomplishments

Dr. Jennifer Pisano is an Assistant Professor in the Section of Infectious Diseases and Global Health. She graduated from the University of Illinois, Urbana-Champaign and Rush Medical College. She completed her internal medicine residency and fellowship in infectious disease at the University of Chicago. She joined the faculty at the University of Chicago in 2011. Jen's current focus is in Transplant Infectious Diseases and she serves as the Medical Director of the UCM Antimicrobial Stewardship Program.

### Work-Life Balance

I met my husband during my 3rd year of medical school, during my clinical rotations. He is currently a Director of Product at Expedia and it was fantastic to grow with someone who was completely outside of the medical arena. We find we have a lot of the same struggles with managing teams and moving ideas and initiatives forward – we learn a great deal from each other and benefit often from how different our worlds are.

We were married in 2010 and were living in the South Loop when we had our first child in 2011. We completely lucked out by finding a nanny share with a local family who also worked at the

University of Chicago and found our current nanny through these connections. We moved to Riverside, IL in 2014 after we had our second child. We have 3 kids, Christopher (7y), and Evie (4y) and Luci (2y) and a noisy, busy, chaotic home life that I wouldn't trade for anything. Work-life balance still seems like an unattainable goal at times but I do my best, and I have never been happier. My parents and in-laws help and we prioritize time with extended family. The kids are at a neighborhood school and we have a wonderful community that we have met through school, sports and local activities. I am very happy that I took the advice from those before me, even many that have written this section of the newsletter before, and hired out as many tasks as possible. It took me a long time believe that it selfish with my time as possible and that those few precious hours at night and on the weekends should not be spent at the grocery store and running errands, but enjoying your family.

### Advice to Women Faculty and Trainees

**Prioritize self-care:** I am a better wife, mother and physician when I eat well, sleep 7 hours and exercise 4-5 times a week. This is not negotiable at this point.

**Find good help:** I am thankful that our nanny, Carolina, came into our lives and has been with us the last 4+ years. She has helped us raise our kids, run our household and maintain our sanity. We have help with house-cleaning twice a month. Amazon prime and Target deliver what we can't buy at Aldi/Costco. I now run errands without kids and pride myself on being in and out of Aldi in 15 minutes.

**Minimize disruptions:** Dedicate blocks of time for e-mail and close Outlook when working on other things. Even though multi-tasking is inevitable, I try to focus on completing one task at a time at work as well as at home and have found I am more efficient this way

**Invest in your relationships:** Ensure time for your partner (without the kids!) and invest in your close friendships at work and home. Share your struggles as we often have similar experiences. Be honest and laugh a lot. Use your connections to curate a long list of babysitters.

**Learn to say no or at least not say yes right away:** This is very hard early in training when you are still finding your path and an area that I only recently began to focus on. Thoughtfulness and honesty in managing expectations go a long way.



# GROWING THE PIPELINE: TRAINEES & STUDENTS



## WOMEN IN THE PIPELINE: FALL 2018

By: Rebeca Ortiz Worthington, MD

As part of a new initiative, the second “Women in Medicine” Morning Report was given on August 30th. The topic “Parenthood as an Academic Physician” was presented by Rebeca Ortiz Worthington, PGY-2, with panel discussants Jeanne Farnan, Julie Oyler, Nitasha Sarswat, and Helen Te. The discussion was based on a combination of research studies and the panelists’ personal experiences. The main topics covered were parental leave, and navigating the work culture of academic medicine while managing family responsibilities. The panelists’ thoughtful and honest perspectives helped highlight a range of approaches to these issues, and helped spark a discussion around parental leave policies in residency. We look forward to future Women in Medicine Morning Reports! ■



## RECENT DOM WOMEN’S COMMITTEE EVENTS

Department of Medicine Women’s Committee, New Faculty Reception , October 18, 2018, 4:30 pm to 6 pm ( see pictures above)

November 7, 2018, Noon to 1pm, Negotiation and Gender: Insights for the Medical Field, Alice F. Stuhlmacher, Ph.D., Professor, Industrial-Organizational Psychology Chair, Department of Psychology DePaul University

February 19, 2019, noon to 1pm, Department of Medicine Women’s Committee Grand Rounds, Eileen Reynolds, MD, Beth Israel Deaconess Medical Center, Former President SGIM, “Gender Equity in Medicine” ■



WOMEN AT THE FOREFRONT  
EDITORIAL BOARD

- Julie Oyler , MD
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