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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. VINEET ARORA, MD, MAPP

**Herbert T. Abelson Professor of
Medicine, Section of General
Internal Medicine**

**Dean for Medical Education of
the Biological Sciences Division
(eff July 1, 2021)**

Dr. Arora received a BA from Johns Hopkins University and MD from Washington University Medical School. She completed her residency in internal medicine, a year as chief resident, and fellowship in general internal medicine at the University of Chicago, and received a master's from the Harris School of Public Policy. In 2005, she joined the UChicago faculty. Dr. Arora is currently the Herbert T. Abelson Professor of Medicine, Assistant Dean for Scholarship and Discovery, and Associate Chief Medical Officer for Clinical Learning Environment. She is also an elected member of the National Academy of Medicine and serves on the Board of Directors of the American Board of Internal Medicine and the Joint Commission.

Throughout her career, Dr. Arora has demonstrated profound personal and academic investment in the quality of medical education. With a particular focus on the learning environment for medical trainees, she works to simultaneously improve the quality of learning and clinical care delivered by trainees in academic hospitals. Dr. Arora led pioneering work on resident sleep, fatigue, and handoffs that have informed changes in residency duty hours. She is the principal investigator of an AMA Accelerating Change in Medical Education grant to integrate health systems science into medical education and is a Josiah Macy Faculty Scholar for her work improving the interprofessional clinical learning environment at UChicago Medicine.

Dr. Arora's dedication to the highest standard of medical care and training is deeply connected to her commitment to equal opportunity in medicine. She has received NIH R01 funding to study novel methods for using social media to expose minority youth to medical research careers, and leads an NIH grant funded by the Diversity Program Consortium to improve mentor training for women and minority medical students at eight medical schools. She is a member of many groups working for gender equity in medicine, including Women of Impact, and the National Academies of Science, Engineering, and Medicine's Action Collaborative on Ending Sexual Harassment in Higher Education. Dr. Arora will succeed Halina Brukner, MD, who has held the position of Dean for Medical Education since 2018. →

VINEET ARORA, CONTINUED

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

VA: Leadership is not something that you learn in a classroom, but rather it's more about your experiences and the support and role modeling of other leaders. I have had many experiences in my life that have allowed me to both observe other great leaders and to develop my leadership skills.

My earliest major leadership position was high school band president. This leadership position along with being a representative in student government was an amazing experience in which I learned how to manage finances, coordinate travel, and manage peers with very diverse personalities, which can be a difficult skill to master. My next major leadership position was **chief resident** which was a high stakes position in which I expanded my skill set in managing peers as well as focused on fostering well-being and promoting professional education. On a national level, I gained significant leadership experience by serving as the **chair** of the American College of Physicians, Council of Resident/Fellow Members where I represented the voice of all **internal medicine** residents. I have been fortunate to be involved in Women of Impact which focuses on leadership development in women. I have learned that so much of leadership is advocacy: being an advocate for patients, trainees, and the community. As a leader, it is important to use your platform to advance change and rather than feeling inhibited by being a woman leader, use the fact that you are a woman as a platform for change.

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

VA: My main mentor in medical education was Dr. Holly Humphrey, the former Dean of Medical Education at UChicago. From Holly I learned the art of listening, and making people feel listened to. She taught me to make sure needs of most vulnerable patients and trainees are met. Holly would always say take the high road. Like Michelle Obama said, "When they go low, we go high!" I learned to always taking the high road, look for the wins, and celebrate the wins. So much in our jobs stressful and painful, but highlighting the positive helps build community. I had many other mentors in my career as research investigator. Eve Van Cauter PhD was my primary research mentor and taught me importance of communicating research questions in a way that reaches the public.

I am also a big believer in reverse mentoring. I have had many mentees over the years, and have learned from each of them. One example is when a mentee taught me the importance of Instagram and social media to reach the high school students that we were working with to develop interest in careers in healthcare. Early in your career, we ask "How will I make impact?" Then later in your career, you focus on developing a legacy. For me that is the people I've mentored. That is why I am looking forward to the role of Dean for Medical Education, to have an impact on the physicians of future.

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

VA: My advice for women faculty and trainees is to take the risk and go for it. Many times, women in particular worry about failure which may prevent them from taking a risk. However, it's important to focus on the positives and the learning from experiences, including failures. While externally, people may see only my successes, I see both my successes and my failures and I use my failures to push forward and learn. It is easy to get co-opted by imposter syndrome, but women in medicine are uniquely positioned to use their skill set and multi-tasking ability to be successful.

WF: As we emerge from the pandemic, what would you like to see Pritzker School of Medicine focus on?

VA: Overall, in addition to building on the great traditions here at Pritzker in so many areas, two areas that come to the top of my mind from the last year, with the intersecting pandemics of COVID-19 and structural racism are the need to ensure learners are engaged in learning environments that promote training in health systems science and teamwork as well as social justice and health equity. I hope to build on the great work already being implemented at Pritzker in these areas, and accelerate that to catalyze change not only for Pritzker students, but also for the residents, faculty and staff. We need to recognize that our learners are members of the health system, and are able to make an impact during their training on improving teamwork and systems of care. We also need to evaluate what have we done to improve equity for our learners and our patients. These issues of racism, that have been entrenched in medicine since the Flexner report, can't be fixed in a year but we can make great strides towards improving them as we work together. ■

THE EDITORS

FACULTY
SPOTLIGHT**LAUREN J. GLEASON, MD, MPH****Assistant Professor of Medicine, Section of Geriatrics & Palliative Medicine**

Dr. Lauren J. Gleason is an Assistant Professor of Medicine in the Section of Geriatrics and Palliative Medicine. She completed her medical degree at University at Buffalo School of Medicine, followed by her residency in **internal medicine** at University of Rochester and a **geriatrics fellowship** through the Harvard Multicampus Program. She also completed an MPH in **clinical effectiveness** at Harvard T.H. Chan School of Public Health. She is a geriatrician at UChicago Medicine and also cares for patients at UChicago Medicine Senior Care – South Shore and Symphony of South Shore where she is co-medical director. She also serves as the medical director on the inpatient geriatrics consult service.

She is the project director of a HRSA-funded Geriatrics Academic Career Award (GACA). Through this project, she leads geriatrics educational initiatives for health care professionals, students and community members around the 4Ms (Medications, Mobility, Mentation, Matters Most). Her interests involve development and implementation of IHI Age-Friendly QI initiatives and improving quality of care for older adults in the health system. At UChicago, she served on the interprofessional team alongside orthopedics, hospital medicine, physical and occupational therapies, pharmacy, and social work to design the hip fracture protocol. She has partnered with the emergency department on a falls initiative to improve screening for falls and education around falls as a sentinel event in the emergency department and co-hosted two Geriatric Emergency Department Educational Symposia which were attended by interprofessional teams. Currently, she is working on implementing universal delirium screening in the hospital system. →

LAUREN GLEASON, CONTINUED

In her role at Symphony of South Shore, Dr. Gleason led the nursing home team and staff through its COVID-19 management. She collaborated with UCM infectious disease and geriatrics faculty, geriatrics fellows and others, in implementing novel cohorting and medical management of COVID-19 and developed communication templates to assist families during the on-going visitor restrictions. Her work resulted in 5 publications. She has also been involved in clinical teaching through the AHRQ-IHI COVID-19 Nursing Home

Action Network. She also serves as a co-investigator on a NIH/AHRQ grant Assessing and Improving Patient Safety Measurement in Nursing Homes.

Nationally, Dr. Gleason is a member of the American Geriatrics Society Public Education Committee and serves as an Associate Editor for *Aquifer Geriatrics*, the national American Geriatrics Society National Online Curriculum for medical and health professions. On a personal level, she is the mom of two boys, ages 2 and 6, and enjoys cycling on her Peloton, traveling, and spending time with husband and children in her free time. ■



TRAINEE SPOTLIGHT



Arian Frost, MD, Miya Smith, MD, and Jamie Staudt, MD
2021-2022 Chief Residents, Emergency Medicine Residency Program

Dr. Frost is originally from New Mexico. She majored in Biochemistry at Colorado College before receiving her MD from University of Wisconsin. Dr. Smith grew up in Kansas City, Missouri. She graduated from Vanderbilt University with a dual major in Russian and Cognitive Disorders & Human Behavior and earned her MD at Meharry Medical College. Dr. Staudt is from the Chicagoland area. She majored in Spanish studies at Santa Clara University and earned her MD at University of Chicago. ■



NEW FACULTY



MARINA GARASSINO, MD
Professor of Medicine (Hematology/Oncology)

Dr. Garassino is an internationally recognized expert in the treatment of thoracic malignancies. She graduated from the Medical School of Università degli Studi of Milan, Italy, where she also completed her training in medical oncology. After a fellowship at the Christie's Hospital in Manchester (UK), she served as a physician oncologist in prestigious Italian cancer centers. She previously led the Thoracic Medical Oncology Unit at one of the most renowned comprehensive cancer centers in Italy, the Istituto Nazionale dei Tumori of Milan. She focuses her clinical and translational research on advanced and locally advanced NSCLC, mesothelioma, thymoma and thymic carcinoma, and has specific interests in drug development, precision medicine and immuno-oncology. She has authored over 175 peer-reviewed papers including several that have radically changed the treatment paradigm of and treatment guidelines for lung cancer around the world. In response to the COVID-19 emergency, Dr. Garassino established and brought together an international group of physicians and investigators to study the impact of COVID-19 on patients with lung cancer. This led to the initiation of the Thoracic Cancers International COVID-19 Collaboration, or TERAVOLT, a global registry for patients with thoracic cancers and COVID-19. Currently, 180 centers from 25 countries have joined the consortium. Data from this consortium has been published in *Lancet Oncology* and *Cancer Cell*. Dr. Garassino has been the recipient of many international awards from prestigious organizations such as the American Society of Clinical Oncology, and she is the founder and president of Women for Oncology in Italy. She is a strong advocate for gender equality believing in the importance and value of creating an environment with diversity. ■



NEW APPOINTMENTS

Vineet Arora, MD, MAPP (General Internal Medicine) – Dean for Medical Education, Biological Sciences Division & Pritzker School of Medicine

Jennifer Pisano, MD – Appointed as interim chief, Section of Infectious Diseases & Global Health. ■



RECENT PROMOTIONS

Promoted to the rank of Professor

Teresita Hogan, MD
(Emergency Medicine)

Promoted to the rank of Associate Professor

Anna Volerman Beaser, MD (General Internal Medicine)
Mai Tuyet Pho, MD (Infectious Diseases & Global Health) ■



HONORS AND AWARDS

NATIONAL/REGIONAL APPOINTMENTS/ELECTIONS, HONORS, AND AWARDS

Megan Huisingh-Scheetz, MD (Geriatrics & Palliative Medicine) – Recipient of the AGS 2021 Arti Hurria Memorial Award for Emerging Investigators in the Subspecialties of Internal Medicine that are Focused on the Care of Older Adults

Wei Wei Lee, MD (General Internal Medicine) – Elected as the Medical Staff Councilor for a 3-year term effective July 1, 2020

Doriane Miller, MD (General Internal Medicine) – Appointed to the National Center for Advancing Translational Sciences/CTSA Program's National Taskforce on Diversity, Equity and Inclusion.

Olufunmilayo Olopade, MD (Hematology/Oncology) – Elected to the National Academy of Sciences; recipient of the American Lung Association of Greater Chicago – Outstanding Mother Award

Monica Peek, MD (General Internal Medicine) – Elected to the American Diabetes Association Science and Health Care Council

Amber Pincavage, MD (General Internal Medicine) – Elected to the Council of Clerkship Directors in Internal Medicine

Mai Pho, MD (Infectious Diseases & Global Health) – Appointed to the Population and Public Health Approaches to HIV/AIDS Study Section for the Center for Scientific Review/NIH

Valerie Press, MD (General Internal Medicine) – Recipient of the 2021 Association of Chiefs and Leaders in General Internal Medicine Frederick L. Brancati Mentorship and Leadership Award

Sonali Smith, MD (Hematology/Oncology) – Recipient of the 2021 ASCO Excellence in Teaching Award

Helen Te, MD (Gastroenterology, Hepatology & Nutrition) – Recipient of the American Society of Transplantation's Physician of Distinction Award

Chicago magazine Exceptional Women in Medicine:

- Cardiology: **Jeanne De Cara**
- Dermatology: **Diana Bolotin, Victoria Barbosa, & Arlene Ruiz de Luzuriaga**
- Endocrinology/Peds Endocrinology: **Tamara Vokes, Christine Yu, Diane Deplewski**
- GI: **Helen Te and Carol Semrad**
- Geriatrics/Palliative Medicine: **Stacie Levine and Monica Malec**
- Hematology/Oncology: **Simona Chivu, Gini Fleming, Lucy Godley, Olwen Hahn, Hedy Kindler, Rita Nanda, Toyosi Odenike, Funmi Olopade, Sonali Smith, Wendy Stock**
- Infectious Diseases: **Kathleen Mullane**
- Internal Medicine: **Diane Altkorn, Deborah Burnet, Kamala Cotts, Mindy Schwartz, Monica Vela**
- Nephrology– **Mary Hammes**
- Pulmonary/Critical Care– **Mary Strek**

DEPARTMENT OF MEDICINE AWARDS

2021 Research Day Best Poster Winners:

Basic Research: **Xue Gao, PhD (Hematology/Oncology)**: "Selective Signaling Importance of "functionless" lyso-PAF, an Inactive Form of Platelet Activating Factor, in Cancer with mutant Nras"

Clinical Research: **Kimberly Stanford, MD, MPH (Emergency Medicine)**: "Increased Diagnoses of Acute HIV Infection in Patients Screened in the Emergency Department During the COVID-19 Pandemic"

Health Services Research: **Maria Pyra, PhD (IDGH)**: "HIV PrEP Persistence among Black Ciswomen"

BIOLOGICAL SCIENCES AWARDS

2021 Gold Key Award Recipients: **Halina Brukner, MD and Michelle Le Beau, PhD**

2021 Bucksbaum Institute of Clinical Excellence

- Senior Faculty Scholars: **Diana Bolotin, MD, PhD, Keegan Checkett, MD and Doriane Miller, MD**
- Junior Faculty Scholar: **Milda Saunders, MD**

PRITZKER SCHOOL OF MEDICINE AWARDS

2021 AOA Faculty Honoree: **Kamala Cotts, MD**

2021 Favorite Faculty Awardees: **Keme Carter, MD; Jeanne Farnan, MD, Wei Wei Lee, MD, Monica Vela, MD**

2021 Pritzker Humanism & Excellence in Teaching Award: **Alexandra Rojek, MD**

NEW FEDERAL/SELECT NON FEDERAL GRANTS

Anindita Basu, PhD (Genetic Medicine) – New grant from the Helmsley Charitable Trust entitled "A Cell Atlas of the Ileal colonic Crohn's Disease"

Eileen Dolan, PhD (Hematology/Oncology) – Renewal of the Susan G. Komen Breast Cancer Foundation award entitled "The University of Chicago Graduate Training Program in Breast Cancer Disparities"

Lucy Godley, MD, PhD (Hematology/Oncology) – New NIH U24 entitled "Myeloid Malignancy Variant Curation Expert Panel"

Yu Ying He, PhD (Dermatology) – New NIH R01 entitled "The mechanistic role of METTL14 in UVB-induced skin tumorigenesis"

Bana Jabri, MD, PhD – Renewal of NIH P30 entitled "Center for Interdisciplinary Study of Inflammatory Intestinal Disorders"

Karen Kim, MD – New grant from Blue Cross/Blue Shield of Illinois entitled "Asian American Mental Health Initiative (AAMI)"

Xuanyao Liu, PhD – New NIH R35 entitled "Statistical Methods to Study the Genetic Basis and Mechanisms of Trans gene regulation" ■



THE BALANCING ACT:

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



**KRYSTA WOLFE, MD
(PULMONARY AND
CRITICAL CARE)**

**The Balancing Act:
Critical Care Physician
and Mom**

PROFESSIONAL ACCOMPLISHMENTS

Dr. Krysta Wolfe is an Assistant Professor of Medicine in the Section of Pulmonary and Critical Care. Her clinical work involves caring for patients in the medical intensive care unit and pulmonary clinic. Outside of her clinical work, she is involved in resident education as Core Faculty for the Internal Medicine residency program with a focus on ultrasound curriculum development. She also acts as a mentor to residents and fellows as part of the Critical Care Outcomes research group, where she serves as a co-PI on several ongoing clinical trials. She recently took on the role of Associate Medical Director of the MICU and is spearheading efforts to improve sepsis outcomes in the ICU.

WORK-LIFE BALANCE

I am a mother of three (ages 8, 4, and 9 months). My husband works in marketing, and we live in the West Loop where our kids go to school and daycare. We do not have immediate family nearby so shared responsibility is a necessity. Work-life balance is fluid, tipping between more work some weeks and more “life” others. We rely on after-school programs with flexible hours and activities such as music class and soccer that directly pick up from school (no drop off is a major bonus!). This past year, with the expansion in my job description to full-time childcare provider, teacher, and critical care physician during a pandemic, has been a challenge to say the least. I have truly cherished the extra time with my family while learning to accept that wearing all the hats all the time is just not possible (especially the being a teacher part, bless them!).

ADVICE TO WOMEN FACULTY AND TRAINEES:

Be present in the moment

It's so easy to be distracted while at home by something at work and vice versa. Countering this takes regular effort and dedication to being focused and present in the moment. I like the quote by Katie Couric, “Get rid of the guilt...When you're at one place, don't feel bad that you're not at work; when you're at work, don't feel bad that you're not at home.” This means that when I'm home, the devices are put away and focus is put on sitting around the table as a family, story time, etc.

Schedule!

Life has a lot of moving parts and can become overwhelming without a system for organization, which for us is a shared and detailed schedule. This extends beyond drop offs and soccer though. We include carving out time for quality family time, date nights, happy hours, exercise, or whatever else is needed to be your best self. The same goes for at work. Academics offers variety and independence in one's schedule, but to stay on task I schedule blocks of time each day to tackle my various to-do's.

Have grace with yourself

I struggle when asked how to find balance because the answer is so different for each person. There are many days when the balance isn't quite there, but you just make it work. That's most of what being a working mom is for me...making it work. This might mean I miss the party at school or can't be that mom who makes a DIY Halloween costume, but that's okay. We are all doing our best and need to extend grace to ourselves!



BOOK CORNER



The Doctors Blackwell by Janice Nimura is an excellent read for anyone interested in women in medicine, and the history and culture of our profession. It tells the story of sisters Dr. Elizabeth Blackwell and Dr. Emily Blackwell. Elizabeth was the first woman to earn an MD degree in the US, and Emily was the third. What was it like for Elizabeth to apply over and over, only to be rejected from medical schools because of her sex? Or for Emily to be kicked out just short of graduation by Rush Medical College in Chicago? Why did they end up starting a medical college specifically for women? How were things different in Europe? Why did Elizabeth and Emily not align more strongly with the broader women's rights movement? The book is well written, researched and documented, and is a pleasure to read. Many challenges faced by Elizabeth and Emily are still relevant for women and other underrepresented groups in medicine today.

-by Deborah Burnet

#HeForShe

USING #HeForShe ALLYSHIP TO CLOSE MEDICINE'S GENDER GAP



By Bennett Waxse (PGY4 Medicine – Pediatrics Resident)



In 2003, women made up a majority of medical school applicants for the first time ever in the United States. While it would take 16 years for women to make up a majority of medical school graduates, a growing body of work demonstrates what nearly half of us experience every day - representation is only one of many inequities faced by women in medicine. This spring, Dr. Everett Vokes and I reviewed these data with the internal medicine residents during a morning report, and we discussed how allyship from trainee to chair can help close the gender gap.

I still remember the night on call when my intern introduced herself as Dr. X after I started with, “Hi, I’m Bennett.” As a male resident, I am rarely mistaken for anything other than doctor, and when I used this experience as an invitation to learn more, I was shocked how much I didn’t know. Women face underrepresentation almost everywhere in medicine: in leadership, as grand rounds speakers, as plenary speakers, as editorial board members, as senior authors, and on study sections. For example, in 2019, only 18% of department chairs and 18% of deans were women. Compared to men, women are compensated less, they cite inadequate mentorship as a barrier to promotion, and they face higher domestic demands at home. In reviews, descriptors follow implicit gender norms; in introductions, women are less frequently introduced by their title; and with both patients and colleagues, women face higher rates of almost every type of harassment.



While studies show that female representation is increasing slowly, at the current rate we will not have parity among deans and chairs until 2070...and that was before the COVID-19 global pandemic led to increased domestic demands, reduced work hours, and fewer publication submissions for women. So where do we go from here? In 2014, the UN launched the #HeForShe global initiative to build a new alliance for gender equality. HeForShe is a prime example of allyship, which can be described as a proactive practice of unlearning and re-examination, in which a person of privilege works in partnership with an affected group of people. Here are 11 ways all of us can support women in medicine, chair, faculty, and resident alike.

1. Listen and learn from women’s experiences
2. Identify and interrupt implicit bias in communication, evaluations, and introductions
3. Credit women for their work and ideas
4. Call out inappropriate speech, discrimination, and harassment when (and after) it occurs
5. Mentor, sponsor, and connect women
6. Nominate women for awards and put women on journal editorial boards
7. Promote women to leadership positions
8. Say no to “manels” (the all-male panel)
9. Provide equal pay for equal work
10. Institute standardized family-friendly policies
11. Protect women during epidemics

UPCOMING DOM WOMEN'S COMMITTEE EVENTS

- **Women in Medicine Summit September 24-25, 2021.** A conference designed to amplify the lives of women in medicine and work towards gender parity in healthcare through: skills development, action plans, advocacy, professional growth, education and inspiration <https://www.womeninmedicinesummit.org/>
- DOM Women’s Professional Development speaker, “Getting Promoted in Academic Medicine”, October 2021
- DOM Women’s Committee Grand Rounds speaker, February 1, 2022, noon-1pm **Valerie E. Stone, MD, MPH**, Vice Chair for Diversity, Equity and Inclusion Department of Medicine, Brigham and Women’s Hospital, Grand Rounds presentation on “Transforming Clinical Practice to Eliminate Racial–Ethnic Disparities in Healthcare

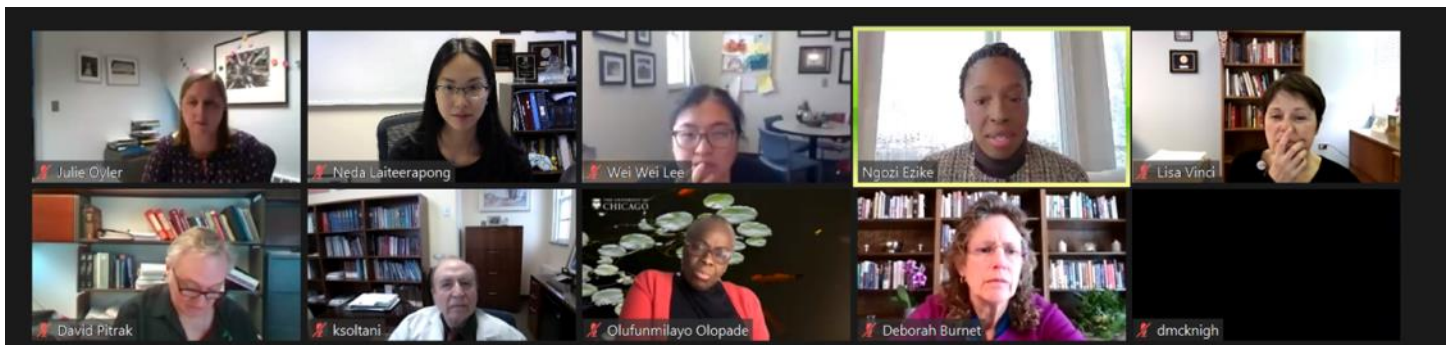
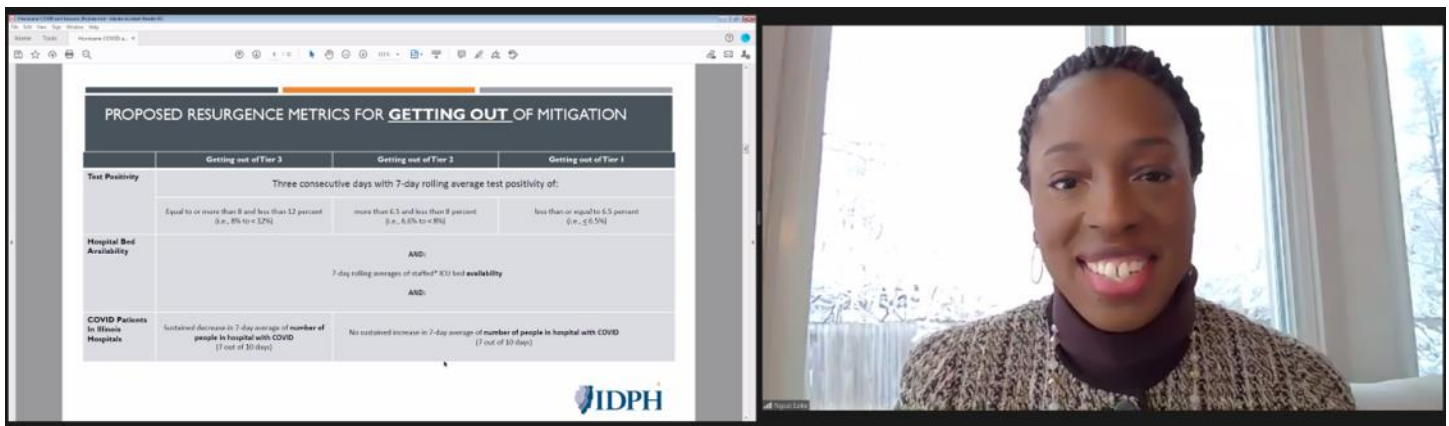


RECENT DOM WOMEN'S COMMITTEE EVENTS

- **Abby Spencer, MD MS FACP**, Vice Chair of Education and Professor of Medicine, Director of the Academy of Educators at Washington University School of Medicine speaking on "Mentorship in Medicine". May 5, 2021
- DOM Women's Committee Grand Rounds speaker, January 26, 2021, noon-1pm **Dr. Ngozi Ezike**, Director of the Illinois Department of Public Health speaking on "Hurricane COVID and Lessons (Re)Learned"

WELCOME TO NEW DEPARTMENT OF MEDICINE WOMEN'S COMMITTEE MEMBERS

- **Jade Pagkas-Bather, MD** – Section of Infectious Diseases
- **Amita Singh, MD** – Section of Cardiology
- **Jori Sheade, MD** – Hematology/Oncology Fellow
- **Athalia Pyzer, MD, PhD** – Internal Medicine Resident (future Hematology/Oncology Fellow)



DOM Women's Committee Grand Rounds speaker, January 26, 2021, Dr. Ngozi Ezike, Illinois Department of Public Health

WOMEN AT THE FOREFRONT
EDITORIAL BOARD

- Julie Oyler, MD
- Catherine Lee, MD
- Adriana Segura Olson, MD
- Annette Westerberg

