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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 KEME CARTER, MD

**Associate Professor of
Medicine, Section of
Emergency Medicine**

**Associate Vice Chair for
Diversity, Equity and
Inclusion (DEI) Education**

**Associate Dean for
Admissions, Pritzker School
of Medicine**

**Director of Undergraduate
Medical Education for the
Section of Emergency
Medicine**

**Emergency Medicine
Clerkship Director**

Dr. Carter was recently appointed as Associate Vice Chair for Diversity, Equity, and Inclusion (DEI) Education. In her new role, Dr. Carter will work closely with Drs. Doriane Miller, interim Vice Chair for DEI and John McConville, Vice Chair of Education, as well as program directors across the Department to oversee recruitment, GME climate as it relates to DEI, GME affinity groups and faculty development.

Dr. Carter obtained her medical degree from the University of Alabama School of Medicine, and completed her residency training in emergency medicine at the University of Chicago. She subsequently joined our faculty in 2010. In addition to her role at Pritzker, Dr. Carter currently serves as the Director of Undergraduate Medical Education for the Section of Emergency Medicine and the Emergency Medicine Clerkship Director.

Dr. Carter's passion for enhancing diversity in medical education is exemplified by her contributions at PSOM where she led initiatives that resulted in a significant increase in the number of underrepresented and low-income students who matriculate, earning PSOM recognition as one of the most diverse and selective medical schools in the country. She has been recognized for her excellence as a medical educator by her peers, residents, and students. She currently serves as a Master in the Academy of Distinguished Medical Educators and as a Faculty Scholar in the Bucksbaum Institute for Clinical Excellence, and is a two-time recipient of the Doroghazi Outstanding Clinical Teaching Award and the Leonard Tow Humanism in Medicine Award. In 2015 she was awarded the Biological Sciences Division Distinguished Educator/Mentor Award for Excellence in Clinical Education and in 2021 she was named as the recipient of the Department of Medicine's Diversity Award. →

MEET DR. KEME CARTER, CONTINUED

Working with Drs. Miller and McConville, Dr. Carter will ensure and organize a departmental presence at national recruitment conferences, provide key guidance for faculty in conducting holistic review, support the development and implementation of recruitment strategies, and liaise between the GME Diversity Committee and the DOM to identify interventions that promote a climate of belonging for trainees of diverse backgrounds. Dr. Carter will also play an important role in facilitating mentor/mentee relationships between URiM trainees and DOM faculty

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

KC: I have had the privilege of learning from leaders with different leadership styles, many of whom are women. Early on into my tenure as an assistant professor, I started to actively absorb and emulate the demonstrated leadership skills that I saw around me. I would identify and practice incorporating qualities that were admirable into my own leadership style. Keenly observing and incorporating leadership styles and skills early on is important and something that I describe to trainees and mentees as well.

In terms of being named to leadership positions, the first part of my strategy and success has been to follow my passion. Early on in my career, I knew that medical education was going to be my niche. The emergency medicine clerkship was my first platform to exercise my creativity and build collaborative relationships with people around me and by doing that, I was able to be productive. Secondly, it has been important for me to build a network of mentors and sponsors.

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

KC: My network of mentors and sponsors has been integral to my growth into leadership positions. Each of my mentors has had different strengths which has helped me to develop and grow my vision for myself and my skillset. I have been so fortunate to have had mentors who have cared about me both personally and professionally. Their investment in me has been critical to my personal and professional identity formation. I credit my mentors with always helping me to see a path forward that aligns best with my skills and talents. From my mentors and sponsors, I have also had excellent role modeling in how to pay it forward, contribute to the growth of those coming behind me, and help guide and smooth their path to success.

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

KC: First, recognize your talents and your gifts and don't shy away from being able to name them. It's important to know what we contribute and be able to talk about it, particularly in settings of leadership and potential leadership.

Additionally, within our department, it is important for us to reach across disciplines; this has been crucial in my career. Not only do I have mentors within emergency medicine, I also have mentors in other specialties that have contributed to my growth. We have the benefit that within our department, our culture fosters positive cross-disciplinary collaboration and mentorship.

WC: What are your future goals and vision for DEI Education at the University of Chicago?

KC: My passion has always been for the learner and for creating educational spaces for learners of diverse backgrounds to thrive on their journey towards the acquisition of skills and knowledge.

With my new role, my overall focus is on climate and culture, recruitment, and resident selection; there are a few things I strive for moving forward:

- Zeroing in on the needs of our learners and understanding, from their perspectives, what blind spots we, as faculty, may have that could be working against fostering a sense of belonging for all. We can make tangible changes to our learning environment and create safe learning spaces where our trainees of diverse backgrounds feel valued and can thrive.
- Facilitating the process by which learners find their mentors and sponsors, and access pathways to faculty positions.
- Recruitment of diverse trainees, not only through best practices, but by examining our biases. We all have biases, but it is important to examine them, tear them down, and educate ourselves in order to encourage and foster an environment that creates more equitable selection processes. We need to pay particular attention to how we diversify our applicant pool through pipelines, publicizing and marketing our learning environment, and setting diversity in the applicant pool as a priority. ■



WOMEN IN THE NEWS: FACULTY SPOTLIGHT



MIM ARI, MD
Assistant Professor of
Medicine, Section of
General Internal Medicine

Dr. Mim Ari is an Assistant Professor of Medicine in the Section of General Internal Medicine. She completed her medical degree at the University of Colorado School of Medicine, where she continued her training with an internal medicine residency (primary care track) and chief resident year. Prior to coming to the University of Chicago in 2017, she worked at Denver Health and at Cook County. She is currently a practicing general internist in the Primary Care Group, and attends on the general medicine wards and on the opioid use disorder (OUD) consult service.

Dr. Ari has a strong interest in integrating substance use disorder (SUD) treatment into her career as a general internist. She is board certified in addiction medicine, and treats patient with SUDs in her primary care clinic. She is a founding member of the OUD consult service, launched in 2019, which currently sees 40-60 hospitalized patients a month with OUD across all service lines. She has spearheaded educational efforts for IM residents and students on SUDs, collaborated with colleagues in EM and geriatrics, and has presented nationally on teaching learners about SUDs and decreasing stigma, and OUD consult service creation. She is also MPI on the AHRQ-funded I-COPE grant to improve care for older adults in Chicago with chronic pain, opioid use, and OUD. As part of this work, she is implementing clinical decision support tools in 36 clinics across Chicago, and has co-created an ECHO-Chicago course entitled Pain Management and OUD in Older Adults.

Through her work as core faculty for the University of Chicago's primary care track, LUCENT (Leadership for Urban Primary Care and Education and Transformation), she enjoys mentoring the next generation of primary care leaders and encouraging the diverse career paths available to general internists. As co-director of intern recruitment for the Internal Medicine Residency for the last three years, she has focused recruitment efforts on attracting a talented, compassionate, and diverse class of future internists who are committed to caring for the South Side community.

She is grateful for the strong mentorship within and outside of her division which has allowed her to pursue her myriad interests within general medicine and grow as an academic physician. Outside of work, she enjoys exploring Chicago's museums, playgrounds and art events with her two children (ages 2 and 6) and husband, reading, walking and connecting with friends. ■



TRAINEE SPOTLIGHT



**MARGARET BOYLE, MD, MARGARET BRUNS, MD,
ERIN DODD, MD, ERIN IBLER, MD**
Dermatology Chief Residents

The four senior dermatology residents are often referred to as "The Erins and The Margarets". "The Erins", Erin Ibler and Erin Dodd both hail from Minnesota and bring their Minnesota niceness with them. "The Margarets", Margaret Boyle and Maggie Bruns, are both new moms as of Spring 2021 and have helped each other navigate balancing residency and motherhood. Erin Dodd can be found running marathons for an amazing cause (PAWS) and will soon be training for the London Marathon! Erin Ibler is an avid explorer, including a literal trip around the world prior to starting residency. Maggie Bruns helped start the first dermatology free clinic in conjunction with the Pritzker Bridgeport Free Clinic. Margaret Boyle has a wealth of knowledge from her internal medicine residency she brings to dermatology as she runs a complex medical dermatology clinic. ■



NEW FACULTY



ADA WEINSTOCK, PHD

Assistant Professor of Medicine (Genetic Medicine)

Dr. Weinstock received her Ph.D. in Stem Cells and Immunology at Weizmann Institute of Science in Rehovot, Israel and recently completed her postdoctoral fellowship at NYU. Her research interests are focused on unraveling mechanisms that promote resolution of obesity-related inflammation, including atherosclerosis.



AMEERA HAAMID, MD

Assistant Professor (Emergency Medicine)

Dr. Haamid earned her medical degree from the University of Illinois College of Medicine and completed her EMS fellowship at Denver Health Medical Center and her emergency medicine residency at John H. Stroger, Jr. Hospital at Cook County Health. Dr. Haamid has been active in developing education and initiatives as it relates to structural racism, social justice, and health inequities. ■



NEW APPOINTMENTS

Eileen Dolan, PhD – Deputy Director, UCCCC

Esra Tasali, MD – Director, UChicago Sleep Center

Keme Carter, MD – Associate Vice Chair for DEI Education, Department of Medicine

Julie Oyler, MD – BSD Deanship Advisory Committee (Clinical)

Sonali Smith, MD – BSD Deanship Advisory Committee (Clinical)

Sarah Stein, MD – 2022 BSD Faculty Advisory Committee – Slate A (alternate)

Sonia Kupfer, MD – Director, Physician Scientist Development Program ■



RECENT PROMOTIONS

Promoted to the rank of Associate Professor

Karima Addetia, MD – Cardiology

Navneet Cheema, MD – Emergency Medicine

Megan Huisingh-Scheetz, MD – Geriatrics & Palliative Medicine

Tia Kostas, MD – Geriatrics & Palliative Medicine

Cevher Ozcan, MD – Cardiology

Katie Tataris, MD – Emergency Medicine ■





HONORS AND AWARDS

National/Regional Appointments/ Elections, Honors, and Awards

Marisa Alegre, MD, PhD – Elected to the American Association for the Advancement of Science (AAAS)

Amber Pincavage, MD – Elected President – Elect of Clerkship Directors in Internal Medicine (CDIM)

Wei Wei Lee, MD – SGIM Scholarship in Medical Education Award

Shellie Williams, MD - Inaugural recipient - Richard Payne Leadership Award from the Hastings Center and Cunniff-Dixon Foundation

2022 Chicago Magazine Top Doctors

Cardiology: Jeanne DeCara,

Dermatology: Victoria Barbosa, Diana Bolotin, Juliana Basko-Plluska, Arlene Ruiz de Luzuriaga,

Endocrinology, Diabetes & Metabolism: Tamara Vokes

Gastroenterology: Carol Semrad, Helen Te, Mary Rinella

General Internal Medicine: Deborah Burnet, Kamala Cotts, Mindy Schwartz

Geriatric & Palliative Medicine: Stacie Levine, Monica Malec

Hematology: Wendy Stock

Infectious Diseases: Kathleen Mullane

Medical Oncology: Gini Fleming, Lucy Godley, Olwen Hahn, Hedy Kindler, Rita Nanda, Olatoyosi Odenike, Olufunmilayo I. Olopade, Ardaman Shergill, Sonali Smith,

Nephrology: Mary Hammes

Pulmonary Disease: Mary Streck

University of Chicago Award

Doriane Miller, MD – Recipient of the 2022 UC Diversity Award

Biological Sciences Award

Diane Altkorn, MD(GIM) – 2022 Gold Key Award

Pritzker School of Medicine Awards

2022 Favorite Faculty:

Keme Carter, MD

Jeanne Farnan, MD

Wei Wei Lee, MD

Amber Pincavage, MD

Doroghazi Clinical Teaching Award:

Keme Carter, MD (3 time winner)

Department of Medicine Research Day Best Poster Awards:

Bhakti Patel, MD (P/CC): Clinical Research-“Randomized Clinical Trial of Long-term Outcomes with Early Mobilization of Mechanically Ventilated Patients”

New Federal/Select Non Federal Grants

Marina Garassino, MD (HO) -New grant from the European Commission entitled “*Integrative science, intelligent data platform for individualized lung cancer care with immunotherapy*”

Karen Kim, MD (GI) - New grant from Guardant Health entitled “*Accelerating Colorectal Cancer Screening Adherence through Blood-Based Testing*”

Cevher Ozcan, MD (Cardiology) –New grant from HRSA entitled “*Mechanisms of Coronary Microvascular Disease in Atrial Fibrillation*”

Megan Prochaska, MD (Nephrology) – New NIH K23 entitled “*Mechanisms of disordered citrate and oxalate excretion in nephrolithiasis*” ■





HONORS AND AWARDS

BSD Awards

Monica Peek, MD (GIM) - Distinguished Leader in Diversity and Inclusion

Bhakti Patel, MD (P/CC) - Distinguished Investigator

BSD Awards

Tia Kostas, MD, (Geriatrics/Palliative Medicine)- Distinguished Leader in Program Innovation

Stacie Levine, MD, (Geriatrics/Palliative Medicine)- Distinguished Educator and Leader



THE BALANCING ACT:

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



SARA KALANTARI, MD

**The Balancing Act:
Cardiologist and Mom**

PROFESSIONAL ACCOMPLISHMENTS

Dr. Sara Kalantari is an assistant professor of medicine in the Section of Cardiology specializing in advanced heart failure, cardiac transplantation, and mechanical circulatory support. She is an expert in exercise physiology and is the Director of the Cardiopulmonary Exercise Lab. She founded the Dyspnea Clinic to establish the diagnosis and best treatment course for multifactorial or unexplained dyspnea. She has a strong passion for education and serves as the cardiology section coordinator for the Vignettes in Physiology medical school course as well as the Course Director for the annual Courage and Innovation Symposium for advanced heart failure.

I try to be present and in the moment during times with my family. When work and family time overlap, I'm proud to have my children witness their mother be engaged and passionate about her work.

ADVICE

Take time for yourself

As a physician and a mother, I focus a lot on the needs of others. I think it's important to take time for yourself engaging in an activity that provides you with enjoyment and personal satisfaction.

Focus on gratitude

Working in advanced heart failure comes with a lot of time spent discussing and focusing on palliative care. With this I am reminded of how much I have to be grateful for and to try to be present in the moment. Value your social support. Appreciate the people you have in your life who support you.

Be comfortable saying no

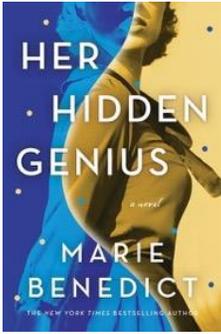
In both your personal and professional life, you need to be comfortable saying "no" if the commitment you are being asked to do does not align with your own goals. ■

WORK-LIFE BALANCE

I have two children (ages 3 and 5). My husband is a lawyer and organizing our work schedules with childcare can be challenging. We are fortunate to have a great social support system with both a part-time nanny as well as my mother who lives nearby. As a nurse practitioner, my mother has been a great role model for how to be successful at work while also prioritizing family and personal well-being. She helps with school drop-offs and pick-ups as well as after school and weekend care when I'm on call. Every day I take time for myself to exercise which for me provides both physical and mental restoration.



BOOK CORNER



Quick read historical fiction about Rosalind Franklin's career whose hard work and talent led to the discovery on DNA. This is an interesting story about her life and career highlighting her struggles with her family who did not understand her interest in science and the epic dislike, ridicule and discrimination that she faced in the male dominated world of science. The book details her interactions with James Watson, Francis Crick, and Maurice Wilkins who all received the Nobel Prize in Physiology of Medicine for their discoveries concerning the molecular structure of nucleic acids and its significance for information transfer in living material. These discoveries were based largely on the X-ray diffraction images of DNA that Rosalind Franklin discovered, but she died prior to the Nobel Prize.

–Summary by Annette Westerberg and Julie Oyler ■



WORK-FAMILY CONFLICT IN ACADEMIC MEDICINE

Mody, L., Griffith, K.A., Jones, R.D. et al. *Gender Differences in Work-Family Conflict Experiences of Faculty in Academic Medicine*. *J GEN INTERN MED* 37, 280–282 (2022). <https://doi.org/10.1007/s11606-020-06559-7>

The authors of this study surveyed recipients of new career development awards from the National Institutes of health (NIH) to evaluate work interference with family and family interference with work as well as the perceptions of family on career progress. This study found that **women in academic medicine were more likely than men in academic medicine to be in relationships with partners who were employed full-time**. The findings of the survey suggest that that career advancement of women is more affected by the demands of family than the career advancement of men and that **women are more likely to make sacrifices than men to accommodate their partner's career**. The authors suggest that institutions should explore potential policies to reduce work-family conflict including alternative promotions paths. ■



RECENT DOM WOMEN'S COMMITTEE EVENTS

2/1/22 Grand Rounds, Nancy D. Spector, MD, Professor of Pediatrics, Vice Dean for Faculty, Executive Director, Executive Leadership in Academic Medicine, Drexel University College of Medicine, **“Moving the Needle: Mentorship, Sponsorship and Allyship”**

2/28/22 Book Talk, Lucy Lester, MD, Retired University of Chicago Pediatric Pulmonary Professor, speaking on her recent book **“Women and the Practice of Medicine”**

4/19/22 Grand Rounds, Anne Taylor MD, Columbia University, Vice Dean of Academic Affairs, **“Women at Columbia: Courageous Past, Flourishing Present, Future Challenges”**

UPCOMING DOM WOMEN'S COMMITTEE EVENTS

9/28/22 Vineet Arora, MD,MPP opens the **“Gender Equity and Ethics “** Seminar series held every Wednesday at noon

9/28/22 Amy Gottlieb, MD Chief Faculty Development Officer, Associate Dean for Faculty Affairs, and Professor of Medicine and Obstetrics & Gynecology at Baystate Health , **“Closing the Gender Pay Gap in Medicine: Identifying Drivers of Inequity and Devising Solutions”**

10/25/22 Grand Rounds, Valerie E. Stone, MD, MPH, Vice Chair for Diversity, Equity and Inclusion, Department of Medicine, Brigham and Women's Hospital, Professor of Medicine, Harvard Medical School, **“Transforming Clinical Practice to Eliminate Racial–Ethnic Disparities in Healthcare”**



WOMEN AT THE FOREFRONT

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