The Academic Women’s Network is celebrating its 25th Anniversary in 2015!

Dear AWN members,

At the time of AWN’s inception in 1990, the landscape for women in academic medicine is reflected in the conclusions of this study: Comparing the Status of Women and Men in Academic Medicine published in Ann Intern Med., 1993. “Although women do similar professional tasks and achieve similar levels of academic productivity, they receive fewer rewards for their work, both in academic rank and monetary compensation.”

In 1990, female faculty represented approximately 33% of all medical school faculty nation-wide across all ranks. However the enrollment of women in graduate and medical school was steadily rising and was at nearly 40% (AAMC data). Recognizing this gap, and hoping to identify and address potential barriers for women in academic medicine, the female faculty of WUSM established the Academic Women’s Network. It was a grassroots effort. At its inception, six women faculty met to discuss how best to achieve academic advancement. The late Dr. Rosalind H. Kornfeld, Professor of Medicine and of Biochemistry and Molecular Biophysics was one of the inspiring forces. With only a handful of senior women as role models, these women recognized the need to promote interactions among women faculty in every department to combat a sense of isolation. As mothers of young children, they also discussed the challenge of making their work and family lives compatible. From these discussions, the idea for a more organized network of "women helping women" arose. The over-riding objective was to establish an organization to promote both professional and social interaction among the female academic faculty with the intent to discover and support mutual goals and to assist and mentor female junior faculty and trainees in their academic pursuits. Over the ensuing years, AWN members have included faculty from all Departments within the medical school, having both research and clinical areas of focus. AWN has continued to support women in their academic pursuits, and has extended its membership to men, tackled issues relating to faculty diversity and challenges of dual career couples among several other notable accomplishments:

- AAMC Group on Women in Medicine & Science institutional award, 2002
- Consistent representation on the ECFC, supporting initiatives relevant to faculty and diversity issues
- Wash U Women’s Health Conference sponsorship, focused on topics relevant to women’s health
- Compiled a resource manual for new junior faculty
- Peer Group Mentoring of Women Faculty Grant, Wash U, 2009 – 2011
- Instrumental in recent inclusion of diversity candidates for leadership positions within the institution
Where are we now and where are we going? WUSM has come a long way to become an environment conducive to the development of all faculty and we have recently seen the naming of three female Department Chairs. However, there is still much to do to build an even more diverse and productive future. **We invite you to join us in celebration of the past, present and future of women in science and medicine and in support of the AWN and its mission, our mission, on its 25th anniversary.**

Hoping to see you there,
Lynn Cornelius,
AWN President 2014-15

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**ACADEMIC WOMEN’S NETWORK 25th Anniversary**
Friday, April 17th, 2015

**Past, Present and Future: Women in Science and Medicine**
Celebrating the Impact of Diversity

**Educational Symposium and Scientific Session**
EPNEC 8AM-4PM

**Keynote Speaker**
VIVIAN W. PINN, MD
Former Director (Retired)
Office of Research on Women's Health, NIH

**Gala**
Science Center 6:30 PM-
Dinner, dancing and celebration of women pioneers in Science and Medicine
AWN’s 25th Anniversary Celebration

Educational Symposium Speakers

Vivian W. Pinn, MD

Dr. Pinn was the first full-time Director of the Office of Research on Women’s Health (ORWH) at the National Institutes of Health (NIH), an appointment she held from November 1991 until her retirement in 2011. In February 1994, she was also named as Associate Director for Research on Women’s Health, NIH. Dr. Pinn came to NIH from Howard University College of Medicine in Washington, D.C., where she had been Professor and Chair of the Department of Pathology since 1982, and has previously held appointments at Tufts University and Harvard Medical School.

Dr. Pinn has long been active in efforts to improve the health and career opportunities for women and minorities. She recently led a national effort to reexamine priorities for the women’s health research agenda for the 21st Century, involving over 1,500 advocates, scientists, policy makers, educators and healthcare providers.

Dr. Pinn attended the public schools of Lynchburg, Virginia. She earned her B.A. from Wellesley College in Massachusetts, and received her M.D. from the University of Virginia, School of Medicine in 1967. She was the only woman and minority in her class. She completed her postgraduate training in Pathology at the Massachusetts General Hospital.

Patricia A. Gabow, MD

Dr. Gabow, a national leader in hospital reform and public health care delivery, is on the Board of Trustees at The Robert Wood Johnson Foundation (RWJF). The board leads the nation’s largest philanthropy devoted exclusively to improving the health and health care of all Americans.

Dr. Gabow, a nephrologist by training, retired in 2012 after 20 years as CEO of Denver Health and Hospital Authority (DHHA), an integrated health care system serving one of the poorest populations in the state of Colorado. She is credited with transforming DHHA from a struggling public hospital system into a national model of integrated, fiscally stable, and high-quality care. One of the hallmarks of Dr. Gabow’s leadership was her introduction of business-based improvement methods to streamline operations, increase employee satisfaction, and develop new information technology systems, resulting in the elimination of wasteful spending while significantly enhancing patient care.

Martha Feeback - Catalyst

Does Gender Matter to Organizations?

Catalyst is a research-based resource for knowledge on gender, leadership, and inclusive talent management. Over 700 Catalyst member organizations rely on its comprehensive on-the-ground knowledge of the workplace landscape to identify where problems exist and how they can drive the changes to solve them. Catalyst relies on fact-based, scientific methods - including longitudinal panels and large-scale field studies - to find the answers. Learn more at: http://www.catalyst.org/

Martha Feedback earned her B.S. in Business from Miami University in Ohio and her MBA from the University of Washington in Seattle. She joined the Catalyst Western Region in January 2011 as Membership Manager in Texas. She recently relocated to St. Louis and now supports both Texas and St. Louis based member companies. She is responsible for helping member organizations engage in diversity initiatives and raise the awareness of unconscious biases in the workplace. As a public speaker, Ms. Feeback’s areas of expertise are the business case for diversity, the barriers to the advancement of women in the workplace, and high potential employees in the pipeline.

Familiar with business planning, business development and marketing, Martha brings experienced account management to Catalyst. With a strong background in Consumer Products and Corporate Marketing she has worked with many large corporations across the country. Martha’s last job was with Coca-Cola’s Fountain Field Sales Division as an Area Marketing Manager, where she built strategic plans for customers in the Southwest. Prior to Coca-Cola, Martha was Marketing Director for TCI West in Seattle, and Brand Manager at Procter & Gamble in Ohio.
Donna Jeffe, PhD - WUSM

_A Career in Academic Medicine – Career Trajectories by Gender_

Dr. Jeffe is Professor of Medicine and Director of the Health Behavior, Communication, and Outreach Core, a shared resource of the Siteman Cancer Center and Institute of Clinical and Translational Sciences at Washington University School of Medicine. With training and expertise in the field of motivation and behavior, she has more than 20 years of specific experience conducting educational, behavioral and psychosocial research. Dr. Jeffe is joint principal investigator (with Dr. Dorothy Andriole) of a national medical-student cohort study, which is funded by the National Institutes of Health National Institute of General Medical Sciences (R01 GM085350). This study seeks to identify factors associated with underrepresented minorities’ and women’s participation and retention in biomedical-research careers, examining both academic medicine faculty appointments and acquisition of research funding from the NIH and other federal agencies as outcomes. In addition to her large-scale, national cohort studies, she conducts educational-program evaluation research at local, regional, and national levels as well as clinical research examining quality of life in cancer patients.

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**Scientific Session Speakers**

_Rebecca Dresser, JD – WUSTL_

_The Science of Gender in Medicine - Why gender matters in scientific research and clinical trials_

_Professor Dresser_, the Daniel Noyes Kirby Professor of Law and Professor of Ethics in Medicine, is an expert on legal and ethical issues in end-of-life care, biomedical research, genetics, assisted reproduction, and related topics. She has written extensively in her field and is the co-author of a casebook on bioethics and law and a book on the ethical treatment of animals. She is also the author of a book on patient advocacy and research ethics. In addition to her teaching, research, and scholarship, she is on the advisory or editorial boards of several prestigious journals devoted to bioethics. A past member of the President’s Council on Bioethics, she currently sits on the Washington University Medical Center Institutional Review Board, as well as its Embryonic Stem Cell Research Oversight Committee. Professor Dresser is a prolific speaker and panelist at national and international symposia, conferences, and workshops on such topics as bioethics and cancer; advance treatment directives; stem cell research; biomedical research policy; and human cloning. Before becoming a law professor, she clerked for the Hon. James E. Doyle, U.S. District Court for the Western District of Wisconsin, and held a postdoctoral fellowship in the Psychiatry Department at the University of Wisconsin–Madison.

_Linda Peterson, MD – WUSM_

_Sex, Drugs, and Rock’n’roll Myocardial Metabolism_

Dr. Peterson, Associate Professor of Medicine and Cardiology, is dedicated to investigating the causes of obesity-related cardiac dysfunction and how it affects women differently from men. In particular, she is interested in what role alterations in myocardial metabolism play in the development of cardiac dysfunction and/or the adaptation of the heart to new conditions. She uses multiple different imaging and metabolic tracer techniques to quantify the myocardial alterations seen in obesity and heart failure.

_Robyn Klein, MD, PhD - WUSM_

_Breaking Through Barriers: Sex Differences in Multiple Sclerosis_

Dr. Klein, Professor of Medicine and Infectious Diseases, Neurobiology and Pathology and Immunology, studies molecular mechanisms that influence neuropathology and repair of the central nervous system in viral and autoimmune encephalitides. Her work aims to identify potential therapeutic targets for the prevention and treatment of neuroinflammation and its neurologic sequelae. Dr. Klein also directs the WUSM Center for Neuroimmunology and Neuroinfectious Diseases (CNND).
Notables

Victoria Fraser, MD, Chair of the Department of Medicine,
received a Distinguished Faculty Award at the Founders Day Celebration on November 8th at the Hyatt Regency Hotel. Founders Day commemorates the university’s founding in 1853.

Kelle H. Moley, MD, James P. Crane Professor, Department of Obstetrics and Gynecology,
has been elected to the Institute of Medicine of the National Academy of Sciences, one of the highest honors medical scientists in the United States can receive. Moley was honored for her achievement in the health sciences.

Elaine Mardis, PhD, Professor of Genetics, and Li Ding, PhD, Assistant Professor of Medicine and Genetics,
two women scientists at The Genome Institute were named in the hot category of the best and brightest scientific minds of our time, according to Thomson Reuters’ ScienceWatch 2014. They share this distinction with Richard Wilson, PhD and Robert Fulton. Their highly cited papers examine the genomic underpinnings of leukemia as well as cancers of the brain, breast and retina.

Stay Tuned …

….. In the upcoming months, AWN will be soliciting all women faculty involvement in the creation of a montage-like power point presentation featuring our female faculty. We will ask that each of you create a single slide that includes your photo – preferably a candid work shot, demonstrating you “doing what you do”- along with a few bullet points of your accomplishments, a featured journal article title, or the like. So, start thinking and begin creating – capture what you do in one feature slide! We plan to compile these slides into one presentation that will we roll out at the Gala, use in media and PR for the medical school, and maintain in our archives for years to come.

Need Inspiration?
CHECK THIS OUT

Carla Harris: Own Your Power is on YouTube at: http://youtu.be/0rWmtyZXkFg
To the AWN Community (and beyond)

- **You are welcome to attend AWN Board meetings** and participate on AWN committees regardless of whether you are a board member. If you are interested in participating, email Linda Larson-Prior, Ph.D. - AWN Secretary (lindap@wustl.edu).

- **Have you recently published anything, made a video, or been written up by the media?** The AWN is here to promote YOU and your work through our blog (http://wuawn.org), Facebook, LinkedIn, and Twitter accounts. Here are some ways to stay in touch with the AWN community through social media:
  - Check out our blog at: http://wuawn.org. You can subscribe to regular email updates and RSS feeds, too.
  - "Like" our Facebook page at: http://www.facebook.com/wuawn (this is a public, open page)
  - Join our closed, private Facebook group at: http://www.facebook.com/wuawn#!/groups/wuawn/
  - Join our LinkedIn group at: http://www.linkedin.com/groups?home=&gid=4209900&trk=anet_ug_hm
  - Follow us on Twitter @wuawn, or link to our Twitter profile at: https://twitter.com/wuawn

  Much of the work that AWN promotes through social media is picked up by WUSTL News as well as local and national media. You are welcome to post your own updates to any of these sites. Or, drop me an email at: berchelmann_k@kids.wustl.edu and I'll be happy to add your news/publication to all of the AWN social media outlets.

- **Interested in being on the AWN board?** If you are interested in being on the AWN board, please contact a current board member to find out which positions are opening. And, as always, any and all are welcome to attend board meetings.

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**Not an AWN member yet?**

**Become one – it’s easy!**

Don’t contemplate – learn more at http://academicwomen39snetwork.wildapricot.org/ and join!

Complete the on-line membership payment form et voilà!

You can now pay your AWN dues by credit card online by using the link below:

https://commerce.cashnet.com/AWNtest

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<th>Membership Type</th>
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<tr>
<td>1-year (residents, fellows, post-docs)</td>
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<tr>
<td>Lifetime</td>
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Thank you Kelly (Ross)!
First woman to be awarded a Fields Medal

In 2014 Maryam Mirzakhani became the first woman to be awarded a Fields Medal. The Fields Medal, officially known as the International Medal for Outstanding Discoveries in Mathematics, is a prize awarded to two, three, or four mathematicians under 40 years of age at the International Congress of the International Mathematical Union (IMU), a meeting that takes place every four years. The Fields Medal is sometimes viewed as the highest honour a mathematician can receive. READ MORE at: http://en.wikipedia.org/wiki/Fields_Medal and http://www.mathunion.org/general/prizes/fields/details/

Harrassment in science - replicated

It will take chief executives, department heads, laboratory directors, professors, publishers and editors in chief to take a stand and say: Not on my watch. I don’t care if you’re my friend or my favorite colleague; we don’t treat women like that. READ MORE at: http://mobile.nytimes.com/2014/08/12/science/harassment-in-science-replicated.html?_r=0&referrer=

Want to kill creativity of women in teams? Fire up the competition.

Olin Business School study finds gender stereotypes continue to affect workplace behavior. READ MORE at: https://news.wustl.edu/news/Pages/27206.aspx

Please email mittendb@wustl.edu to share press releases, websites and articles that are relevant to women in science and medicine.

Upcoming Events

AWN Fall Dinner
November 18, 2014; 6pm - FLTC, Lobby Area
Speaker: Rebecca Hollander-Blumoff, Professor of Law
“Negotiation at Work and Beyond”
For questions contact: rivera_k@kids.wustl.edu

Reception for Women Faculty
December 8, 2014; 11:30 a.m. – 1:00 p.m. - EPNEC, Great Room B
Hosted by
Mark S. Wrighton – Chancellor
Holden Thorp – Provost
Mary Ann Dzuback – Director, Women, Gender and Sexuality Studies
Lynn A. Cornelius – President, Academic Women’s Network
Rebecca A. Wanzo – Co-President, Association of Women Faculty
Adrienne D. Davis, Vice Provost
RSVP by Monday, December 1, 2014 to JillEdwards@wustl.edu
AAMC Early Career Women Faculty Professional Development Seminar
July 11-14, 2015 - Englewood, CO

According to the 2011-2012 AAMC Women in U.S. Academic Medicine: Statistics and Benchmarking Report, women continue to be less likely to receive tenure than men and to be underrepresented in higher faculty ranks and leadership positions. In light of this and its commitment to increasing the number of women faculty in academic medicine and in leadership positions, the Association of American Medical Colleges (AAMC) offers the Early Career Women Faculty Professional Development Seminar.

Designed for women physicians and scientists holding medical school faculty appointments at the assistant professor level*, and considering leadership positions within their discipline, department, or institution, this comprehensive and engaging program provides an introduction to the knowledge and skills needed to pursue leadership roles within academic medicine. *Instructors will be considered based on experience.

Contact the AAMC at https://www.aamc.org/