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*Executive Director*

SUSMITA PATI, MD, MPH  
*Director of Research Programs*

LUCY WOLF TUTON, PHD  
*Director of Faculty Professional Development*

PATRICIA SCOTT  
*Director of Operations*

SUSAN PRIMAVERA  
*Administrative Coordinator*

## OUR MISSION

The mission of *FOCUS on Health & Leadership for Women* (FOCUS) is twofold:

- To support the advancement and leadership of women in academic medicine
- To promote education and research in women's health

## BRIEF HISTORY OF ORGANIZATION

In 1994, FOCUS was launched in the Center for Clinical Epidemiology and Biostatistics (CCEB) at the University of Pennsylvania School of Medicine. FOCUS was established in response to large gaps in knowledge about the causes, diagnoses, treatments and prevention of diseases in women. One of its primary purposes has been to promote the quantity, quality, and visibility of research pertaining to women's health. In 1997, with generous support from the School of Medicine, FOCUS instituted leadership mentoring and professional development initiatives in order to address the national data that indicate that women are over-represented in junior ranks and are less likely to attain promotion or tenure relative to their male colleagues in academic medicine. The primary goal of these initiatives is the recruitment, retention, and promotion of women medical faculty at the University of Pennsylvania. Through professional development conferences, seminars and workshops centered on skill building and networking and, through the annual benchmarking of gender statistics, FOCUS works to foster an increase in the proportion of women faculty in all departments, particularly at the senior levels and in leadership positions. By promoting and retaining more women faculty, the long-range goal is to create an academic culture in which all faculty may fully contribute to the academic mission. In sum, FOCUS on Health & Leadership for Women supports the twofold initiative of advancing the careers of women in academic medicine and promoting education and research in women's health in order to foster gender equity in medical education, biomedical research, clinical care, and in the leadership and administration of the academic health center. In 2004, the Association of American Medical Colleges awarded FOCUS its annual *AAMC Women in Medicine Leadership Development Award*. The faculty leadership of the FOCUS program is comprised of a multidisciplinary group of women with specific expertise and interest in women's health and career issues:

### **Stephanie Abbuhl, MD, Executive Director**

Vice Chair and Associate Professor, Department of Emergency Medicine

### **Susmita Pati, MD, MPH, Director of Research Programs**

Assistant Professor, Department of Pediatrics

Senior Co-Director, Policy Lab, The Children's Hospital of Philadelphia

Senior Fellow, The Leonard Davis Institute of Health Economics at the Wharton School

Associate Scholar, Center for Clinical Epidemiology and Biostatistics

### **Lucy Wolf Tuton, PhD, Director of Professional Development**

Adjunct Professor, Department of Medicine

Adjunct Professor, Prevention & Population Health in the Department of Biostatistics and Epidemiology

Director, Program Development in Community Health, Department of Biostatistics and Epidemiology

### **Patricia Scott, Director of Operations**

### **Susan Primavera, Administrative Coordinator**



## PROGRAMS & INITIATIVES

### **Benchmarks Initiative**

Since 1999, FOCUS has compiled an annual report, *Benchmark Data: Gender Statistics of Faculty, University of Pennsylvania School of Medicine*. This report documents the gender distributions of medical faculty by rank, track, and department. Other statistics are also included that help FOCUS monitor the progress of women in academic medicine, such as the numbers of women faculty serving in leadership positions and on search committees. FOCUS annually compiles these data into a comprehensive document which also includes comparisons of Penn statistics with the national benchmarks tabulated by the Association of American Medical Colleges (AAMC). This annual process guides the FOCUS agenda and measures the progress of Penn's efforts to support the retention and promotion of women faculty. The Benchmark data is presented annually to the Department Chairs and the Dean and serves as a critical measure of the Dean's Strategic Plan.

### **Annual Fall Leadership Mentoring Conference**

This conference, now in its twelfth year, entitled *Successful Strategies for Women in Academic Medicine* is the sole opportunity for all women at Penn to convene in a daylong meeting during which nationally recognized speakers present plenary sessions, workshops and skill building sessions. Plenary speakers have included women Deans and Chairs, renowned experts in academic medicine and gender issues, career development experts, and management consultants. Workshops have included topics such as Public Speaking & Presentation, Negotiation, Conflict Management, Career Strategies, Time Management, Balancing Work & Family, and Writing for Publication. All Penn women in academic medicine, in all ranks and tracks, are invited to attend—MDs, PhDs, faculty, instructors, lecturers, fellows, and residents. The Dean customarily delivers a welcome address and sets the stage for the importance of mentoring, networking and advancing women's careers at Penn. Continuing Medical Education credits have generally been provided.

### **Annual Spring Conference for Senior Women in Academic Medicine**

This conference, now in its tenth year, addresses issues specific to women who have achieved promotion to the ranks of associate or full professor at the University of Pennsylvania School of Medicine. Participants explore mid-career issues, challenges, and opportunities particular to senior women medical faculty.

### **Faculty Recognition Awards: Advancement of Women in Medicine & Outstanding Mentoring**

In 2004, FOCUS introduced the *FOCUS Award for the Advancement of Women in Medicine*. This award recognizes a faculty member (male or female) whose extraordinary efforts and achievements have enhanced women's professional success, women's healthcare, and/or women's overall quality of life at Penn Medicine. All Penn medical faculty, excluding those who comprise the leadership of FOCUS, in any of the "fulltime" tracks (Tenure, Clinician-Educator, Research, and Academic-Clinician) are eligible for nomination. In addition to the institutional recognition this honor brings, the recipient receives a plaque and a \$1000 monetary prize. The awardee's name is also added to a plaque that permanently hangs with other School of Medicine awards.

FOCUS also created the annual FOCUS Mentoring Award for Excellence in 1999 to recognize the critical importance of mentoring in academic medicine. In 2004, at the request of the Dean, this mentoring award became a School of Medicine Award of Excellence. FOCUS is honored by the evolution of this award to a permanent place among other prestigious School of Medicine faculty awards.

### **Lunchtime Seminar Series**

FOCUS sponsors lunchtime seminars on women's health research, professional development for academic physicians, and "hot topics" in healthcare. Presenters include faculty from the School of Medicine as well as from across the University— anthropologists, bioethicists, economists, lawyers, medical historians, sociologists, psychologists, as well as physicians and researchers — all of whom offer exposure and fresh perspective to a broad range of medical and professional development topics. This interactive one-hour lunchtime format provides opportunities for faculty presentations to peers and thereby promotes networking within the School of Medicine, the Hospital, and across the University. The Seminar Series is well-attended by men and women faculty. A portion of the series is devoted to workshops on career development and mentoring, particularly targeting female and/or junior medical faculty.

**Junior Faculty Investigator Awards**

FOCUS seeks extramural funding to provide junior faculty investigators, both men and women, with seed grants of \$10,000 to conduct clinical, basic science, or public health research in women's health. The overall objective of the Awards program is to enable researchers to: a) conduct pilot research projects that can serve as the basis for building a career in academic medicine, or b) conduct gender-relevant analysis of existing research projects. The award supports direct costs including data acquisition, laboratory tests, technical assistance, salary, survey costs, and computer time. FOCUS has supported 34 junior faculty awards to date.

**Medical Student Fellowship in Women's Health**

The FOCUS Medical Student Fellowship in Women's Health offers students funded, mentored opportunities to work fulltime for six months conducting clinical or basic science research or participating in a community-based program focused on issues of women's health. Through these fellowships, medical students are able to learn hands-on research skills; potentially work on a publication generated from the research; gain knowledge in a specific area of women's health; experience the multitude of factors that impact women's health; and, develop an appreciation of and specific expertise in the field of women's health. FOCUS has supported 45 medical student fellowships to date.

**Collaborative Initiatives with Medical School/University Committees and Regional Women in Medicine Programs**

FOCUS regularly interacts with the Medical School Faculty Affairs Office and the Dean's Gender Equity Council in order to advocate for policies and programs that support the careers of women. The kinds of issues that have been addressed include the participation of more women faculty on search committees, maternity leave, probationary period extension for the birth or adoption of a child; fairness issues in recruiting faculty for both junior and senior positions; and improving awareness of subtle procedures that may disproportionately impact women's careers.

**Web site:** <http://www.focusprogram.org>

The FOCUS web site contains resource information of national interest to those working in the area of women's health. In addition, the site includes details about FOCUS activities and projects, a bibliography of references that impact women in academic medicine, and links to Association of American Medical Colleges (AAMC) activities and to other organizations that center on issues relevant to women medical faculty. There are certain areas of the web site that specifically target the needs of women faculty at the University of Pennsylvania School of Medicine, including a guide to academic and professional development services available both through FOCUS and the larger University.