With the start of a new year, this is a good time to reflect on our past successes and look toward our goals. Over the last few years, we have made awards an important focus of our annual meeting programming. By presenting data and hearing from thought leaders, we have been able to bring increasing attention to the gender inequity present in the most important awards in medicine and science. Our poster session has been the source of increasing excitement at the Annual Meeting, with high-quality, thought-provoking posters presented from institutions across the country.

The Awards Luncheon is always a highlight of our programming; this year was no exception, with a fascinating presentation by Mrs. Kari Granger. Mrs. Granger is a fellow at the Center for Character and Leadership Development at the United States Air Force Academy as well as a performance leadership consultant with Sunergos, LLC. She shared her thoughts on the difference between “creating leaders” and “teaching about leadership.” We presented awards to Dr. Linda Pololi, senior scientist and resident scholar in the Women’s Studies Research Center, and founding director of the National Initiative on Gender, Culture and Leadership in Medicine (C-Change) at Brandeis University, and to the American Medical Women’s Association (AMWA), an organization that functions at the local, national, and international levels to advance women in medicine and improve women’s health.

In addition to becoming a full AAMC group, with the development of bylaws and other necessary structures, GWIMS has developed several subcommittees. We are looking to our membership to fill positions on those subcommittees and bring your ideas and energy to move forward! The subcommittees are: Research and Product Development, Membership and Nominating, and Communications. We hope to involve more faculty and administrators who will bring their commitment and excitement to our activities.

As the new chair of GWIMS, I have a huge challenge to follow in the footsteps of Renee Navarro, PharmD., M.D., our inaugural chair. Fortunately for all of us, especially me, she will remain on the steering committee and will chair the Membership and Nominating subcommittee; so she will remain a vital part of our efforts. I am looking forward to the next year with great excitement and I hope many of you will become more involved!

Sincerely,

Jocelyn Chertoff, M.D., M.S.
Chair, AAMC Group on Women in Medicine and Science
Professor of Radiology and of Obstetrics and Gynecology
Vice Chair of the Department of Radiology
Assistant Medical Director for Medical Staff Affairs
Dartmouth Hitchcock Medical Center
Assistant Dean for Clinical Affairs, Dartmouth Medical School

Resources
Look at Career Connect
Join our Listserve
Explore Faculty Vitae
Email gwims@aamc.org
Meet the Steering Committee
Learn about GWIMS
On the GWIMS Radar

Save the date! The 2012 Early Career Women Faculty Professional Development Seminar for women assistant professors is scheduled for July 7-10 in Potomac, Md. Please bookmark this site for easy access to application cycle dates.

Save the date! The 2012 Mid-Career Women Faculty Professional Development Seminar for women associate professors is scheduled for December 1-4 in Austin, Texas. Please bookmark this site for updates.

Call for submissions: The deadline to submit a session or poster for the 2012 Group on Faculty Affairs and Group on Diversity and Inclusion Professional Development Seminar (August 9-12, 2012) is Friday, February 24, 2012. For more information about the seminar and call for submissions, click here. You will notice the call states that submissions by members of GFA, GDI, GWIMS, and Faculty Forward teams are especially encouraged.

2011 AAMC Annual Meeting

The 2011 Annual Meeting was held November 4-9 in Denver, Colo., and drew more than 4,000 academic medical professionals! Highlights from the meeting can be found here.

Thank you to everyone who made the GWIMS programming at the 2011 AAMC Annual Meeting a success! In Denver, GWIMS:

- hosted plenary sessions and a business meeting
- cosponsored a poster session and reception with the Council of Deans (COD)
- welcomed new GWIMS Steering Committee members
- honored the 2011 award winners of the GWIMS Leadership Development Awards

Roughly 150 participants were in attendance for the GWIMS luncheon to recognize and honor the extraordinary accomplishments of the recipients of the 2011 Women in Medicine and Science Leadership Development awards. The awards, presented by Dr. Jocelyn Chertoff on behalf of the GWIMS Steering Committee, recognized Dr. Linda Pololi and AMWA for the significant contributions they have made to advancing women leaders in academic medicine.

If you know of an individual or organization that has demonstrated commitment to the advancement of women leaders in academic medicine, please consider nominating an individual or program/organization that has made a difference for women leaders. The call for nominations for the 2012 awards will be open in April 2012.

The GWIMS/COD poster session and reception was a well attended and joyous event, yet again! Dr. Darrell G. Kirch, AAMC CEO, and Dr. John Prescott, AAMC chief academic officer, joined the GWIMS Steering Committee and the reception guests to honor the women deans and interim deans appointed within the last year. Dr. Kirch also recognized the women deans with...
longer tenures who were present at the reception for their contributions to academic medicine.

The theme of the poster session was “Changing the Culture of the Academic Medical Center.” A majority of the posters can be found on the GWIMS Web site. A team of judges selected a poster titled The Task Force Initiative: Local Interventions at the Department Level. A Key Component of a Multi-tiered Approach to Promote Institutional Change from the Perelman School of Medicine at the University of Pennsylvania as the winner of the 2011 Best in Show Poster. This poster was authored jointly by joint PIs, Emily F. Conant, M.D.; Patricia Scott, B.A.; Josef Reum, Ph.D.; Alyssa Westring, Ph.D.; Susmita Pati, M.D., M.P.H.; Lucy W. Tuton, Ph.D.; Mary Sammel, Sc.D.; Rebecca M. Speck, M.P.H.; Jeane Ann Grisso, M.D., M.Sc.; and Stephanie Abbuhl, M.D.

To view the 2011 Best Poster in Show, click here.

Of special note, this year’s poster session also featured posters authored by some of the grant recipients of the National Institutes of Health (NIH) grant to Examine Factors Influencing Women’s Careers in Science. Thank you to the NIH grantees who shared their great work at the poster session!

Celebrating the Best Poster in Show! From left to right: Renee Navarro, Pharm.D., M.D.; Stephanie Abbuhl, M.D.; Patricia Scott; and Jocelyn Chertoff, M.D.

The next call for abstracts for the 2012 poster session in San Francisco will open in April 2012. Stay tuned for more information!

AAMC Annual Meeting from a Session Moderator’s Perspective

By: Rebecca Rainer Pauly, M.D. FACP
Chair-elect, AAMC Group on Women in Medicine and Science
Associate Vice President for Health Affairs, Equity and Diversity
Professor of Medicine
University of Florida

In reflecting on my experience as a session moderator at the AAMC Annual Meeting this past November, two distinct areas of value emerge. First, the content of the session was significant, with great potential impact. “Nuts and Bolts of Mentoring” covered topics which are (or should be) applicable to faculty, trainees, students, and institutions.

The importance of the dynamic reciprocal aspect of the mentoring relationship was noted. The mentee has the responsibility to identify personal and professional goals, seek and use feedback, record progress (and obstacles), take responsibility, remain open to new ideas, seek advice and counsel from the mentor, and be respectful. The mentor may serve as part of a mentoring team, be focused on content, which requires expertise in the mentee’s area of scholarship, or be devoted to career development of the mentee providing overall guidance and support.

The relationship needs to have realistic expectations from both the mentee and the mentor with appropriate time commitment. It is important to meet, strategize and review goals, discuss the plan of approach, and note accomplishments or particular obstacles. The process should be critically reviewed at specific time intervals to determine if the mentoring relationship has contributed to goals being reached (publications, projects, promotion, etc.). Reassessment may identify new aspects of the relationship which need to be developed or emphasized such as the mentee’s transition to becoming a mentor for students, trainees, or new faculty or new areas of research which may require a different mentoring team.
Moderator’s Perspective continued

It was noted that mentoring efforts fail when there is lack of commitment at any level (institution, senior leadership, mentor, or mentee), lack of time is given, misunderstanding of expectations occurred, no ownership is established, or inability to learn from past experiences resulted.

The benefit to the institution of successful and sustained mentoring relationships was described. Specific examples of benefit include: help in recruitment and retention, improvement of leadership and career development (succession planning), smooth transition for new hires into the organizational culture and structure, and ability to enhance diversity through knowledge and skill development.

Case examples from the mentee’s and the mentor's perspective were shared in small groups and then discussed with all in attendance, which allowed for thoughtful dialogue and brainstorming. Participation by attendees was significant and valued.

Second, I was impacted by the collegial sharing of information and most pleased to participate in the pre-session planning through conference calls, e-mail exchange, and slide review and revision. The expertise of Dr. Jean Kutner, Dr. Judith Regensteiner, Dr. Eva Aagaard, and Dr. Carol Rumack of the University of Colorado is truly amazing. They brought energy and outstanding experience to the discussions. Much of their contextual exposure has been similar to that at my home institution, the University of Florida although some is different. We were able to learn from each other and in doing so create a presentation which provided nuts and bolts that anyone attending could pick up and take home to apply in his/her setting.

In other words, we are all looking to gain knowledge and tools to modify areas of deficit and gain new insights to affirm areas of strength. I firmly believe the GWIMS programming at the AAMC Annual Meeting promotes such learning experiences.

Thanks for attending. If you missed the session, the slides can be found by clicking here.

We look forward to seeing you in San Francisco in November.

Update on the 2011 Mid-Career Women Faculty Professional Development Seminar

The 2011 Mid-Career Women Faculty Professional Development Seminar was held December 3-6 in Austin, Texas, at the AT&T Executive Education Conference Center. Over the three and a half day program, 143 women at the associate professor or professor level assembled to hone their knowledge and skills needed for their leadership journey in academic medicine.

The Class of 2011 experienced a curriculum covering the formation and use of the teams that are central to effective collaboration in various mission-critical activities. Participants were assigned to teams of eight to learn about and experience various team processes (e.g., formation, communication, creating a work product). Additional topics spanned strategic communication skills, institutional finance, and leadership topics.

The post seminar feedback the AAMC received from the Class of 2011 was overwhelmingly positive! In terms of overall satisfaction with the seminar, 98 percent of participants reported being “satisfied” to “very satisfied.”

The participants’ comments are quite positive and indicate that the program is on target. It is clear that MidWIM is answering a need and providing tools for women faculty to use on their path to leadership.

A special thank you to the MidWIM faculty who continue to make the seminar such a smashing success!

Academic Medicine 2012 Question of the Year

Consider submitting a response to the Academic Medicine 2012 Question of the Year by the May 1, 2012, deadline.

The question is:

“What are the most effective ways to ensure that those who work and learn in medical schools and teaching hospitals can develop to their full potential?”

For more information, including how to submit a response, click here.
Taking the Time to Celebrate

By: Elisabeth Kunkel, M.D., Professor and Vice Chair of Clinical Affairs, Department of Psychiatry, Thomas Jefferson University, GWIMS Steering Committee Member, and President of WESH (Women Executives in Science and Healthcare)

Elizabeth Blackwell was the first woman to receive an MD in 1849 from Geneva Medical College, Geneva, NY. The first medical school for women, called the Female Medical College of Pennsylvania (1850-1867), renamed the Woman's Medical College of Pennsylvania (1867-1970), then the Medical College of Pennsylvania (1970-1993), and now called the Drexel University College of Medicine, first admitted men in 1970.

In 1961, Jefferson Medical College (JMC), located in Philadelphia, was the last medical school in the United States to admit women. Over a year ago, in my role as the GWIMS representative for Thomas Jefferson University, I was asked to Co-Chair the 50th Anniversary of women being admitted to Jefferson Medical College. There were nine women admitted in 1961; one transferred out. My first task was to assemble a Steering Committee to champion the 50th Anniversary Celebration. Early on, we decided that it was important to include both men and women, both MDs and PhDs. It was also important to include both students and faculty from multiple departments. Many stakeholders needed to be at the table. I had a superb Co-Chair for the Steering Committee, Dr. Karen Novielli, the Vice Dean for Faculty Affairs and Faculty Development.

The first few meetings of the Steering Committee were like trying to harness a moving train. There were so many ideas and the enthusiasm was palpable. There were many obstacles along the way. To start, we had no budget defined for the celebration, although we anticipated there would be financial support from the JMC Dean, the University President, and the Foundation (our development office).

Many ideas came to fruition. We branded our celebration as “5Q and Forward”, creating a logo, a website, and street banners. We created a 1961 fund for the professional development of women faculty, students, and the support of research in women's health. We sold pins, T-shirts, and wine, all labeled with our logo. We hosted the first brunch and silent auction during alumni weekend. All efforts were designed to help support the 1961 fund. We supported a concert by our female student acapella group, “The Arrhythmias”. We asked all departments to try to identify women speakers for their named lectureships. We helped create an issue of the Alumni bulletin devoted to the achievements of women in medicine, a brochure with a calendar of events, a video showcasing JMC women, and a website (www.jefferson.edu/jmc/women) to highlight the women of JMC ’65 and other women of distinction. Our impressive women of distinction included our first intern, first resident, first African American JMC graduate, first trustee, first Alumni Association President, first Chair of a Basic Science Department, and first Chair of a Clinical Science Department.

As of 2010, three women out of 3,200 alumnae had received the Jefferson Distinguished Alumni Achievement Award:

• Dr. Marjorie Bowman, the Chair of the Department of Family Medicine and Community Health at the University of Pennsylvania;
• Dr. Monica Morrow, Chief of Breast Surgery at Memorial Sloan-Kettering Cancer Center; and
• Dr. Barbara Atkinson, Executive Vice Chancellor and Executive Dean at the University of Kansas School of Medicine.

We were delighted to discover that two of the six remaining JMC ’65 women, also deserving of this award, were honored with the Distinguished Alumni Achievement Award during our alumni weekend:

• Dr. Carol Miller, a renowned neuropathologist and Alzheimer’s disease researcher at UCLA, and
• Dr. Amilu Stewart, a surgeon who has served as President of the Western Surgical Association and President of the American College of Surgeons Colorado Chapter.

Our final 5Q and Forward weekend was held 10/28 – 29/2011. Women came from Texas, Virginia, New York, Pennsylvania, and as far away as the Virgin Islands. Two hundred and seventy-five people registered for the weekend. Some alumnae brought their daughters. We heard about both the pop culture and the medical school culture of the ‘60s. All six women of the JMC ’65 class attended. We heard about their early experiences and about their careers. After all, this was “all about the women.” Michael Angelo, our university historian, regaled us with the history of women in medicine and the history of women at JMC. Dr. Christine Cassel, the first woman President and CEO of the American Board of International Medicine; Dr. Christine Laine, the first solo female editor of the Annals of Internal Medicine; and Dr. Vivian W. Pinn, the recently retired Director of the Office of Research on Women’s Health at the NIH, all gave compelling and visionary keynotes about what women have accomplished, what advances have been made in women’s health research, and about what promises the next 50 years may hold for women in medicine and science and for women’s health research.

I am most proud of our ability to showcase women and their accomplishments in multiple venues and on multiple platforms, during our year-long events.

So what is next? What does all of this have to do with GWIMS? It is our collective responsibility to showcase the accomplishments of the women who paved our way and to highlight the women around us who will carve out our future path to success.
Recent AAMC Academic Medicine and Reporter Articles of Potential Interest

**A Comprehensive Career-Success Model for Physician–Scientists**

**Thinking About Giving Up Clinical Practice? A Gender-Stratified Approach to Understanding Junior Doctors’ Choices**

**Assessing Gender Equity in a Large Academic Department of Pediatrics**

**Women Physicians: Choosing a Career in Academic Medicine**

**Medical Schools Get Creative With Child Care Benefits**

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GWIMSWatch is always looking for short pieces to include in its future editions. Consider the newsletter for publishing your commentary about issues for women in medicine and science, reporting on your organization’s events related to a women’s program or recent initiatives for women. Email gwims@aamc.org

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*The GWIMS (Group on Women In Medicine and Science) is a professional development group of the Association of American Medical Colleges. Learn more at www.aamc.org/gwims.*

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Interested in joining GWIMS? Contact Elizabeth Coakley, director of Women in Medicine and Science, at ecoakley@aamc.org.