From the President’s Desk
by Lisa Moscoso, M.D., Ph.D.

My seven-year-old daughter, Lizzie, wants to be a street performer. She has been working toward this goal for nearly two years. Recently while on vacation, we had the opportunity to watch a few buskers. After the acts, she would wait until the crowds dispersed, then she would take the opportunity to compliment the performers. In each instance, she informed them of her desire to, one day, join their ranks.

So far, she has mastered the arts of balancing a bowling pin on the back of her hand, standing and walking on a medicine ball, and even hula-hooping while playing a Suzuki selection on her violin. Now she is attempting to add juggling to her repertoire.

While my career goals are slightly different than those of my daughter, every day I find myself trying to master the art of juggling. As I interact with my colleagues, I can see that I am not alone. In fact, if I had the time, I would love to read back through all of the past issues of, “AWNings.” and record which topic surfaced most frequently. Well...I don’t have the time because of my own work/life juggling issues. But if I did have the time, my hunch is that the very issue that I have just mentioned would win the contest by a country mile. Recently, a friend of mine with a background in human resources observed that the issue of work/life balance rarely surfaces in male professional contexts, but it “always, always surfaces in professional contexts where the critical mass of participants are female.”
From the President’s Desk, cont...

To make a long story short, this topic matters to us...a lot! This issue has inspired a provocative article in this edition of AWNings regarding best practices for family friendly policies at various universities in the US (see page 4).

Many of you attended the recent thought provoking AWN Brownbag, “Academic Success and Motherhood, Truth about the Juggle.” I like the metaphor of “juggling” that they presented far more than the usual image of “balancing,” because I feel that it more accurately describes what we all do. In this presentation, a panel of colleagues described their “best practices” for successful juggling. For a review of this Brownbag, see page 3.

On the trip I referenced, the performer that impressed my seven-year-old the most was the one who was able to juggle an assortment of objects including bowling pins, knives, and plates, all while balancing on a platform five feet in the air. While the crowd watched the entertainer, I watched the children in the front row, wide eyed, excited, and perhaps a little fearful. They were thoroughly, and utterly amazed at this apparent miracle.

What we know as experienced adults, is that the magic produced by this artist was the result of many hours, days, weeks, and years of practice. There are few who can juggle so many things while maintaining one’s sense of humor, and balance. So for the parent, partner, clinician/scientist, administrator, manager and self preservationist, it is important to know that all of this takes practice, learning from our mistakes, and probably a little coaching.

Our next AWN Brown Bag will feature Jill Farmer, a certified life coach. She will enlighten us on some best practices in making good choices to do what we can with the time we have every day. Her talk is entitled, “There’s Not Enough Time (and Other Lies We Tell Ourselves); How Our Thoughts Sabotage Us” (details on page 16). A colleague who has worked with Jill said, “Her approach has helped me to see it really is a “get to” list instead of a “to do” list. I do choose to do the things on my list. I also realize that my list for each day should only have on it the things I realistically really, really should and can do today rather than the seemingly unending, ginormous lists that I would make [and not possibly accomplish in a 24 hour day] for myself. That way I feel I’m accomplished rather than failing to keep up with all of the facets of my life.” Another key component to becoming skilled at the juggle, is having a good mentor or coach...another topic for another day. However, I would like to invite you to consider participating in our pilot mentoring program in the fall. We will be recruiting mentees for the peer group mentoring of women faculty in May for next fall. If you are interested in becoming a mentee or facilitator, contact me or respond to our recruitment call next month.

On another note, I look forward to seeing you at the Spring dinner on August 26th (details on page 17). We will honor our women student leaders, our mentors of women faculty and a pioneering woman in science. Our invited speaker is Adrienne Davis, the new vice provost. She is a vibrant, warm and engaging leader. **Hope you can make it!**
Did you know...

That you are welcome to attend AWN Board meetings and participate on AWN committees regardless of whether you are a board member? These meetings are held on the 3rd Tuesday of the month at 8AM in Northwest Tower 9th floor, Conference room 9A

Next meeting:
April 19, 2011
8am

"He who influences the thought of his times, influences all the times that follow. He has made his impress on eternity "

Hypatia
C. 370-415

Female scholar from Alexandria, Egypt, considered the first notable woman in mathematics who also taught philosophy & astronomy

Review of AWN Brownbag
“The Truth about the Juggle”

By Dehra Glueck, M.D.

Sometimes it helps just to know you are not alone. The most recent Brown Bag lunch did just that. It helped all of us present to begin an open dialogue about the compromises, challenges and ultimately the rewards of juggling the life of an academic and a mother. The speakers had practical suggestions, such as getting help even if you have to hire it and offered ways to release yourself from guilt. It is amazing to see how many of the women you admire have struggled with less than perfect results and still managed to become the people you admire! I think this would make a great recurring event featuring all kinds of different women and ultimately different solutions to the challenges we all face. I feel very lucky to be a new member of this group.
Is WUSM on the right track?  
Best Practices to Promote Gender Equity in Academia

The Center for WorkLife Law publishes an online list of “best practices” for improving and maintaining gender equity among faculty in academia. They provide research and legal arguments for each policy that they propose. This Center, operated through the University of California Hastings College of the Law, is a nonprofit research and advocacy group that works for “women’s advancement and to [improve] work/life balance for everyone—men as well as women”. (http://www.worklifelaw.org/GenderBias_takeAction.html).

Below, we list each recommended practice from their website and then note in red how WUSM policies compare. Legal Chandler, Assistant Dean and Executive Director for Human Resources at WUSM, Ann Prenatt, Vice Chancellor for Human Resources, and Diana Gray, M.D., Associate Dean for Faculty Affairs were all consulted for this article, and we thank all of them for their valuable input.

“1. Treat Pregnancy Leave the Same as Other Kinds of Disability Leave”

**WUSM:** Since 1978, the Pregnancy Discrimination Act has required employers to treat requests for Maternity Leave the same as leave requests for any other illness or disability. Therefore, requests for maternity leave by a faculty member are covered under FMLA & WUSM’s Salary Continuation Policy which covers all requests for time off due to personal illness.

“2. Design Parental Leave Policies Based on Caretaking Status, Not Sex”

**Examples:** Stanford University, Harvard Law School and University of California, have policies that allow either the father or the mother to take time off for caregiving activities.

**WUSM:** Male and female faculty can take leave for care-giving activities, but must negotiate details with chair. In addition, since July 2007, Faculty Leave Policies have been expanded to include time off for either partner to assume care giving responsibilities for the birth, adoption or foster placement of a child. All such policies comply with FMLA provisions and applicable state and federal laws.


Stop-the-clock and other policies such as family leave that rely on faculty to "opt in" [actively choose to take advantage of benefit] to the policies rather than opt out of them [choose not to take advantage of them], leave mothers and fathers in the uncomfortable position of negotiating with chairs about their decisions to utilize the policies.”

**Examples:** MIT and Vanderbilt both automatically extend the tenure clock for parents when there is a major life event (birth or adoption of child). Faculty must expressly notify the university that they don’t want this benefit (Opt-Out).
WUSM: Recent tenure clock stoppage policy is Opt-In (you must notify your department chair that you want to take advantage of this benefit), not Opt-Out.

“4. Eliminate Bias by Clearly Communicating Policies to Internal and External Reviewers”

Examples: The University of California, Harvard, M.I.T., Stanford, and U.C. Berkeley, have adopted statements against discrimination.

WUSM: The University Faculty Policy Handbook contains statements affirming its commitment to equal opportunity in all employment matters and the advancement of women and minorities, veterans and the disabled. This section on “Affirmative Action and Equal Opportunity” also prohibits discrimination on the basis of race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin, veteran status, disability or genetic information. In addition, all policy manuals and employment handbooks contain these same statements. Each year the Chancellor releases a letter university wide which reaffirms the University’s commitment to equal opportunity and prohibits discrimination on the bases stated above.

“5. Provide Training for All Departmental Chairs on Gender Bias

Examples: UC Berkeley and University of Washington both have a "School for Chairs." UC Berkeley has increased its hiring rates for new women faculty from 26 percent to nearly 40 percent after implementing these policies.

WUSM: The WISELI program ran an optional workshop for Chairs in 2007 that focused on these issues, but there is no annual, required training. Two years ago a Chair Search and Hiring process improvement team was formed by the Associate Dean for Faculty Affairs. This small group of women faculty conducts training sessions for Chair search committees at the outset of each new Chair search. In addition, an Orientation Program for New Department Chairs (AKA “Chair School”) has been organized by the Associate Dean for Faculty Affairs and begins this spring.

“6. Prevent Gender Bias in Hiring and Negotiating:

Women often find it more difficult to negotiate aggressively for their hiring packages without being perceived negatively. As such, their initial starting packages often pale in comparison to their male peers and may carry with it long-term consequences.”

Examples: Utah State University. “The ADVANCE program at the Utah State University provides confidential and informal counseling for candidates considering job offers at the university. This service provides consultation with potential faculty members on what to negotiate for and how to negotiate, and provides answers to questions many potential faculty members may avoid asking of department chairs, such as childcare options and policies regarding tenure clock stops.[17]”

WUSM: Nothing similar is available.

“7. Offer a Part-Time Tenure Track”

Examples: The University of Washington has two policy options for tenure-track faculty who want to work part time: 1) a permanent part-time tenure track, and 2) a temporary part-time option, using partial leave and tenure-clock extension. The University of California, Berkeley, also has instituted a
part-time tenure track and found that even the majority of men supported this option, especially if it could be taken at any time during a career.

WUSM: Nothing similar is available.

“8. Train All Chairs in Managing with Flexibility
While department chairs have critical roles in hiring, evaluating, and retaining faculty, they traditionally have had minimal training in management and often know little about important university policies such as family leave.“

WUSM: See above response to #5. New department chair orientation program is beginning this spring.

“9. Provide Cafeteria-Style Benefits
Another key way to control backlash against family-friendly policies is to provide cafeteria-style packaging of existing benefits, in which employees design their own benefits packages from a list of options. This plan recognizes that employees have a range of caregiving responsibilities—some faculty will need assistance with child care while others may have elder care duties.”

Best Practice: University of Delaware Cafeteria-Style Benefit Program

WUSM: The University’s benefits philosophy is to provide employees with a core set of benefits which provide economic protection against catastrophic losses while employed, along with time off and quality-of-life programs and financial assistance in planning for retirement. Periodically the Benefits Office contracts with an outside consultant to assess competitiveness of the overall package. In the last survey, none of the 15 peer institutions with which we routinely compare provided cafeteria benefits. These programs were popular in the late ‘80's but have since declined in use due to concerns over how employees handled flex spending and coverage decisions and various administrative complexities. One comment regarding University of Delaware’s plan: “cafeteria style” does not always mean “better benefits” – the core there consists of an employee only basic medical plan, employee only dental, no vision, standard LTD and only 2X salary basic employee life insurance. At WUSTL, benefits have expanded in the last 2 years to include a Backup care plan for ill child and elder care coverage.

“10. Foster Dual Careers with Central Financing”

Example: Purdue University Bridge Program. This program can provide funding if a department cannot fund a full-time position for one of the spouses. The program also assists accompanying spouses who are not academics with contacts in the surrounding job market and help with relocation issues.

WUSM: Since 2007, chairs may refer potential faculty to the Higher Education Resource Center (HERC), which offers information and dual couples support for job search and networking. In July 2009, WUSM created the office of Faculty and Executive Search to assist departments with conducting professional, efficient and cost effective searches for these positions. One service from that office offers partners of incoming faculty personal support and planning for their local networking and job search activities.

“11. Establish Re-entry Programs for Academics
Colleges and universities can create re-entry programs to realize their investments in the many academic mothers who already have been fully trained, and who are languishing in the second tier of academia or are out of the workforce because of the lack of family-friendly policies.”
Example: The National Institute of Health sponsors re-entry grants for scientific research, which target women who have been away from research for at least two years, but no more than eight years.

WUSM: Nothing similar is available through WUSM.

“12. Establish Mentoring Programs to Support Junior Faculty”

Example: University of California, San Diego: As soon as a new faculty appointment is made, the department chair assigns a mentor. The mentor is responsible for contacting the new faculty member in advance of his/her arrival at the University and then meet with the new faculty member on a regular basis over the first two years to provide confidential and informal advice on various aspects of faculty life and work. There is no evaluation or assessment of the new faculty member on the part of the mentor, only supportive guidance and constructive feedback.

WUSM: There are several small (mostly pilot) mentoring programs for junior faculty, and the institutional KL2 program. All require individuals to apply and be accepted. Department chairs may provide mentorship to new faculty in different ways, but there is no WUSM policy or school-wide program for all new faculty.

SUMMARY: WUSM has made recent improvements in its policies in order to improve gender equity and work/life balance for everyone regardless of gender. The impact of newer policies will need to be monitored to determine their efficacy (e.g. Office of Faculty and Executive Search). Some of the suggested policies listed here may not be clearly beneficial for WUSM (e.g. cafeteria style benefits), but others appear progressive and potentially useful to consider (e.g. Opt-out tenure clock stoppage).
All faculty should have received the following email message from Provost Macias. This questionnaire was devised by his office. The AWN was not involved in writing or distributing the questionnaire, and we will not be involved in the analyses of the data acquired. However, it is critical for the Provost to gain an accurate view of the opinions of medical school women faculty. We hope that this information will be useful to the Provost in devising new programs, policies and opportunities for women faculty at the Medical School.

Please fill out your survey thoughtfully and encourage your colleagues to do so as well! (See the email address embedded in Dr. Macias’ message below to request a link to your unique URL).

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Dear Colleague,

I am writing to invite you to respond to a university-wide survey about the quality of work life for faculty and other academics at Washington University. The survey asks about the work you do and how well it is supported, the climate of your school, department or unit and the ways in which life outside of WU meshes with your faculty responsibilities. This survey is conducted every four years and the response informs policies and practices both university-wide and at the school level.

You can enter this survey by clicking on the following URL:
--xxx-- (This is a unique URL only for you, please do not forward this link to anyone else.)

Your response to this survey will be treated as extremely confidential. The analysis will be reported in summary format only for groups of five or more respondents. Neither the deans nor senior administrators nor other faculty members will have access to the identity of individual respondents. Participation in the survey is completely voluntary and you may answer as few or as many questions as you wish. I hope that you can respond because your input will be valuable as we work together to continue to improve Washington University.

I know how busy you are and usually do my best to protect faculty from surveys. This one, however, is important so that Washington University can address issues that affect you. If you are unable to respond right away, a reminder will be sent in a couple of weeks. If you have questions or concerns about the survey, you may contact the project coordinator at FacultySurvey@wustl.edu.

With best regards,
ED

Edward S. Macias
Provost
Executive Vice Chancellor for Academic Affairs

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Helen Piwnica-Worms named head of cell biology and physiology

Helen Piwnica-Worms, PhD, the Gerty T. Cori Professor, has been named head of the Department of Cell Biology and Physiology at Washington University School of Medicine. Dr. Piwnica-Worms is the 2nd women named permanent head of a department in the School of Medicine in its 120 year history. The first female permanent chair, Dr. Lilianna Solnica-Krezel, department of Developmental Biology, was appointed in the summer of 2010. With Victoria Fraser, MD, as interim head of medicine, there are now 3 (out of X total) female voting members of the Executive Faculty Committee for the School of Medicine.

From The Record: “Piwnica-Worms has won national and international recognition for her scientific contributions. She was a recipient of the Spirit of Health Award for Cancer Research from the American Cancer Society. She has been elected to the board of directors of the American Association for Cancer Research, named a fellow of the American Academy of Arts and Sciences, the American Association for the Advancement of Science and the Academy of Science of St. Louis, and recently was named a research professor of the American Cancer Society. At WUSTL, Piwnica-Worms has served on search committees for the heads of several medical school departments and on the Medical Science Training Program admission committee for nine years. She helped build the molecular oncology program at Washington University. At the Alvin J. Siteman Cancer Center at Barnes-Jewish Hospital and Washington University School of Medicine, she serves as associate director of basic science, co-leads the cell proliferation program and is a member of the executive committee and the cancer biology pathway selection committee.”

Adrienne Davis, JD named vice provost of Washington University

Adrienne D. Davis, JD, the William M. Van Cleve Professor of Law, has been appointed vice provost for Washington University. She will work with Edward S. Macias, PhD, provost and executive vice chancellor for academic affairs, to enhance diversity at the University. AWN, along with other campus organizations and committees, lobbied for such a position heavily in past years. It is gratifying to see a positive response to our efforts and we look forward to working with Dr. Davis in her new position. We are hosting Dr. Davis at our Spring 2011 AWN dinner on April 26th, where she will discuss diversity initiatives at WU.
Interview with Helen Piwnica-Worms, Ph.D.
By Anne Glowinski, M.D.

Dr. Helen Piwnica-Worms, PhD, the Gerty T. Cori Professor, was officially named head of the Department of Cell Biology and Physiology at Washington University School of Medicine in St. Louis on March 8th, 2011. When officially announcing her appointment, Dean Larry Shapiro described Dr. Piwnica-Worms as “a pioneer in her studies of the basic mechanisms that regulate cell division, but her leadership at Washington University has extended far beyond the lab”.

Anne Glowinski, AWN Secretary 2010-2011, had the good fortune of interviewing Dr. Piwnica-Worms on March 17th, less than two weeks into her new position. The interview took place in Dr. Piwnica-Worms’ new office in the BJC Institute of Health Building at WUSM.

“Did you deliberately try to get where you are now?”

HPW: “No, I did not. There was no global thinking about aiming to be where I am now. I followed my love and passion for science step by step”.

Dr. Piwnica-Worms describes growing up in a very supportive environment, where education was seen as a major and crucial achievement. At the same time, there were no role models for scientists in her family and so, her initial ambition, despite early signs pointing undoubtedly to her life-long love of science, was to be a teacher. She describes moving from college to graduate school still thinking she would be a teacher. However, more definite signs of her passion for science were emerging along the way:

HPW: “I remember doing my first experiment in the lab and feeling such an endorphin rush from obtaining my first results”. She also describes key moments along the way: she knew that she wanted to be a mother. Her own mother was very supportive of the idea that one could both work outside the home and be a mother, and that in fact, this would be best for her daughter! However, as a good scientist, Dr. Piwnica-Worms didn’t know until she experimented with motherhood what eventual choice she would make. What was the outcome of the experiment? She wanted to be a mother and continue being a scientist. Actually, the decision to be an academic scientist was another pivotal moment: Dr. Piwnica-Worms describes approaching her post-doc advisor at Harvard to discuss her career thoughts. Was “high-pressure” academics for her? She was thinking about alternatives, which, in theory, appeared more compatible with family life, such as teaching in a Liberal Arts College or working for a company. Her advisor did not hesitate and he recommended another experiment: at least give academics a try as he felt she was particularly suited for it. She also credits her mother for encouraging her to not make decisions based on fear of failure.

“Do you remember what was scary about academics at the time?”

HPW: “Yes, it was this fear, that there is no end to your day, that work is 24/7”. She credits her advisor for giving her the right perspective: try it before giving up on it.

“What have you learned in the days that you have been a Chairwoman?”

HPW: “That I have had to give up the scheduling of my life. I no longer own my calendar: I had to outsource it. I have so many meetings”. She shows me her very full calendar and I ask her “How do you keep at science with a calendar like that?”
HPW: “I got good advice from other chairs, to block off some time. I keep my mornings open for science. It also helps that I’m an empty-nester and that I can work long hours. I really get work done, at the end of the day when the place clears out.”

“What is your mentoring philosophy?”
HPW: “I expect all my mentees to progressively become more independent, to start developing their own ideas and to use me as a resource. We are a team. I also let them know that I am always available as a resource”. She tells me that there are many trainees in her Department. She is involved in mentoring students of all ages and stages, ranging from High-Schoolers to Post Docs. Dr. Piwnica-Worms tells me about the St. Patrick Day party that is being organized for departmental trainees this afternoon. She also tells me that she is working to insure that trainees in her Department have a voice, to express their needs to faculty: she has encouraged them to form a sub-committee that will communicate ‘trainees’ perspectives and needs at faculty meetings.

“Do you already have an established leadership style?”
HPW: “I am a consensus-builder”. When I ask her if this is a style she deliberately developed, she answers that this is really more the style she started with. She did not read books that taught her what a consensus-builder is but at some point, she realized that this was how she leads. She learned much from watching others, i.e., learned both from what she liked and didn’t like.

“What are some challenges you face?”
HPW: “We face financial challenges in this funding climate. I am planning to hire a new staff member to help support our trainees and new faculty: a person who can keep track of grant opportunities”. She also tells me that the medical school as a whole is facing the same challenge and that the financial challenges extend to the clinical side.

When I ask her “what mistake will you try to not make as a chair-woman?”, it becomes clear to both of us that this is not how she thinks. I observe that this reminds me of her mother’s comment about not operating by fear of failure: that is not how she works. So, I reformulate: “What are you being mindful of so that you can be successful as a chair-woman?”. She describes then that to keep herself sane and be productive she has had to give up certain activities that she had previously committed to, e.g., serving on several editorial boards or on advisory committees. It has not been easy, because once she commits, she is fully engaged. At the same time, she would not be able to accomplish what she plans to accomplish without pruning some of her previous commitments!

To finish the interview, I ask whether she is a member of AWN? She is, and goes on to describe a situation familiar to many women in our academic environment: For many years, it was very hard to be an active participant in AWN due to the age of her children and the balancing of all the aspects of her life. At the same time, she is very cognizant of the contributions that have been made by AWN to transform our academic environment. She gives an example: when she first joined WUSM, she was asked by then Dean Peck to join a search committee specifically, he told her, because of input by AWN that search committees should include more women.

Dr. Piwnica-Worms finally tells me that she always thinks of herself more as a scientist, than as a woman-scientist. She has made profound contributions and her accomplishments have been recognized. At the end of the day, her advice to all is “do your best work, do your best”.
Dr. Tamara Hershey is an Associate Professor in the Departments of Psychiatry, Neurology and Radiology at Washington University School of Medicine. She received a B.A. from Earlham College, a Ph.D. from Washington University in neuropsychology, clinical training at Long Island Jewish Medical Center and postdoctoral training in neuroimaging at Washington University School of Medicine. Since joining the faculty at WUSM, she has developed a successful independent research career in the fields of cognitive and clinical neuroscience. This work has been supported by multiple R01 awards from NINDS and NIDDK. Dr. Hershey has a wide variety of research interests including the neural underpinnings of cognitive and mood dysfunction in movement disorders (e.g. Parkinson disease, Huntington disease, Tourette syndrome) and the central nervous system effects of diabetes and obesity, particularly during development. Dr. Hershey has been on the Tourette Syndrome Association Scientific Advisory Board since 2007 and is now the co-chair of the TSA SAB. She has been very involved in mentoring and faculty development issues, serving as mentor to multiple junior faculty members, as Board Member for the Academic Women’s Network and as a peer-mentor group facilitator, and co-director.

I was eager to interview Tammy Hershey, an AWN board member for many years and now the editor of AWNings. Tammy inspires respect even before awareness of any of her specific and numerous accomplishments: her enormous intelligence, wonderful sense of humor, clear ethos, drive and dedication to positively impact her environment, are obvious within a few minutes of hearing her talk.

Did you deliberately try to get where you are now?
[Tamara Hershey] Only in the broadest sense. I wanted to do neuroscience research in clinical populations, but did not necessarily aim to do the specific research that I’m doing now, or to be at WUSM. My career path has been shaped by the mentors and collaborators I was lucky enough to have, a stimulating intellectual environment and unexpected opportunities that opened up interesting lines of research.

How did you get there?
[Tamara Hershey] I don’t think it has to be mysterious -- I worked hard, did the best science I could, published papers, got grants, gave talks, played nicely with others and stayed out of trouble. I am lucky to have a chair (Chuck Zorumski) who is crystal clear about his expectations for promotion, and values the same things that I do. I really think that these are the essential ingredients of success in research; if you don’t enjoy doing these basic elements or are distracted from them by politics, egos, or self-promotion, your progress as a scientist will suffer. Whenever I feel frustrated by my career, it is usually because of these other things, not because of the science. I love working with data and finding out what it has to say, formulating projects and grants, and putting all the pieces together to make a story.

What is your mentoring philosophy?
[Tamara Hershey] I like mentoring, working with people one-on-one, and seeing how I can help them accomplish what they want or need to accomplish. I try to treat people the way I’d like to be treated, the way I’d like to be mentored. That means being available, responsive, encouraging, but also challenging them to do better -- e.g. think more clearly, write more persuasively, be more productive and resourceful.
Do you feel that you already have an established leadership style?
[Tamara Hershey] I think it is evolving. I'm constantly trying to run my lab more efficiently while maintaining high standards and the morale of the team and of individuals. I take what I learn there, and apply it to leadership positions in other settings. However, I am still learning what kind of leadership positions I enjoy; not all are equally rewarding!

What is your leadership style?
[Tamara Hershey] You'd have to ask my lab... I strive to be organized and collaborative, but also decisive. I don't like to spend too much time ruminating; I would rather make a decision and move on.

Having had the opportunity to work with Tammy on the AWN board, I can attest to the truth of this self-reflection: Tammy gently but directly reminds us when we are re-inventing the wheel.

What are some of the challenges you face?
[Tamara Hershey] Too many meetings! Really, I like spending time with my data and my writing, but it can be hard to get blocks of time to do so. I also like the stimulation of doing lots of different projects, but the downside is feeling spread a bit thin intellectually. I would also note the ever present anxiety over grant funding, paying people's salaries, being able to plan more than 2.5 yrs in advance. Finally, I still am challenged by the work/life balance. Regardless of the age of my kids, there are decisions to be made every day about how to divide my finite resources between work and family.

What are some challenges that you see the medical school facing?
[Tamara Hershey] Despite the highly collaborative nature of individuals here, there are too many territories and fiefdoms throughout the school and not enough camaraderie across departments and across clinical and research enterprises. This can get in the way of creativity and productivity. The more recent emphasis on translational research from NIH and new interdisciplinary centers here have helped mitigate this, but I think there is still human nature and the preexisting academic culture to deal with.

What is one mistake you try not to make?
[Tamara Hershey] I don’t want to be disappointed in my own behavior or choices. If there is a choice between doing something expedient and self-serving but ethically shallow, I don’t want to find that I was not smart enough to withstand that temptation. When in doubt, talking it through with a trusted colleague is extremely helpful and usually I know the right answers even before I've finished describing the situation.

I was not at all surprised by this answer as Tammy is, in fact, a role model not just because of what she achieves, but in the way that she achieves it with the highest level of integrity.

Why is being a part of AWN important to you?
[Tamara Hershey] As a regular member and a board member, I get to meet amazing women faculty across all disciplines - people I would not necessarily meet otherwise. I also get a good sense of our institution’s politics, governance and decision-making processes. It has definitely helped me understand the context and the culture within which I work.
Kudos

Excerpts from The Record

Jane Phillips-Conroy, PhD, professor of anatomy in the School of Medicine and of anthropology in Arts & Sciences, has been awarded a three-year, $340,900 collaborative research grant from the National Science Foundation for research titled "A Multidisciplinary Field Based Study of the Little-Known Kinda Baboon (Papio cynocephalus kindae) in Zambia"

Tamara Burlis, DPT, assistant professor of physical therapy and associate director for clinical education in physical therapy, has been appointed by Missouri Gov. Jay Nixon to the Missouri Advisory Commission for Professional Physical Therapists. The commission is responsible for advising the Board of Healing Arts on the licensure and regulations of their respective disciplines. ...

Tamara L. Doering, MD, PhD, professor of molecular microbiology and director of the Graduate Program in Molecular Microbiology and Microbial Pathogenesis, was named a fellow of the American Association for the Advancement of Science (AAAS), the world's largest general scientific society. She was elected to the Section on Medical Sciences for distinguished contributions to understanding the fundamental biology of the pathogenic fungus Cryptococcus neoformans.

Treva K. Rice, PhD, research associate professor of biostatistics and of psychiatry, has received a four-year, $1,244,059 grant from the National Institutes of Health’s National Heart, Lung, and Blood Institute to serve as the coordination core for the Program to Increase Diversity Among Individuals Engaged in Health Related Research (PRIDE) Summer Research Institutes. ...

Linda Sandell, PhD, the Mildred B. Simon Professor and the director of research in the Department of Orthopaedic Surgery, was installed as the president of the Osteoarthritis Research Society International at the 2010 meeting in Brussels. The Osteoarthritis Research Society International is the premier international organization for scientists and health-care professionals focused on the prevention and treatment of osteoarthritis through the promotion and presentation of research, education and the worldwide dissemination of new knowledge. ...

Tracy Spitznagle, DPT, assistant professor of physical therapy and of obstetrics and gynecology, received the Elizabeth Noble Award from the American Physical Therapy Association at its annual meeting in February. It is the highest honor given by the Women’s Health section for service and patient care.

Megan E. Wren, MD, associate professor of medicine, was awarded the 2010 Samuel R. Goldstein Leadership Awards in Medical Education. Wren has devoted a substantial portion of her time to medical student education at the School of Medicine for more than 20 years.

Kelle Moley, MD, the James P. Crane Professor of Obstetrics and Gynecology, has received a grant from the Children’s Discovery Institute to facilitate research among Washington University researchers on pregnancy, maternal-fetal interaction and pediatric diseases. Ann Gronowski, PhD, associate professor of pathology and immunology, and Marwan Shinawi, MD, assistant professor of pediatrics, are co-principal investigators of the WIHSC.
Kudos, cont...

Sheila Stewart, PhD, received a grant to expand a library of molecular tools that can selectively turn off every gene in the mouse genome. Elaine Mardis, PhD, co-director of The Genome Center and director of technology development, and David Piwnica-Worms, MD, PhD, professor of developmental biology and of radiology, are collaborating with Stewart on the CDI grant.

Joan L. Luby, MD, professor of child psychiatry was featured in the January 26 edition of The Record. Dr. Luby’s work on diagnosing and therapy development to treat clinical depression in children as young as three was discussed.

Susan Dutcher, PhD, professor of genetics was featured in the January 28 edition of The Record. Dutcher uses the green algae Chlamydomonas as a model for understanding how errors in genes for human cilia — the hair-like extensions that grow on almost every cell in the body — can cause major health problems in people.

Christina A. Gurnett, MD, PhD, assistant professor of neurology, was featured in the February 17 edition of The Record. Dr. Gurnett’s work on a four-generation family of sleepwalkers has suggested a genetic link to the common disorder.

Websites & Articles of Interest

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

Interview with Dr. Janet Davison Rowley, pioneering cancer geneticist: http://www.nytimes.com/2011/02/08/science/08conversation.html?_r=2&adxnnl=1&hpw=&adxnnlx=1299865849-4c9NTmG4puaY618L6Z5YeQ


Modification of the NIH biosketch to “permit a description of factors that may have reduced productivity” (e.g. maternity leave). http://grants.nih.gov/grants/guide/notice-files/NOT-OD-11-045.html

NIH grants awards by gender and commentary by NIH Deputy Director for Extramural Research, Dr. Sally Rockey. http://nexus.od.nih.gov/all/2011/03/18/you-go-girl/

A controversial recent paper on the reasons for the underrepresentation of women faculty in science: http://www.pnas.org/content/early/2011/02/02/1014871108.abstract

UPCOMING EVENTS:

AWN Brownbag

“There’s Not Enough Time (and Other Lies We Tell Ourselves): How Our Thoughts Sabotage Us”

Jill Farmer, Life Coach

Thursday, May 5, 2011 from 12-1pm
Holden Auditorium
1st floor, Farrell Learning and Teaching Center
AWN Spring Dinner

Tuesday, April 26
Drinks and socializing at 6pm
Dinner at 7pm

Dr. Adrienne Davis
Vice Provost
Washington University

Will Discuss:
“Developing Diversity at WUSM and the Danforth Campus, or, How I Became a STEM and BioMed Girl”

Also honoring our awardees:
AWN Faculty Mentor Award
Rosalyn Kornfeld Student Leadership Award
Pioneering Woman Award

Location: King Center; 7th floor of the Bernard Becker Library

If you would like to attend, please RSVP to Linda Larson-Prior (lindap@npg.wustl.edu) and send a check (make out to the AWN) to Linda at Box 8225 or pay at the event ($35 per attendee, check or cash)