2015 SEEDS “You Choose” Awards Application

University of Miami
Women in Academic Medicine Professional Development

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ABSTRACT

A recent article published in Academic Medicine by the Women in Medicine and Health Science Program at UC Davis illustrates the importance of opportunities for networking, sponsorship, mentorship, and career development to improving recruitment, retention, career satisfaction and institutional climate for women at academic medical institutions.\(^1\) Additionally, the latest report from the AAMC, “The State of Women in Academic Medicine” shows some progress in the advancement of women in medicine, but much room for improvement.\(^2\) The University Of Miami Miller School Of Medicine currently supports one senior woman faculty member to attend the Hedwig van Ameringen Executive Leadership in Academic Medicine Program for Women (ELAM) [www.drexelmed.edu/elam](http://www.drexelmed.edu/elam). This program provides an opportunity to enhance the professional skills of a woman leader, whether she is in a development phase of leadership or transitioning to a new executive position at the select institution. The American Association of Medical Colleges AAMC also organizes annual meetings for early, minorities and mid-career women faculty development that some but not most women in our medical campus have the support to attend. By organizing local initiatives in women faculty development we would provide guidance to mid-career and junior faculty members in a larger forum. Additionally, as WIAM’s structure and activities have become more formalized over the past two years, we seek to learn from other institutions who have robust programs to support women scientists and clinicians. Having their leaders come to share their experiences and strategies with us will help advance the goals of WIAM. The proposed professional development event would include a meeting with the WIAM advisory board to provide guidance on the volunteer group’s mission and goals. Also this faculty listed below would serve as key note speaker for faculty, residents and fellows on the importance recruitment, retention and promotion of women faculty. The presentation will include information on local and national leadership opportunities, a networking event and evaluation to assess the event’s impact. This program will be open to all faculty, residents and fellows.

GOALS

The Women in Academic Medicine (WIAM) group strives to coordinate programs to support women medical faculty and celebrate their achievements. The mission of WIAM is to develop programing to aid in the recruitment, retention and leadership advancement of women faculty at the medical school. WIAM is chaired for the second year in a row by volunteers Dr. Abbo and Dr. Motola. Currently this program has an operating budget of $4000.00. WIAM with the

\(^1\) Bauman MD, Howell, LP, Villablanca AC. The Women in Medicine and Health Science Program: An Innovative Initiative to Support Female Faculty at the University of California Davis School of Medicine. *Acad Med.* 2014 Nov;89(11):1462-6.

assistance of the Office of Diversity and Multicultural Affairs at the Miller School of Medicine has sponsored numerous programs including speed mentoring, ELAM panel discussions, and sessions on promotions and career advancement.

The overall goal of the professional development proposal is to support the advancement of women through education and resources. We have identified two national key leaders that have established successful initiatives for women faculty. We are requesting funding to invite one of them to our campus for a day long professional development event. Our first choice is Dr. Stephanie Abuhl (Bio below) from the University of Pennsylvania’s Perelman School of Medicine. As an alternative, we have identified Dr. Barbara Fivush from Johns Hopkins University School of Medicine (Bio below).

Stephanie Abuhl MD is Professor and Vice Chair of Faculty Affairs in the department of Emergency Medicine at the University of Pennsylvania’s Perelman School of Medicine. She is board certified in both emergency medicine and internal medicine and completed the ELAM (Executive Leadership in Academic Medicine) fellowship in 2004-2005. Dr. Abuhl’s primary research interests include establishing evidence-based best practices for faculty development (men and women) and investigating gender issues surrounding career advancement in medicine and science. She has also done research in Emergency Medicine, primarily on operational issues. She has over 100 publications to her credit and serves as a peer reviewer for emergency medicine and internal medicine journals. Dr. Abuhl’s honors include: AOA (1980); the Bryce Collier Prize for Compassion in Medicine (1980); the American Medical Women’s Association Award (1980); Excellence in Teaching Award (1992); Philadelphia Magazine’s "Top Doc" award (1994, 1996); the Lenore Rowe Williams Award from the University of Pennsylvania (2003); and the Emergency Medicine Residency Mentorship Award (2003, 2010, 2012). In addition, Dr. Abuhl received the 2012 AAMC Group on Women in Medicine and Science Leadership Development Award, a national honor in recognition of her research and programmatic work on faculty development and promoting women’s biomedical careers. She also won the 2013 Trustees’ Council of Penn Women-Provost Award at Penn for her leadership in advancing women faculty at the University of Pennsylvania.

Since 2001, Dr. Abuhl has been the Executive Director of FOCUS on Health & Leadership for Women, a unique faculty development program funded by the Dean to recruit, retain and advance women faculty and to promote women’s health research. In 2004, the FOCUS program received the AAMC’s Women in Medicine Leadership Development Award. Dr. Abuhl’s experience with numerous innovative FOCUS initiatives led to a joint-PI collaboration with Dr. Jeane Ann Grisso on a unique RO1-funded study, the NIH-TAC(Transformation Academic Culture) Trial, to examine causal factors and interventions that promote women’s careers in science and medicine. This 4-year trial, the first of its kind, implemented a 3-tiered intervention in a cluster-randomized design across an entire school of medicine, aimed at improving the academic productivity and job satisfaction of women faculty. Since 2013, along with a team of multidisciplinary Penn colleagues, Dr. Abuhl has developed a Penn Pathways career-leadership program for men and women assistant professors in the STEM fields at the request of the Penn Vice-Provost for the Faculty.
For more information on the FOCUS program at UPENN go to:
http://www.med.upenn.edu/focus/ProgramLeadership.shtml

Also Dr. Barbar Fivush, Professor of Pediatrics and the Division Chief Pediatric Nephrology at the Johns Hopkins University who serves as the Office of Women and Science in Medicine Associate Dean of Women in Science and Medicine.

The Office of Women and Science in Medicine is dedicated to the advancement of women faculty, The Office of Women in Science and Medicine (OWISM) serves to network women at all ranks in the 32 Departments of the School of Medicine, and offers educational programs to meet the needs of all women faculty.

See link for more information on the office of Women and Science in Medicine
http://www.hopkinsmedicine.org/education/women_science_medicine/

**Symposium Objectives:**

- Assist WIAM group in their mission to advance the advancement and leadership of women in academic medicine.

- Discuss opportunities and challenges for women in advancing their academic careers in medicine. Assist women faculty in identifying personal skill sets in need of further career and leadership development.

- Presentation on local and national leadership opportunities to include but not limited to how to become a member of a national boards, how to get involved with local science related chapters of national organizations, and presenting at conferences locally/nationally

- Networking opportunity. WIAM surveyed the membership and they stated there was a need for more networking type events. The University of Miami is a mid-size institution separated by three main campuses. There are not many opportunities for women to come together in an academic setting aside from SEEDS-related events. This event would help support the SEEDS mission.

- At the end of the program, participants will be asked to complete an assessment on the event(s) to evaluate program impact. Findings will be shared with SEEDS leadership.
**BUDGET**

We are seeking to support a WOMEN IN ACADEMIC MEDICINE PROFESSIONAL DEVELOPMENT EVENT. This invite will be open to all faculty. The estimated costs are:

Key note speaker Hotel/Transportation 1500.00

(We will engage other departments to cost share the speaker’s honorarium. The amount listed above is only a portion of the speaker’s estimated rate).

Cost of program printing $200.00

(In house printing to save on cost)

Refreshments/coffee break $800.00

**Total** $2500.000