



Women in Medicine & Science

School of Medicine MCV Campus

newsletter

Women in Medicine & Science
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Lenore Buckley, MD • Karen Sanders, MD •
 Dawn Mueller, MD • Wendy Klein, MD

President's piece

By Joann N. Bodurtha, MD, MPH



My husband says we learn best when we are most uncomfortable. I can still recall my first day of medical school. I did not come from a medical family, knew none of my classmates, and realized I hadn't

a clue about what it meant to be a good doctor. The only thread of continuity from college days was my preference for a seat in the back row. The cell biology professor started lecturing. I could not understand a word he spoke. It dawned on me. Medical school was conducted in Latin. Somehow I had missed that in the catalogues, the interviews, the pre-med advising, and my parents' pride that I was going to medical school.

How was I going to recall my junior high school Latin? How could all my classmates ahead of me be taking notes so busily? Then I caught the word, "Ribosome." Actually it was more like, "Rrrribosome," as our professor had a thick Hungarian accent. I didn't have time to contemplate this as an anxiety attack because I had to pay attention so acutely to understand the words themselves.

Can you remember what it was like to first try to understand something? Can you communicate how you continue to learn the things you want and need to know to be a good teacher of medicine? Do you reflect

"In the end we will conserve only what we love. We will love only what we understand. We will understand only what we have been taught."

Dale Smith, *What the Parrot Told Alice*

on the many other things you teach to family, friends, patients, and the public by your example?

In their short and wonderful book, *The Elements of Teaching*, James M. Banner and Harold C. Cannon emphasize that "teachers must be thinkers in their own right, not just 'doers' who happen to teach and possess the skill to do so."

Banner and Cannon ask,

What, then, does it mean to say that a teacher must possess learning? Learning:

- means knowing and mastering a subject,
- embodies the act of learning,
- requires keeping up with one's subject,
- conveys the spirit and love of learning to others,
- means being open to the knowledge of others, especially one's own students,
- provides the basis for independent thought, and
- justifies learning.

How do we make sure that our tests, our CME, and our daily practice demonstrate the importance of ongoing learning? Today in medical genetics we check the latest literature, whether molecular diagnostics or new insurance issues, for each patient we see. It is hard, but also fun, to try to keep up with what the ribosome is now understood to be. Keeping teaching and our own learning in the forefront of our daily documentation, mission-based management, and pressed schedules is a challenge. Yet, it is the core of the medical school and the teaching hospital. Learning takes place in the halls, bedside, classroom, laboratory, and food cart lines, or it does not.

What can each of us do to help a student understand that paying attention today builds the foundation for doing no harm, as well as discovering new things? I am grateful to work in a place where so many try to teach the next generation to do an even better job.

It is, however, a messy business to bring some order to the current chaos of health care delivery—to teach ourselves and our students that work hours make sense, that you get out what you put in, and that we learn to teach to learn to teach and so on. How can we all commit to helping one another teach with more imagination and compassion and learn with more energy and ethical attention?

Quo vadis? ?



Karen M. Sanders, MD

VCU SOM representation data compared to national figures

In a presentation on May 8th, 2002, Dr. Karen Sanders and Dr. Wendy Klein, Co-Chairs of the SOM Committee on the Status of Women and Minorities, along with Carol Hampton, Associate Dean for Faculty and Instructional Development, presented the results of the committee's annual benchmarking to the Dean's Executive Committee. Data on women and black faculty

from the VCU School of Medicine database were analyzed and compared to standard national benchmarks provided by the Association of American Medical Colleges (AAMC) for 1997-2001.

For overall representation, VCU compared favorably to the national data. Almost 32% of VCU's SOM faculty were women, as compared to 28.4% nationally. For black faculty, the numbers were 3.9% at VCU and 2.9% nationally. But the number of black faculty at VCU has steadily declined over

the last 5 years, from 34 to 28.

In regards to rank, women and black faculty members are still underrepresented at the levels of Associate Professor and Full Professor. Only 8.8% of female SOM faculty are Full Professors, as compared to 11.2% nationally. And for black SOM faculty, only 3.4% are Full Professors, as compared to 10.0% nationally. Women and black faculty are also under-represented in the tenure track. While 45% of male faculty are tenured, only 16.4% of female faculty, and 25% of black faculty are tenured. The total number of full-time faculty has been flat over 7 years, holding at 710. The number of women faculty has increased by 7.1% over the past 5 years, from 211 to 226.

Drs. Klein and Sanders closed by urging Department Chairs to continue to vigorously promote the recruitment, retention, and mentoring of qualified women and minority faculty. The full PowerPoint presentation and the tables of data can be found at www.womeninmedicine.vcu.edu. ?

Looking for a research partner?

Have you ever thought about collaborating with others, but don't know how to find others with specific research interests or areas of expertise? Are you interested in making yourself available to other collaborators, but can't seem to find the "Researchers Seeking Researchers" section in the local personal ads? Then perhaps it's time to get to know GENIUS.

Marsha R. Torr, PhD

GENIUS (Global Expertise Network for Industry, Universities and Scholars) is an electronic research administration module that has been put in place by the Office of Research for use by VCU researchers. Because GENIUS is used to register researchers and administrators in the InfoEd system, most faculty already have GENIUS profiles. However, many of you are not using one of the most powerful functions of GENIUS, namely, making your research interests and areas of expertise known to other researchers – both here at VCU and throughout the world – and to potential sponsors of your research. GENIUS also allows you to find other researchers based on their interests and areas of expertise. (As noted in the Fall 2001 edition of VCU's *Research Quarterly*, the SPIN InfoEd module can be used to find funding opportunities and potential sponsors.) At this point approximately 150 faculty have input their data into this system. As this number grows, GENIUS will become more valuable in searching for research partners. In short, it will be as valuable as the number of faculty who add their research interests to the database. So don't just add your data; persuade your colleagues and research groups to do the same.

The WIMS Executive Committee would like to thank Dr. Torr for her illuminating lecture, "Women in Research at VCU: Are We There Yet?" delivered on April 29, 2002 as part of our Professional Development seminar series.

What's more, your GENIUS profile can include an electronic c.v. that you can use when preparing research proposals. Whether these proposals are submitted to sponsors in paper form or electronically, your GENIUS profile can significantly reduce the amount of time it takes to prepare research proposals. The Office of Research plans to implement electronic proposal software this fall, so now would be a good time to begin preparing



Have a GENIUS profile? Chances are, the Office of Research has already created one for you. If so, or if you've forgotten the password needed to access your existing GENIUS profile, contact Research Information Systems at 827-2159.

For more information, access the World Wide Web at www.vcu.edu/geniussearch/genius.asp

This web page has links for creating a new GENIUS profile, accessing your existing GENIUS profile and searching for other researchers based on their research interests and areas of expertise.

The Office of Research offers training for using SPIN and GENIUS. Colleges and departments can arrange training sessions for 10 – 15 researchers by contacting Research Information Systems at 827-2159.

Individuals interested in this training can attend one of the regularly scheduled sessions offered by the Office of Research. Training schedules can be obtained by contacting Research Information Systems or by checking the Research Resources section of the Office of Research website:

<http://www.research.vcu.edu/resources.htm> ?

WIMS Faculty Organization Officers

Congratulations to the new officers! And thanks to all who participated, whether through running for office, nominating others, or voting.



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WIMS Student Organization Plans

The leadership of the Women in Medicine Student Organization has made the following plans for this academic year:

A lunch lecture series on women's health topics such as hormone replacement therapy, breast cancer and mammography options, and contraception. Elective credit will be offered to medical students for attending these lectures, which will be scheduled for Spring 2003 to coincide with Women's Health Month.

Currently there is no plan to host Young Women in Medicine Day, an event which in the past has brought teenage girls onto campus to introduce them to health care professions.

Contact the WIMS Student Organization representatives to ask questions or offer your support for their initiatives:

Student Representatives:

Karen Annis, MII, annisk@vcu.edu. **Shea Bethea, MII**, betheasw@vcu.edu. **Jessica Neidig, MII**, neidigja@vcu.edu. **Denise Dietz, MI**, dietzdm@vcu.edu. **Harjit Kaur, MI**, s2hkaur@vcu.edu. **Kerry Eley, MI**, kdwillia@vcu.edu.

Faculty Representatives:

Cynthia M. Heldberg, PhD. **Wendy S. Klein, MD**.

Calendar of Events

Date/Time/Location	Topic	Speakers
Monday, September 23 12-1:30 pm MSB 104-105	WIMS "Welcome & Bring a Friend!" event. Meet new colleagues and the WIMS leadership.	Diane Wilson, EdD, MS, RD. Kathy Kreutzer, MEd. Joann Bodurtha, MD, MPH. Wendy Klein, MD. Carol Hampton, MMS.
Wednesday, September 25 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Wednesday, October 23 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Wednesday, November 13 12-1:30 pm MSB 104-105	Lessons in Leadership	Delegate Viola O. Baskerville , Virginia House of Delegates. Facilitator: Wendy Klein, MD
Wednesday, November 27 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Wednesday, January 22 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Friday, January 31, 2003 12-1:30 pm MSB 104-105	Planning for Promotion & Tenure	Mary Nettleman, MD, MS . Professor of Internal Medicine. Chair, Division of Primary Care. Associate Dean, Primary Care. Facilitator: Lenore Buckley, MD, MPH
Friday, February 21 1-day conference Richmond Marriott	11th Annual WIMS "Pathways to Leadership" Conference. Theme: Preparing to Lead.	Full details to be provided in the conference brochure. Watch for it in October.
Wednesday, February 26 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Wednesday, March 26 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
April 2003 12-1:30 pm Location TBA	Professionalism	TBA
Wednesday, April 23 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Wednesday, May 28 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	
Wednesday, June 25 4-5 pm Sanger 1-006	WIMS Executive Committee Meeting	

Announcements and Resources



Mid-Career Women Faculty Development Seminar

Target Audience: This seminar is for women at the assistant and associate professor levels with a minimum of four years in the position. It is targeted primarily for physicians but is also pertinent for PhD scientists.

Application: Each applicant should submit a supporting letter from her dean and section or department head describing how her goals for attending the seminar relate to her work and professional aspirations. Enrollment will not exceed 120.

Date: July 19-22, 2003

Location: Monarch Hotel, Washington, D.C.

Application Deadline: Some time in February 2003

More Info: Check www.aamc.org/meetings after January 1, 2003.

SOM 2002 New Faculty Orientation

Target Audience: Designed for full- or part-time faculty hired since June of 2001, but all SOM faculty are welcome.

Date: Monday, October 21, 2002

Place: Medical Sciences Building, 1217 E. Marshall Street

Description: The program is organized into "content blocks." Faculty are invited to register for the entire program or for individual blocks. The overall objective is to enable participants to examine the evolving administrative, educational, research, and healthcare environments in the School of Medicine and to better access the resources available in support of their teaching, patient care, and research. At the conclusion, participants should be able to identify educational and institutional resources and select appropriate services for effective teaching, research, clinical activities, and career development.

Goodies: Continental breakfast, coffee breaks, and a luncheon reception on the plaza immediately following the **Fourth Annual Teaching Excellence Awards**. Each participant will receive a collection of resource materials.

We Want Your Input!

The Executive Council of the Women in Medicine & Science Faculty Organization invites all faculty members to participate in our meetings, currently held in Sanger 1-006 on the fourth Wednesday of each month from 4:00 to 5:00 pm. See the calendar inside for meeting dates.

2003 Women in Medicine and Science Pathways to Leadership Conference

Target Audience: Women and men community practitioners, academic physicians and scientists, administrators, medical and graduate students, residents, and other health care professionals and community leaders.

Date: February 21, 2003--full day conference

Place: Richmond Marriott

Description: At the conclusion, participants should be better able to identify leadership strategies, examine barriers and opportunities, and develop skills relating to career advancement.

Virginia Commonwealth University School of Medicine, MCV Campus

Women in Medicine & Science Faculty Organization

Mission: Established in 1992, the *Women in Medicine & Science Faculty Organization* seeks to further the professional goals of women doctors and scientists at the Medical College of Virginia Campus of Virginia Commonwealth University. As a sponsor of forums for open communication, the organization facilitates networking, mentoring, and collaboration among women faculty, housestaff, and students.

Membership: Full memberships are available to all full and part-time faculty in the School of Medicine, including clinicians, basic health scientists, and administrators. Associate memberships are also available to students, housestaff, alumni of the School of Medicine and its training programs and retired faculty. For more information about becoming a member of the *Women in Medicine Faculty Organization* contact Deborah Lebman, PhD, Chair of the Membership Committee, at dalebman@vcu.edu. Dues are \$30 per year. Checks should be made out to the *Women in Medicine Faculty Organization* and sent to Julia Nunley, MD, Treasurer: P.O. Box 980164, Richmond, VA 23298, phone: (804) 828-9595 or e-mail: jnunley@vcu.edu. For additional information, visit the web site at www.womeninmedicine.vcu.edu