



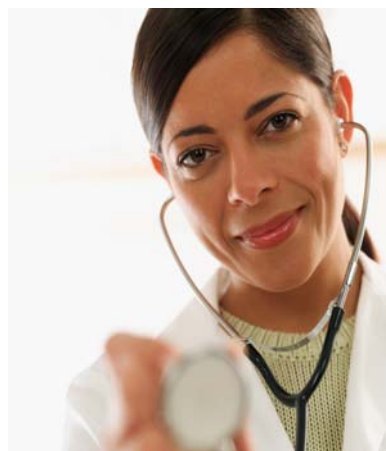
DUKE UNIVERSITY SCHOOL OF MEDICINE
Department of Medicine

medicine.duke.edu

PROGRAM FOR WOMEN IN INTERNAL MEDICINE

- ▶ Promotions Initiative....1
- ▶ Honors.....2
- ▶ Good News.....3
- ▶ Upcoming Events.....6

*Strengthening fellowship
and communication among women
in the Department of Medicine*



What’s going on with the PWIM Promotions Initiative?

Cathleen Colón-Emeric, MD

At the PWIM faculty meetings one year ago, I presented data showing that women faculty in the department are still disproportionately represented in the Instructor and Assistant Professor ranks compared to our male colleagues. While we can debate about the benefit of promotion for individuals, the fact remains that as a group we deserve appropriate recognition for our contributions, and promotion remains the “coin of the realm” in academic medicine. With the new, more flexible track system just beginning, PWIM

began a series of initiatives to help educate all junior faculty about the requirements and process for promotion, and to develop better systems at the departmental level.

As a result, we have created a series of slide presentations, handouts, templates, and helpful hints about the promotions process that are now available to everyone on our website:

http://medicine.duke.edu/modules/dom_facdevdiv/index.php?id=2.

Twenty faculty members attended small group sessions to prepare promotion packets, and Division Chiefs were provided feedback on which faculty members had remained longer than expected at a given rank. I am told by Department of Medicine Staff that there is a “big pile” of

promotions applications in process at the moment, and discussions are now ongoing at the Vice-Chair level on how to streamline the process and ensure that ranks of each faculty member are reviewed annually.

But to paraphrase Maya Angelou, “nothing will work unless you do”. The most important lesson that I have learned this year is the importance of proactive, frank discussions between individual faculty members and their division chiefs. We need to make sure

that these happen, and we need to complete the (really not so bad!) promotions packet when it is time. As always, I am happy to help in any way, and Dr. Cohen has asked me to encourage anyone who has concerns that haven’t been addressed at the Division level to make an appointment to talk with him.

I am extremely proud of my talented female colleagues in the Department. Thank you all for your making Duke such a great place to be.

Honoring Jody Clipp and Marcy Speer **Cathleen Colón-Emeric, MD**

You are successful the moment you start moving toward a worthwhile good. -Charles Carlson

This summer we were saddened by the deaths of two remarkable women who were trailblazers in the Duke Department of Medicine. In grateful recognition of their many contributions, the Program for Women in Medicine is naming our annual visiting professorship in honor of Jody Clipp and Marcy Speer.

Elizabeth "Jody" Clipp, PhD, RN, was a Full Professor of Medicine, Associate Director for Research in the Geriatric Research Education and Clinical Center at the Durham VA Medical Center, and the Associate Dean for Research in the Duke School of Nursing. Jody was a nationally recognized researcher in the area of care giving for the chronically ill, and a dedicated mentor, particularly to female scientists. She was devoted to her three children and husband, and somehow always managed to effectively complete her many professional and personal obligations with her characteristic grace and energy.

Marcy Speer, PhD was a Full Professor of Medicine, Director of the Duke Center for Human Genetics, Chief of the Division of Medical Genetics, and an internationally recognized researcher in neural tube and other birth defects, Chiari malformations, muscular dystrophy, and psychiatric disorders. Marcy was devoted to the cause of genetics education at every level, and colleagues speak of her generous and selfless support of their careers. Marcy was also a wonderful wife, mother, and friend who managed a successful career while raising a young family.

Among the first women full professors in the Duke Department of Medicine, Jody and Marcy remind us that it is possible to lead fulfilling personal and professional lives while

making substantial contributions to Duke's mission of research, teaching, and clinical care. We will miss them both.

Please help welcome our new women faculty

Regina Crawford	Daniella Zipkin
Ankie-Marie Amos	Iliana Bouneva
Ornit Chiba-Falek	Vivian Chu
Terry Fortin	Katie Garman
Nicki Hastings	Catherine Ibarra
Jula Inrig	Miriam Jacob
Sunhee Lee	Susanna Naggie
Tracy Setji	Laurie Snyder
Melissa Teitelman	Jane Trinh
Heather Whitson	Ivy Altomare
Anne Beaven	Karen Canlas
Brett Caram	Melissa Garrett
Lisa Hobson-Webb	Patricia Lugar
Njira Lugogo	Victoria Mobley
Victoria Walker	Jacqueline Rookwood

Congratulations for Promotion to:

Assistant Professor: Diane Gesty-Palmer, Kim Johnson, Melissa Johnson, Lori Orlando, Susan Spratt

Associate Professor: Barb Alexander, Shelby Reed

Congratulations on your achievements:

It is awfully tough to keep up with the many accomplishments of faculty in our department, and this list is by no means complete! But here are a few folks we found out about who deserve accolades:

1. **Cathy Kaminetzky (General Internal Medicine)**, is the new ACOS for Education at the Durham VAMC
2. **Lori Bastian (General Internal Medicine)**, was made Acting Division Chief for General Internal Medicine
3. **Kim Johnson (Geriatrics)**, is a recipient of a K23-Beeson award from the NIA
4. **Laura Svetkey (Nephrology)**, is the new Vice-Chair for Faculty Development and Diversity
5. **Arati Rao (Heme-Onc)**, who was awarded the Wendell Rosse M.D. Teaching Award 2007 which is presented by the Duke University Medical Center Hematology-Oncology Fellows for Excellence in Teaching
6. **Gwen Buhr (Geriatrics)**, recipient of a Geriatrics Academic Career Award, for improving Geriatrics Education at Duke.

7. **Deborah Fisher (GI)**, who is newly elected as a Fellow in the American College of Gastroenterology, and will be presenting her research in Gothenburg, Sweden at the AstraZeneca Emerging Leaders in GI Programme in November. She is also currently organizing and will walk with "Team Rebecca" (her daughter) in the RTP Juvenile Diabetes Research Foundation (JDRF) Walk to Cure Diabetes.
8. **Nicki Hastings (Geriatrics)**, is a recipient of a VA Career Development Award
9. **Laurie Snyder (Pulmonary)** received an internal Duke grant to fund a new line of research.
10. **Heather Whitson (Geriatrics)**, is the recipient of the American Geriatrics Society New Investigator Award
11. **Stephanie Perry (Hematology)** received a K23 award this Spring.
12. **Courtney Van Houtven (General Internal Medicine)** is enjoying a one year visiting position as an assistant professor of economics at the University of Tilburg, The Netherlands. She is continuing to work on Duke projects as well as new projects with colleagues here and will be teaching two economics courses during the year.
13. **Lillian Lien, and Duke colleagues Ann Brown, Heather McGuire, Laura P. Svetkey,** completed a 3 year project with a publication in the Journal Hypertension.
14. **Sabina Lee (General Internal Medicine)** has organized a seminar on Collateral Meridian Therapy scheduled for Oct 19th. This therapy is to treat acute and chronic pain using Acupuncture style meridian but without needles. She has invited the founder of this technique, Dr. Ko, from Japan and other guest speakers from Japan and Taiwan. For more information, please contact Sabina.
15. **Jennifer Ingram (Pulmonary)** received the American Lung Association of North Carolina Rubin F. Maness MD Research Award for my research on Interleukin-13 and Corticosteroid-Induced Regulation of Platelet-Derived Growth Factor in Asthma.
16. **Martha Adams (General Internal Medicine)** is the new PI of the Susan G Komen Foundation grant for telemedicine and genetic counseling. Martha also heads a project using web-based frameworks for antibiotic guidelines, which has just moved from 8 hospitals to 10 hospitals in the Netherlands, headed to 80.
17. **Connie Bales (Geriatrics)** is the new editor of the Journal of Nutrition in the Elderly.
18. **Barb Alexander (Infectious Disease)** is the recipient of an NIH K24 Mentoring Grant.
19. **Amy Zaas (Infectious Disease)** was named Assistant Program Director for Department of Medicine Residency Program.
20. **Vivian Chu** received an American Heart Association Career Development Award.
21. **Carol Dukes-Hamilton (Infectious Disease)** was elected Fellow, Infectious Diseases Society of America (IDSA), and completed a MHS in the Duke CRTP program.
22. **Brett Karam (Infectious Disease)** was awarded the Williams Award from IDSA, a faculty development award in Geriatrics

23. **Michelle Winn (Nephrology)** will receive the prestigious American Society of Nephrology Young Investigator Award for her discovery of mutations in TRPC6 leading to hereditary kidney disease and will be recognized at the November meeting in San Francisco, CA.
24. **Megan Clowse (Rheumatology)** has been awarded an Arthritis Investigator Award from the Arthritis Foundation to study pregnancy in women with lupus.

Ann Brown, MD MHS, Associate Professor of Medicine, is pleased to announce that Duke has been awarded a competing renewal of the Building Interdisciplinary Research Careers in Women's Health (BIRCWH) grant. This highly competitive award is a five-year institutional training grant from the National Institute of Child Health and Human Development. The BIRCWH grant provides career development and salary support for junior faculty members (Medical Instructors and Assistant Professors) who are pursuing a research career in women's health or gender-based biology.

As Program Director for the BIRCWH, Dr. Brown will be conducting a Duke-wide call for applications later this fall. Selected investigators will receive 75% salary support for 2-5 years as well as funds for research expenses, tuition, and travel. If you would like to be on the list of people to receive the call for applications, send an e-mail to paula.thompson@duke.edu.

Kudos

University Flexible Work Arrangement Policy Passed!

Thanks to Nancy Allen for her hard work on this. For details, see http://www.provost.duke.edu/pdfs/fhb/FHB_Chap_4.pdf and article in Duke Today <http://news.duke.edu/2007/05/flexwork.html>



New Arrivals:

- **Katja Elbert-Avila (Geriatrics)** welcomed a beautiful son, Logan, in August.
- **Diane Gesty-Palmer (Endocrine)** welcomed daughter Caroline Lily in July.
- **Corrine Voils** gave birth to Anja Sofia in July.
- **Kelli Dominic Allen** welcomed son Nathaniel in June.

PWIM Activities

1. **First Annual Women in Medicine Visiting Professor:** In July, Dr. Christine Cassel, President of the American Board of Internal Medicine, visited with faculty, Duke leaders, and Housestaff. She also spoke at Grand Rounds on the role of the Board in improving quality in Internal Medicine.
2. **Women's Advisorship Committee:** New this year are faculty-fellow individual pairings to provide an extra layer of advising and support for our women trainees as they make career decisions. The luncheon series for Housestaff kicks off September 19 with "lunch in the library" with women Housestaff and faculty to network.
3. **Salary Equity Analysis:** A qualitative salary equity analysis was completed this summer and presented to Dr. Cohen for dissemination to Division Chiefs. Overall, this reflects and improvement from the last analysis 3 years ago. Details will

be presented at the fall PWIM faculty meeting.

4. **Social Events:** Thanks to those who trekked out to Cathleen's home for our fall open house. Watch for Duke Women's Basketball games, a family tour at the Nasher Art Museum, and other fun planned events for the year!

Mark your calendars.....

Save the Date:

PWIM Faculty Meetings:

1. 10/1/07 at 8 am or 10/2/07 at 12 pm: Salary equity analysis will be presented, and Martha Adams will speak on her group's work on restructuring compensation packages.
2. 1/14/08 at 8 am or 1/15/08 at 12 pm
3. 5/19/08 at 8 am or 5/20/08 at 12 pm

Women's Advisorship Luncheons:

1. 9/19/07: "Lunch at the Library"
2. 10/23/07: Finding and keeping a mentor

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