UPCOMING EVENTS

Focus groups on return to work/lactation issues –planned dates 1/11 7:00 am – 8 am; 1/15 12:00 pm – 1pm; 1/24 6:00 – 7:00 pm and at South Durham Clinic 1/8 12:00 – 1pm and 1/24 5:30 – 6:30 pm. Location TBD

Duke Women’s Basketball game Location/time details to come (January/February)

Quarterly networking meeting with leadership presentation by Mary Trabert, MBA, CAPM location/time details to come (Week of Feb. 25 –exact date TBA)

Housestaff “Before they were stars” event Location/time details to come (May 1, 2019) “Featuring Drs. Anna Mae Diehl, Cathleen Colon-Emeric and Kimberly Johnson”

Clipp-Speer invited Victoria Fraser, MD, Chair, Department of Medicine at Washington University for the DoM Grand Rounds speaker Location/time details to come (May 10, 2019)

Stay Up–To–Date on PWIM Events

Our PWIM quarterly networking event on October 4th featured Dr. Clarissa Diamantidis from the Division of Nephrology and Cathy Wood, vice chair for administration in a wide ranging discussion of salary equity among physicians in the US and at Duke. Clarissa shared national and local data regarding salary disparities that have been reported. Cathy shared details about the extensive processes in place within the Department of Medicine to ensure salary equity. The Department has developed and continues to improve a program to track and compare faculty salaries based on many demographic factors and considering the different work that we all do. She shared the process the Department uses annually to identify salary outliers and ensure that any possible issues are addressed to the satisfaction of the Chair.

We are thankful for the pioneering work of previous PWIM chairs Sheri Keitz and Cathleen Colon-Emeric that led to this focus on ensuring salary equity in our department! If anyone missed this session and would like a recap, please let me know. We will be happy to include a similar session annually if desired.

Over the past few months the Civility initiative leadership team (Laura Svetkey, Kimberley Evans, Ada Gregory, Aimee Zaas, Dinushika Mohottige and myself) have worked to develop a program to train Department of Medicine Civility Champions as Dr. Cooney described in TWIM (https://medicine.duke.edu/). Division Chiefs and departmental leadership received bystander training as well. We hope these efforts will contribute to an enduring culture of civility within our work and local community.

In the next few months please join us for upcoming events!

- Our next networking session which will feature a presentation on leadership development by Mary Trabert
- We will have a family outing to a Duke Women’s Basketball game
- We will have focus groups to identify the most important return to work/lactation issues faced by women in the department

Please let Suchita Shah Sata or me know if you have any suggestions for future programing.

We look forward to networking with you!

PWIM Chair, Lisa Criscione-Schreiber, MD
“Before They Were Stars” – career panel for housestaff

In November, Dr. Kathy Cooney, Chair of the Department of Medicine, headlined our second biannual PWIM Presents "Before They Were Stars" career panel. She regaled us with pearls from her research efforts, lessons about how to be successful in a career in academic medicine, and humorous stories of how small a world this field can be. Dr. Cooney candidly answered questions from residents, fellows, and faculty. We are thrilled to have a strong champion of women here at Duke.
Highlights: PWIM Recent Events

PWIM hosted our first Welcome Events for interns and for fellows. We had a lovely evening at Tobacco Road Sports Cafe introducing new DOM fellows to Durham and connecting fellows from across specialties with each other. Our intern welcome event was a fun gathering at Fullsteam, organized by residents, helping to make our new trainees more comfortable. We continue to work to help women housestaff network with each other and build social connections across specialties.

On December 8th PWIM and MRRC offered to the faculty a tour of the Duke University Nasher Museum of Art. It filled up so quickly we will continue to look for similar opportunities to get together to take advantage of the cultural opportunities available at Duke and in Durham!

Nasher Museum of Art Event – Dec. 8, 2018

Additional Questions? Email Dr. Laura Svetkey or Kimberly Dorman
Congratulations to…

**Dr. David Ortiz-Melo** started November 1, 2018 as the new Associate Chair for Minority Recruitment and Retention Committee (MRRC) in the Department of Medicine. His focus will be on the Minority Alumni Association. We are excited to have Dr. Ortiz-Melo join our team and he will bring lots of good ideas and conveyed his usual enthusiasm and commitment to excellence.

**Dr. Heather Whitson** will succeed **Harvey Cohen** as director of Duke Center for the Study of Aging and Human Development, effective July 1, 2019.

**Dr. Anna Mae Diel** receives Beckman Trust Award for Outstanding Mentorship.

**Dr. Cathleen Colon-Emeric** to serve as next Chief of Division of Geriatrics, effective January 1, 2019.

About PWIM Programs and Activities…

Our programs and activities include regular women faculty meetings, a women's advisorship committee focusing on house staff issues, a liaison program for women faculty to serve as informal mentors within their divisions, faculty development programs, an annual Visiting Professorship highlighting the accomplishments of women scientists and leaders, and social events to promote information exchange and mentorship. PWIM also supports the Department's Faculty Peer Mentoring Program, which consists of groups for junior faculty, clinical educators, clinical researchers, basic science researchers, administrators and mid-career researchers, offers monthly seminars for faculty on relevant topics, and gives faculty opportunities to get feedback and mentorship from peers.

**Contact Us**

DoM Faculty Development & Diversity

Duke Hospital
North – Room 1101

Phone: 919-681-6386

Email: kimberly.dorman@duke.edu

Website: Program for Women in Internal Medicine

Laura Svetkey, MD
Vice-Chair for Faculty Development and Diversity

Lisa Criscione-Schreiber, MD
Associate Vice-Chair for Faculty Development and Diversity
Chair, Program for Women in Internal Medicine

Suchita Shah Sata, MD
PWIM House Staff Liaison