Meet and Greet for new Trainees in the DoM

If you are new to Duke, welcome! PWIM is an organization within the Department of Medicine that exists with the goal of building and maintaining a supportive and equitable work environment that facilitates career advancement and satisfaction among women faculty and trainees. While all of our activities and programs are focused on women, PWIM programs and events are relevant to all faculty and open to all members of the Department. We have events designed for faculty as well as for residents and fellows. Housestaff events are led by Dr. Suchita Sata, PWIM’s housestaff liaison.

My goal as PWIM chair is to enhance career opportunities and satisfaction through networking. Therefore, as listed to the left, we will have networking meetings quarterly. Each meeting will feature one topic to focus our discussion and most of our quarterly meeting time will be spent networking with each other.

At our kickoff event in March, we crowd-sourced and compiled your thoughts about the most significant issues facing women in the Department of Medicine today. One topic that generated a lot of input was “Balance and Resiliency for Women in the DoM.” From your ideas on that topic and on “Networking for Women in the DoM”, we are creating “PWIM Walks!” which will launch this fall. We are aiming to lead one 30-minute walk each week, led by a female faculty member, departing from different Duke Health locations and open to anyone who wants to walk. These walks will be an opportunity to recharge, take care of ourselves at work, and meet some new people. Hopefully they will “take off” and become a routine for groups of women. Look for notifications about the walks soon and let me know if you want to lead a walk!

In March 2018, we sought input on several additional issues, including salary and opportunity equity, career advancement, the impact of caregiving on academic advancement/tenure, mentoring and pregnancy and parenting. At his State of the Department Grand Rounds, Dr. Rogers introduced the new salary-monitoring tool that has been created in the DoM to facilitate comparing salaries within divisions to ensure equity. Additionally, work has begun at the School of Medicine to revise the current promotion and tenure system. We plan to discuss each of these important issues in PWIM networking events this academic year. Additionally, PWIM is very involved in the Civility Initiative in the Department of Medicine as presented by Dr. Dinushika Mohottige in her Chief Grand Rounds recently. More to come on this important work.

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To watch a live stream click on the link below (just enter your Duke Net ID and password)

Dr. Dinushika Mohottige’s Medicine Grand Rounds

Please let me, Dr. Sata, Dr. Svetkey or Kim Dorman know if you have any ideas for PWIM. We look forward to networking with you!

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

In May 2018, we had a great turnout for an energetic panel discussion featuring Drs. Ebony Boulware, Diana McNeill, Laura Svetkey, and Joanne Wilson. Each of these remarkable women shared personal stories and inspired professional success. We heard about their varying career paths, how they advocated for themselves and found mentors who advocated for them, broke down barriers and balanced multiple work and home obligations. Residents and fellows from the DoM appreciated the opportunity to ask difficult questions and get honest answers from these successful female faculty members. Please join us for our next career panel event in November!

Save the Date

- **Women’s Leadership Conference 2018**
  - **Breakthrough to Brave**
  - The Leadership Journey for Women in Medicine and Science
  - Friday, September 28, 2018. 11am - 6:15pm
  - Winston-Salem NC

  **Overview and Background**
  This inaugural conference is inspired by our first female Dean of the Wake Forest School of Medicine, who also serves as CEO of Wake Forest Baptist Medical Center, Dr. Julie Freischlag. Join us for a leadership journey in personal bravery, combating the imposter syndrome and leading change at your institution.

  **Audience**
  Open to NC Academic Medicine Faculty and Administration

  **Registration**
  Early Bird Registration Fee - $70 through July 15
  (Standard Registration: $90 starting July 16)
  Registration is required through our online form

  **Location**
  The conference will take place at
  Kimpton The Cardinal Hotel
  51 E. Fourth Street, Winston Salem NC

- **Call for Applications for Fund to Retain Clinical Scientists at Duke**
  This application cycle is for funding from January 1-December 31, 2019.

  Applicants must be junior faculty (medical instructor or assistant professor) with an MD/DO degree and a primary faculty appointment in a School of Medicine department. They must have existing funding for their research, including salary support. All applicants must demonstrate a compelling need for the supplement that is related to being a caregiver.

  Applications are online and include 1) an application form, 2) statement of individual need rooted in caregiving responsibilities, 3) research plan, 4) biosketch, 5) proposed budget for the supplement, 6) chair/chief letter of support. Applications are due August 31, 2018.

  Please facdev@dm.duke.edu no later than July 31, 2018 to let us know you plan to apply.

  **Click here for complete program information, eligibility criteria, and application instructions.**

  **Questions?** Contact the Office for Faculty at facdev@dm.duke.edu or 919-684-4139.
Congratulations to...

The department and the divisions are collaborating to support the effort of our Female Educational Leads as one strategy to encourage the next generation of clinician-educators. Most divisions have identified their Educational Lead for the Medicine Residency Program, and we offer a special thanks to Poonam Sharma, Laura Caputo, Carly Kelley, Cindy Moylan, Megan McNamara, Sophia Weinmann, and Cristiana Costa who have committed to serving in this role.

Appointments and Recognitions
Cathleen Colon-Emeric, MD Associate Dean for Research Mentoring
Hope Uronis, MD CMO of the Duke Cancer Institute
Anna Mae Diehl, MD Elizabeth Hurlock Beckman award
Susan Spratt, MD DUH 2018 Martin Luther King Jr. Community Caregiver Award
Cynthia Moylan, MD 2018 Research and Career Development Award from AASLD
Kristin Newby, MD Elected to AAP
Laura Svetkey, MD Received the 2017 Duke University Diversity Award
Cara O'Brien, MD Excellence in Professionalism Award
Jane Onken, MD Excellence in Education Awardees
Liza Genao, MD Excellence in Education Awardees
Elizabeth Hankollari, MD Excellence in Education Awardees
Megan McNamara, MD Excellence in Education Awardees
Grace Lee, MD Strong start New Physician-Scientist Award
Ting Yang, PhD DoM Chair’s Research Award
Stacey Maskarinec, MD KL2 Career Development Award

We are now calling for applications for the next cohort of Faculty Development Academy members

The deadline for applying is August 15, 2018 at 5 p.m.
Submit application here

The Academy consists of three Branches:
• Basic/translational research
• Clinical/health services research
• Education scholarship

A Branch Chair and several other senior faculty coaches with strong mentoring and career development record of accomplishment facilitate each Branch.

Members of all Branches are provided with:
1. A DoM-tailored leadership curriculum, led by Cary Ward (Cardiology): NEW this cohort! See here for a list of planned topics.
2. Individual meetings with Branch coaches at least quarterly.
3. Group mentoring meetings with Branch-specific topics (frequency varies by Branch).
4. Review and coaching on CV and personal statement.
5. Guided navigation of the multitude of SOM and DOM faculty development resources.
6. Annual Academy-wide event.

Members are expected to participate in at least 75% of all Branch and Academy activities.

Any regular-rank DOM faculty member can apply to become a member of the Academy, but the program is specifically designed to serve those at the Instructor and Assistant Professor levels.

Additional Questions? Email Dr. Laura Svetkey or Kimberly Dorman
Save the Date: New faculty, please note that New Faculty Orientation for clinical departments is on Wednesday, October 17, 2018 from 8:00 a.m. – 3:30 p.m. in Trent Semans Center, Great Hall.

Topics will include:
- Introduction to School of Medicine structure and key policies
- Information on academic integrity and tips for deftly navigating research resources
- Understanding appointments, promotion and tenure at Duke

Please let us know if you have questions: facdev@duke.edu

Register Now! Duke SoM Academic New Faculty Orientation

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.