Programs and Events

Annual Events

• Annual Women in Medicine and Science Leadership Development Workshops:
  o **Virginia Valian, PhD**, “Why So Slow: the Advancement of Women” keynote address to women faculty, presentation to chairs and deans, and meeting with IUSM Women’s Advisory Council (Feb 2007)
  o **Alice Eagly, PhD**, “Women and the Labyrinth of Leadership” keynote address; plus breakout sessions on work/life juggling, financial planning, and maximizing your CV (Oct 2008)
  o **Sara Laschever**, “Women Don’t Ask: The High Cost of Avoiding Negotiation— and Positive Strategies for Change” two half-day workshops for women faculty, plus a presentation for chairs and deans. (Sept 2009)
  o **Diane Halpern, PhD**, “Strategic Priorities: Thriving in Work and Life” half-day workshop focused on integration of the personal and professional (Sept 2010).
  o **Jennifer Lawless, PhD**,”If Only They’d Ask: Self-Promotion and Women in Politics” keynote address for conference on theme of the Art of Self-Promotion. Half-day workshop included a session on CV and personal statement construction, along with optional individual career coaching sessions (October 2011).
  o **Susan Bulkley Butler, CEO of the SBB Institute for the Development of Women Leaders and Monica Heuer, CFAR**, “Your Map, Your Goals: Getting the Most from your Professional Network.” Half-day workshop focused on the importance of mentors, sponsors, and networking. Included optional individual career coaching sessions (Oct 2012)

• Annual American Medical Women’s Association (AMWA) student mentoring program

• Annual Promotion & Tenure workshops specifically for women faculty

• Stepping Stones of Women in Leadership Luncheon Series – Interviews about personal and professional milestones with a woman in leadership roles that take place in front of an audience, followed by Q&A.
  o **Judy Monroe, MD**, Indiana State Health Commissioner (February 2008)
  o **Ora Pescovitz, MD**, Executive Associate Dean for Research, CEO of Riley Children’s Hospital, Interim Vice President for Research Administration, Indiana University (March 2008)
  o **Lisa Harris, MD**, CEO of Wishard Hospital (April 2008)
  o **Janice Blum, PhD**, Professor of Microbiology and Immunology, Co-Director of the Center for Immunobiology (February 2009)
  o **Virginia Caine, MD**, Director of the Marion County Health Dept, Associate Professor of Medicine, Division of Infectious Disease (March 2009)
  o **Valerie Jackson, MD**, Chair, Department of Radiology (April 2009)
  o **Mary Fisher, PhD, RN**, Associate Vice Chancellor for Academic Affairs, IUPUI (March 2010)
  o **Sharon Moe, MD**, Vice Chair for Research, Department of Medicine (April 2010)
• Flora Hammond, MD, Chair, Department of Physical Medicine and Rehabilitation (May 2010)
• Maryellen Gusic, MD, Executive Associate Dean for Educational Affairs (November 2010)
• Joye Carter, MD, Chief Forensic Pathologist, Marion County Coroner’s office (March 2011)
• Jean Molleston, MD, Director, Division of Pediatric Gastroenterology (March 2011)
• Kathy Johnson, PhD, Chair, Department of Psychology, IUPUI (April 2011)
• Cherri Hobgood, MD, Chair, Department of Emergency Medicine (February 2012)
• Kathryn Jones, PhD, Chair, Department of Anatomy and Cell Biology (March 2012)
• Dawn Rhodes, Vice Chancellor for Finance and Administration, IUPUI (April 2012)
• Alicia Monroe, MD, Vice Dean for Educational Affairs, University of South Florida Health Morsani College of Medicine (January 2013)
• Katherine Peck, MBA, Executive Associate Dean for Administration, Operations, and Finance (February 2013)
• Theresa Guise, MD, Jerry and Peggy Throgmartin Professor of Oncology (March 2013)

• “The End of Training, the Beginning of your Career” cosponsor (with IU Center of Excellence in Women’s Health, American Medical Women’s Association (AMWA) Student Interest Group, and Indiana Medical Society) for event for graduating women residents and fellows to network with practicing women physicians and learn negotiation skills (April 2011; March 2012; April 2013)

One-time Events
• Three Town Hall Meetings open to all women faculty as part of needs assessment (Sept 2007)

• “The History of Women at the IUSM” project for National Women’s History Month (March 2008). Project involved researching notable women, historical documents, and developing a timeline of events across the approximate 100 year history of the IUSM; included both a physical display in Medical Sciences Building and a web-based display available at: http://faculty.medicine.iu.edu/offices/ow/index.html

• Women’s Advisory Council Luncheon: Carol Tavris, PhD, “Looking Backward, Moving Forward: the Path to Gender Equality” (May 2008)

• Co-sponsored (with IUPUI Office for Women, Office for Faculty Appointments and Advancement, and Preparing Future Faculty Program) Audio-conference and discussion on “Promoting Faculty Careers for Women” (June 2008)

• Women’s Advisory Council 2nd Anniversary Party to celebrate accomplishments in our first two years (December 2008)

• “Gender Bias in Search Committees” workshop provided to search committee members, chairs, and deans by Cornell Interactive Theatre Ensemble (March 2009, November 2009)

• “The Next Hurdle: From Associate to Full Professor” Event for women at the associate rank to discuss, share resources, and find peer support regarding promotion to full professor (August 2009)

• “A Lady Alone: the Life of Elizabeth Blackwell, First American Woman Doctor” hosted one-woman play by Linda Gray Kelley about the life of Elizabeth Blackwell. Two performances as part of the
“Changing the Face of Medicine exhibit of the National Library of Medicine (August 2010)

• Stepping Stones of Women in Leadership interview at Rush University. Mary Dankoski, PhD (Co-Chair of the Women’s Advisory Council and Associate Dean for Faculty Affairs and Professional Development) was invited to conduct a Stepping Stones Interview at Rush University (Chicago, IL) and consult with their Dean and Provost’s Committee on Gender (February 2011)

• Mary Dankoski, PhD invited to deliver plenary sessions at Purdue’s Conference for Pre-Tenure Women Faculty (September 2011, September 2012)

Sponsorships, Awards, and Nominations

• IUSM was one of five medical schools in the U.S. chosen for the American Council on Education / Alfred P. Sloan Award for Faculty Career Flexibility (award amount $250,000, Sept 2012). Mary Dankoski, PhD is Project Director; Women’s Advisory Council was key partner for informing the proposal and collaborator on initiatives.

• Women’s Advisory Council and OFAPD were honored with the Association of American Medical Colleges Women in Medicine and Science Organizational Leadership Award, given annually to organizations that show extraordinary commit to and progress in the advancement of women (November 2009)

• Faculty nominated for awards:
  o Margaret Blythe, MD, nominated and received: Indiana Torchbearer Award by the Indiana Commission for Women – the highest award given by the state of Indiana to a woman citizen for making Indiana a better state in which to live, work, and raise a family (March 2009)
  o Mary Rouse, MD, nominated and received: Indiana Torchbearer Award, Keeper of the Light category by the Indiana Commission for Women – the highest award given by the state of Indiana to a woman citizen for making Indiana a better state in which to live, work, and raise a family. Keeper of the Light category is for an “unsung hero” (March 2009)
  o Lisa Harris, MD, nominated for Indiana Torchbearer Award by the Indiana Commission for Women (nominated for 2010 award).
  o Mary Austrom, PhD, nominated: Women in Technology Leading Light, Award for Mentoring (December 2007)
  o Mary Ciccarelli, MD, nominated: Women in Technology Leading Light, Award for Educational Leadership (December 2007)
  o Annette C. Douglas-Akinwande, MD, nominated: IUPUI Women’s History Month Leadership Award (March 2009)
  o Valerie Jackson, MD, nominated: Marion Spencer Fay Award (October 2009)
  o Karen West, MD, nominated and received: IUPUI Women’s History Month Leadership Award, veteran faculty category (March 2010)
  o Nadia Carlesso, MD, nominated and received: IUPUI Women’s History Month Leadership Award, newcomer faculty category (March 2010)
  o Julie Welch, MD, nominated and received: IUPUI Women’s History Month Leadership Award, part-time category (March 2010)
  o Janice Blum, PhD, nominated: Vanderbilt Prize in Biomedical Sciences (Jan 2011)
  o Melissa Kacena, PhD, nominated and received: IUPUI Women’s History Month Leadership Award (March 2012)
• Theresa Guise, MD, nominated: Margaret L. Kripke Legend Award for Women in Cancer Medicine and Cancer Science (October 2012)

• Tatiana Foroud, PhD, nominated and finalist: Marion Spencer Fay Award of the Institute for Women’s Health and Leadership at Drexel University College of Medicine (January 2013)

• Sponsored faculty to attend leadership development programs:
  • Association of American Medical Colleges Mid-Career Women’s Professional Development Conference
    ▪ Erica Eugster, MD (Dec 2007)
    ▪ Linda DiMeglio, MD, MPH (Dec 2008)
    ▪ Mary Johnson, PhD (Dec 2008)
    ▪ Jennie Thurston, PhD (Dec 2009)
    ▪ Jodi Smith, MD (Dec 2009)
    ▪ Susan Cordes, MD (Dec 2010)
    ▪ Debra Kirkpatrick, MD (Dec 2010)
    ▪ Sheryl Allen, MD (Dec 2010)
    ▪ Anna Dusick, MD (Dec 2010)
    ▪ Emily Walvoord, MD (Dec 2010)
    ▪ Bobbi Byrne, MD (Dec 2011)
    ▪ Yara Catoira Boyle, MD (Dec 2011)
    ▪ Nadia Carlesso, MD, PhD (Dec 2012)
  • Association of American Medical Colleges Early Career Women’s Professional Development Conference
    ▪ Erin Krebs, MD (July 2008)
    ▪ Melissa Kacena, PhD (July 2008)
    ▪ Jennifer Choi, MD (July 2008)
    ▪ Meenakshi Garg, MD, MPH (July 2009)
    ▪ Monet Bowling, MD (July 2009)
    ▪ Rachel Vreeman, MD (July 2009)
    ▪ Julie Welch, MD (application supported for July 2010)
    ▪ Attaya Suvannasankha, MD (application supported for July 2010)
    ▪ Julie Welch, MD (July 2011)
    ▪ Marly Bradley (July 2011)
    ▪ Rebekah Williams (July 2012)
    ▪ Lynne Racette, PhD (applicant for July 2013 seminar)
    ▪ Carmella Evans-Molina, MD, PhD (applicant for July 2013 seminar)
  • Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) program
    ▪ Abigail Klemsz, MD, PhD, ELAM class of 2009-2010
    ▪ Mary Dankoski, PhD, ELAM class of 2010-2011
    ▪ Cherri Hobgood, MD, ELAM class of 2013-2014
    ▪ Irina Petrache, MD, applicant for ELAM class of 2013-2014

• Sponsored student interest group officers to attend national conference of the American Medical Women’s Association
  ▪ Elizabeth Jones (March 2009)
  ▪ Christina Chrisman (March 2009)
o Laura Kruter (March 2009, also presented a research poster)
o Sarah Durnbauch (March 2010)
o Annie Effinger (March 2010)
o Rhiannon Amodeo-Bankert (April 2011)
o Stephanie Martin (April 2011)
o Amy Hale (April 2012)
o Smita Mahapatra (April 2012)
o Rachel Teat (March 2013)
o Sable Amstutz (March 2013)

**Advocacy and Analyses**

- Analysis of executive leadership searches by gender from 1996 – 2007 (Fall 2007)
- Analysis of promotion and tenure rates by gender, 2000 – 2007 (Fall 2008; now published annually in State of the Faculty Report)
- Letter written in support for proposal to extend tenure clock from 7 – 9 years (2008)
- Advocacy in support of health care benefits for part time faculty (including meetings and letter written to IU President’s Blue Ribbon Committee on Health Care Cost Containment; 2008-2009)
- Discussion at Women’s Advisory Council meeting with John Fitzgerald, MD, CEO of the (then) Indiana Clinic (now IU Health Physicians; April 2009)
- SMAAART (subcommittee on mentoring, academic advancement, retention, and tenure) contacted women faculty after their 3rd year review and women faculty with K-awards to assess mentoring needs and offer to match them with mentors (2009)
- Subcommittees formed to focus on issues specific to women investigators (on “soft money”), mentoring, and the impact of IU Health Physicians (in addition to standing nominations committee and the continued subcommittee on part-time/flexible career issues; 2010-2011)
- Subcommittee served on focus group and successfully advocated in support of paid maternity leave policy in IU Health Physicians (2009-2010)
- Explored a potential corporate partnership with an online childcare search service that provides matchmaking for faculty seeking child and elder care (2009-2010, not funded)
- Hosted leaders from the American Council on Education (ACE) at a Women’s Advisory Council meeting to discuss faculty career flexibility issues unique to academic medicine (Aug 2010); representatives from IUSM attended follow up ACE/Sloan Foundation meeting by invitation to discuss this issue across academic medicine (Sept 2010)
- Subcommittee developed an exit interview to better understand attrition and investigate differences by gender (survey live as of Jan 2011)

- Subcommittee investigated work-life policies at Indiana University in comparison with other schools in the Big 10 conference; paper in the *Journal of Women's Health*, posters at the AAMC Group on Women in Medicine and Science annual session (Nov 2010), and Group on Faculty Affairs (March 2011)

- Survey conducted of women faculty in the IUSM to assess their priorities for programming and advocacy (June 2011)

- Mary Dankoski, PhD (Co-Chair, Women’s Advisory Council and Assistant Dean for Faculty Affairs and Professional Development). Interviewed by B. Gabriel for article entitled, “Lonely at the Top: Academic Medicine’s Women Leaders.” *Reporter* (2011, May), p. 11. Published by the Association of American Medical Colleges

- Mary Dankoski, PhD (Co-Chair, Women’s Advisory Council and Associate Dean for Faculty Affairs and Professional Development). Interviewed by S. Cook for article entitled, “Tips on Revitalizing Faculty Careers” for *Women in Higher Education Newsletter, 21*(11), 19-20.

- Biennial IUSM Faculty Vitality Survey© allows for comparisons by gender on faculty satisfaction, engagement, and productivity. This research has been presented locally and nationally at conferences of the Association of American Medical Colleges Group on Faculty Affairs (2019, 2011, 2012), and Group on Women in Medicine and Science (2011, 2012). Information available: [http://faculty.medicine.iu.edu/vitality/index.html](http://faculty.medicine.iu.edu/vitality/index.html)

- *IUSM State of the Faculty Report* published annually since 2008; shows faculty demographic data (including by gender). Available at: [http://faculty.medicine.iu.edu/facts.html](http://faculty.medicine.iu.edu/facts.html)

- Analysis of changes in the representation of women in the IUSM over time (from 2008-2012), Available: [http://faculty.medicine.iu.edu/offices/ow/index.html](http://faculty.medicine.iu.edu/offices/ow/index.html)