Greetings from your Co-Chairs!

We would like to share the great work our committee has done and is doing this year.

In response to the Diversity Engagement Survey results suggesting that many UMass Worcester faculty do not express confidence that their accomplishments are compensated similar to others who have achieved their goals, we have asked Dr. Deborah Plummer from the Diversity & Inclusion Office to engage with us about this issue this year. In place of our October WFC meeting, Dr. Deborah Plummer invited Dr. Michael Aamodt from DCI Consulting Group, Inc. to give a presentation on how the School conducts its compensation equity analyses. The session was quite informative, and we look forward to continued conversations with Dr. Plummer at WFC meetings in 2016 on the compensation equity analysis process and impact.

We hosted two networking events for female students and trainees this fall, both of which were quite successful. The 3rd Annual Women in Medicine Mentoring Reception on October 21st, sponsored by the WFC and AMWA, featured an open networking reception followed by ‘speed dating’ table discussions, which successfully allowed students and female physician faculty to connect and engage in powerful conversations about the many career pathways in medicine. On November 18th, we hosted the inaugural Women in Research Networking Dinner. After an informal period for networking, Dr. Margaret Koziel briefly spoke about mentoring and career paths for researchers, and then students and trainees circulated among ‘speed dating’ table discussions with faculty on topics ranging from work-life balance, interviewing skills, and jobs outside academia. Read more about these wonderful events on pages 3 and 4.

We encourage you to attend the upcoming WFC events in the spring. Details will be forthcoming.

- Women’s History Event (March)
- Women’s Health Event (April)
- Women’s Faculty Awards Luncheon (May)

Best,
Molly Waring & Sarah Cutrona
WFC Co-Chairs

Website: http://www.umassmed.edu/Content.aspx?id=54436&linkidentifier=id&itemid=54436
Newsletter Archives: http://www.umassmed.edu/Content.aspx?id=62180&linkidentifier=id&itemid=62180
Facebook Page: https://www.facebook.com/pages/Womens-Faculty-Committee-of-UMASS-Medical-School/722709504425444
Facebook Group: https://www.facebook.com/groups/469190009868083/
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Comments: Yumi.Uetake@umassmed.edu
Women’s Faculty Spotlight

Sarah Cutrona, MD, MPH

We would like to spotlight Dr. Sarah Cutrona, our newly appointed Clinical Co-Chair of the Women’s Faculty Committee.

Sarah L. Cutrona, MD, MPH, is the Associate Chief for Research in the Division of General Medicine/Primary Care at the UMass Memorial Medical Center and an Assistant Professor of Medicine at UMass Medical School. She holds a secondary appointment in the Division of Health Informatics and Implementation Science in the Department of Quantitative Health Sciences and is a clinician investigator with Meyers Primary Care Institute.

Dr. Cutrona received her bachelor’s degree in English from Yale University, then attended Columbia University College of Physicians and Surgeons where she earned her medical degree. Dr. Cutrona trained in internal medicine, completing internship and residency at Brown University/Rhode Island Hospital. She then completed a research fellowship in General Internal Medicine at Harvard Medical School, combined with a Masters in Public Health degree from Harvard School of Public Health, with a concentration in clinical effectiveness.

During fellowship and across the ensuing years as a clinician investigator, she has pursued research in healthcare delivery science and clinical informatics, developing a secondary focus on medication safety and adherence. In 2008, her research on national patterns of distribution of free pharmaceutical drug samples and associated safety concerns received national attention from media sources including NPR and the New York Times and contributed to a national discussion on the role of free samples. In collaboration with researchers at Meyers Primary Care Institute, she has contributed to work on the FDA’s Mini-Sentinel Initiative, developing methodology for the Sentinel System, a national electronic system that will proactively track the safety of FDA-regulated medical products (drugs, biologics, medical devices) once they reach the market.

Since joining the Division of General Medicine at UMMS in 2010, she has been principle investigator on grants from NCATS (through the UMMS CCTS), the NCI’s Cancer Research Network, Pfizer Independent Grants for Learning and Change and the Agency for Healthcare Research and Quality (AHRQ). Her current projects investigate effective ways to use electronic health record (EHR) patient portals to conduct patient outreach in support of preventive care efforts (routine vaccination) and study the role of EHR in-basket message burden on timely message opening by physicians.

In her role as Associate Chief for Research in her division, Dr. Cutrona supports and facilitates interdisciplinary research collaborations designed to bring investigators from across the institution together with the large and diverse population served by the Division’s primary care physicians. In addition to her research activities, Dr. Cutrona provides inpatient care on the general medical service and acts as ward teaching attending on the general medicine inpatient service. Dr. Cutrona’s work has recently been recognized by her department; she is the recipient of this year’s UMMS-Memorial Department of Medicine Faculty Excellence Award.

Since 2012, Dr. Cutrona has been an active member of the WFC as well as a faculty co-advisor to the UMMS student chapter of AMWA, and in 2014 she took on the role of co-Chair of the Career Development subcommittee. She is committed to supporting career development and promoting institutional recognition for female students, trainees and faculty at UMMS.

Dep of Psychiatry Women’s Faculty Committee Retreat

On October 17, the Psychiatry Department Women’s Faculty Committee hosted a retreat at Cyprian Keyes. About 40 faculty and senior residents were in attendance with Dr. Kathy Rexrode from Brigham and Women’s Hospital as the keynote speaker with the theme of the day, “Don’t just survive, thrive!” We are very pleased to have had the support of our chair, Dr. Ziedonis, for this event and look forward to this being a biannual happening. We hope that this event might be a model for similar efforts in other departments and members of the committee are happy to consult with faculty from other departments. Please contact Melissa Anderson or Rebecca Lundquist if you are interested.

Rebecca Lundquist
Sponsored by the Women’s Faculty Committee, the University of Massachusetts Medical School student branch of the American Medical Women’s Association hosted our third annual Women in Medicine Mentoring Reception on Tuesday, October 21, 2015. The event featured an open networking reception followed by ‘speed dating’ table discussions, which successfully allowed students and female physician faculty to connect and engage in powerful conversations about the many career pathways in medicine. Twenty-five students and nineteen faculty attended the two hour event. Sixty-six percent of participants, including both faculty and students, responded to the post-event evaluation. There was unanimous agreement that the event helped to establish productive connections for students and faculty. Several faculty commented that, in addition to connecting with students, they also enjoyed the opportunity to connect with female faculty they had not previously met.

On Monday, October 20, 2015, the UMMS AMWA student branch hosted a Professional Self-Promotion workshop led by AMWA faculty advisor, Vice Provost for Faculty Affairs, and Professor of Medicine, Dr. Luanne Thorndyke. First and second year female medical students attended the interactive workshop, which was an opportunity for students participating in Mentoring Reception to practice and improve their leadership and communication skills. Students reported that the workshop helped them develop their networking skills and made them feel more confident.

Jessica Feng

2015 Bruce Alberts Award for Excellence in Science Education

On Dec 13, Deborah Harmon Hines, PhD, was awarded the 2015 Bruce Alberts Award for Excellence in Science Education from the American Society of Cell Biology at the annual meeting for her long-standing contributions to bringing underrepresented students into the STEM fields and helping them to be successful in their education. Pictured here at the reception after the ceremony are Deborah Harmon Hines, PhD, and 2009 UMMS Summer Undergraduate Research Program graduate Danjuma X. Quarless (currently a graduate student at UCSD) with his mentor George Witman, PhD and Jeffrey Nickerson, PhD.
Women In Research Networking dinner

Sponsored by the Women’s Faculty Committee, the Diversity & Inclusion Office and the Center for Biomedical Career Development of the GSBS, we presented the inaugural Women in Research Networking Dinner. More than 60 women in research attended the event.

Rachel Gerstein PhD (right) introducing Keynote speaker Margaret Koziel MD (left).

Networking discussion tables.

Women in medicine/science articles

Women in the Workplace
Sybil Crawford

Strategies for attracting female students to STEM majors

Currently women make up only about 15% of engineers in the US workforce, despite performing equally well in classes such as high school mathematics. A number of colleges, however, have begun using strategies that have boosted the number of women students majoring in relevant fields. One such strategy involves countering the "nerdy male genius" stereotype regarding STEM portrayed in the media. Simple but effective examples include introducing high school students to women faculty via workshops and field trips, using women campus tour guides, renaming STEM-related classes, and changing the décor of classrooms to be more neutral. To those who suggest that women students should not be put off by these aspects, researchers point out that stereotypes not only deter women from entering STEM fields, but also men from entering English – what's bad for the goose is also bad for the gander. Moreover, early exposure of students to STEM, e.g., by including it in public school curricula, may prevent the formation of stereotypes in the first place. Second, schools are making classes more generally accessible by providing mentoring, study groups, and separate classes for students with no prior experience. Third, schools have widened the focus of STEM classes to involve real-world applications that improve societal good, such as producing improved cook stoves that can be used in developing countries. In such programs, women comprise at least half of the students. Proponents note that these measures were not taken to appeal specifically to women students, but rather to increase the programs' relevance to societal needs. In the process, they have broadened the pool of STEM applications as well as workers.

References:

Tech Talk Constance Nichols

My Life with AppleWatch

I got my AppleWatch the day they were released, yes I had pre-ordered. I wasn't sure what I was going to do with it, but I knew it was a gadget I had to have! Since that time I have become semi-dependent on watch and I will tell you the main reason.

Subtlety.

Seriously. When interacting with patients or colleagues or family even having your phone on vibrate is a distraction. You and the other person can hear it. While one tries to remain focused, as humans we have the almost irresistible urge to see what just fired up on our phone. Is it a text form my child, an important email from my boss, a link to a new kitten video or an update on a situation from Channel 5? Just thinking about this distracts from the work or patient or child or spouse in front of you.

How does AppleWatch make life better? Haptics. When the watch sits on your wrist it has the capacity to tap you on the wrist. This gentle tap when your phone is on vibrate or silent lets you know something is there. By simply looking at my watch (a much more subtle act than digging in one’s pocket for a phone) I can immediately assess with a turn of the wrist and a glance if this is something that requires my attention. No more insane curiosity about what is on my phone, no interruption of the flow of an interaction.

If for nothing else, that has been worth the investment.
The Influence of Women’s Empowerment on Child Immunization Coverage in Low, Lower-Middle, and Upper-Middle Income Countries: A Systematic Review of the Literature.


A systemic review of 12 studies on the potential relationship between maternal agency, measured mainly as decision-making, and pediatric (<5 years of age) vaccination in lower-income countries was performed. Of the studies, 10 showed at least 1 positive association, though it should be noted that the definition of “agency” varied between studies and neither Latin American nor Middle Eastern countries were represented. With estimates of 1.5 million children <5 years of age dying from vaccine-preventable diseases, this review highlights the importance of maternal influence on the health of their children.

Mental health in women 20-23 years after IVF treatment: a Swedish cross-sectional study.


Vikstrom et al. conducted a cross-sectional study on self-perceived mental health in Swedish women treated with in vitro fertilization (IVF) 20-23 years prior (n=470) compared to a control group (n=150). Of the 9 metrics included in the self-assessment (somatisation, obsessive-compulsion, interpersonal sensitivity, depression, anxiety, hostility, phobic anxiety, paranoid ideation, and psychoticism), rates of somatisation (p<0.001), obsessive-compulsion (p=0.02), and depression (p=0.017) were increased in women who underwent IVF when compared to the control group. This study suggests the importance of mental health maintenance post-IVF treatment.

Twenty years and still counting: including women as participants and studying sex and gender in biomedical research.


A paper written by Mazure and Jones describes the changes issued by the National Institutes of Health and U.S. Food and Drug Administration in the past 20 years since the first requirements specifying the inclusion of women in clinical trials. Although progress has been made, the authors state that such progress has been insufficient in addressing the gender disparity and offer recommendations to further include women in biomedical research.
Promotions:
Francesca Massi, PhD, BMP, Associate Professor
Kristin Mattocks, PhD, MPH, QHS, Associate Professor
Susan Andrade, ScD, Medicine, Research Professor
Lihua Zhu, PhD, MCCB, Research Professor
Stephanie Carreiro, MD, Emergency Medicine, Assistant Professor
Lara Strittmatter, PhD, CDB, Research Assistant Professor
Mary Ahn, MD, Psychiatry, Associate Professor
Susan V George, MD, Medicine, Clinical Associate Professor
Heena Santry, MD, MS, FACS, Surgery, Associate Professor
Diane Blake, MD. Pediatrics, Professor

Tenure:
Milagros Rosal, PhD, Medicine

Awards:
Faculty Scholar Awards:
Mara Epstein, ScD

Faculty Diversity Scholar Award:
Ana Luisa Maldonado-Contreras, PhD

AAMC Mid-Career Women Faculty:
Sonia Chimenti, MD
Heena Santry, MD

Funding:
Nancy Byatt, DO, MS, MBA (1U01DP006093-01)
Rapid Access to Perinatal Psychiatric Care in Depression Program (RAPPID): An Innovative Stepped-Care Approach for Obstetrics and Gynecology Clinics

Publications:


