

ENVISION

(v. To form a mental picture of something that may occur or be possible in the future.)

Executive Summary of Site Visit, April, 2007—Angela M. Sharkey, M.D.

Strengths Identified During the Site Visit:

- The Children's Discovery Institute
- Research environment for junior faculty
- Work environment/facility
- Commitment to Faculty Development
 - Dr. Schwartz
 - Mr. Fetter
- Faculty as a collegial group
- Lifestyle in St Louis and WUSTL
- Medical School resources www.medofa.wustl.edu

Challenges noted During the Site Visit and Outlined in the Report Received by the Visiting Panel:

- Dearth of senior women in leadership levels in the Dept.
- Lack of consistency of Annual reviews
- Lack of transparency of promotion process
- Competing demands of clinical service, research, and teaching
- Salary levels and perception of salary equity
- Administrative support and parking
- Interdepartmental communication
- Lack of support for life/work/balance

Recommendations:

School of Medicine:

- Review of the three tracks for promotion at WUSTL
 Compensation/salary review by the Department of Pediatrics and the School of Medicine
 Through the Office of Faculty Affairs, discussions of:
- Postpartum leave
 - Exit interviews
 - Time-off tenure clock
 - Ombudsperson - to provide faculty with additional resources to negotiate successfully issues surrounding research, compensation, mentoring, etc.

Department of Pediatrics:

- 1) Improve the visibility and prominence of women and the environment for women within the Department of Pediatrics and track out comes on an annual basis.
- 2) Implement a consistent annual career review process that focuses on *career development*. Educate both division chiefs and faculty about how to best use these conferences.
- 3) Establish mentoring program.
- 4) Improve life-work balance by investigating child care options and reviewing meeting times.
- 5) Enhance visibility and value of Clinician Teachers.
- 6) Charge a taskforce to examine the academic and clinical structure for the hospitalists.
- 7) Appoint women to the promotions committee.
- 8) Add lactation rooms to Northwest Tower. - - - (Continued on page 4)

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Lactation Room #8145 NWT

This room formally opened 5/31/07. At that time, it was truly in it's "infancy." It is evolving daily and should be completed by summer's end. Thanks to all who have helped with this endeavor.

Executive Summary of Enhanced Recruitment Process Workshop by WISELI group from Univ. of Wisconsin, March 6, 2007. Diana L. Gray, M.D., Associate Dean, Office of Faculty Affairs, WUSM

Two WUSM subcommittees of the Academic Affairs Committee of the Executive Faculty have been actively pursuing issues relevant to faculty diversity and advancement for underrepresented groups. These subcommittees are the **Gender Equity Committee (GEC)** and the **Faculty Diversity Committee (FDC)**. Many important initiatives have had their nidus in these two committees. A few of these initiatives: An amendment to the tenure document allowing for suspensions of the probationary period for reasons of work/life conflict, a major pay-equity study, a childcare needs study and the Faculty Diversity Scholars Program, which provides extra funds for hiring qualified faculty from underrepresented ethnic groups.

Hence, although efforts are underway to diversify our faculty and advance the careers of faculty, we now need broad engagement by the faculty and faculty leaders to move to the next level. With this goal in mind, the Office of Faculty Affairs (OFA) engaged a group of leaders in institutional transformation from the University of Wisconsin (UW) WISELI (Women in Science and Engineering Leadership Institute) to present a workshop on process improvement for recruitment and search practices. WISELI was formed with the support of the NSF ADVANCE (Increasing the Participation and Advancement of Women in Science and Engineering Careers) grant for Institutional Transformation. As the PI on the WU ADVANCE grant proposal in 2005, I became acquainted with the WISELI group. They have successfully initiated many programs at UW to promote the advancement of women faculty in the sciences and engineering. One of their highly-regarded programs is a "train the trainers" workshop for improving search committee practices.

The WISELI approach to the workshops was based on an active learning model comprised of short presentations by WISELI presenters, followed by small group discussions and feedback to the larger group. At the medical school workshop Dean Shapiro and Chancellor Wrighton both gave short presentations that emphasized their commitment to the goals of the workshop. The content of the workshops was largely a review of evidence-based best practices for faculty recruitment and advice drawing on the experience of the WISELI group. Animated discussions followed most presentations, and there was much sharing amongst the workshop participants. Over the lunch break several social science articles on implicit bias/unconscious assumptions were distributed and each workshop participant was assigned one of the articles. The readings and discussion on unconscious assumptions and their influence on judgments sparked lively discussions and seemed to strike a nerve with many faculty members, both male and female. Each workshop participant received a copy of a UW publication, "Searching for Excellence and Diversity: A guide for Search Committee Chairs."

The list of facilitators and participants can be found on the following link.

<http://aladdin.wustl.edu/medofa/ofa.nsf/VVV/28EC90E46E16EE8786257314006A6582?OpenDocument>

The same workshop was repeated the following day on the Danforth campus with faculty and administrators from all schools on that campus participating. - - - (**Continued on page 4**)

Educator Portfolio Workshop

Wednesday, 9/26/07 - 3:30–5 pm

3rd fl. Board Room SLCH

RSVP - genovese_c@kids.wustl.edu

New Faculty Orientation

Monday, 8/27/07,

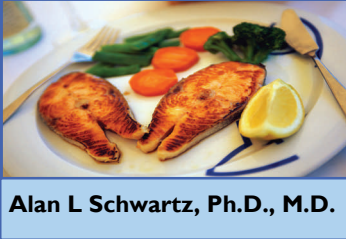
11:30 am–1:30 pm

Conf. Rm. 8A (NWT)

ATTENTION ALL HEALTHCARE EDUCATORS

Are you interested in healthcare education? Do you want to develop an academic career in medical education? The Harvard Macy Program for Educators in Healthcare Professions is an intensive learning experience for those who are involved in training healthcare professionals, including medical students and residents. The five major themes of the program are learning and teaching theory, curriculum development, student assessment and program evaluation, educational technology, and leadership training. The program consists of two sessions in residence at Harvard: an 11-day winter session (January 13-23, 2008) and a 6-day spring session (May 18-23, 2008). The majority of the program is conducted in variety of faculty-facilitated small-group discussions. Other learning formats include whole-group presentations, interactive exercises, problem-based learning, team-based learning, systematic observations, and reflective use of journals. Participants pursue a focused project that matches their interests and addresses a curricular need within their Division or Department. Applications are due by September 14, 2007. Additional information is available at Program's website: www.harvardmacy.org. If you are interested in this Program and would like to learn more, please contact Tyler Reimschisel, MD or Angela Sharkey, MD.

Restaurant Review

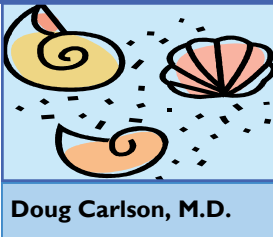


Alan L Schwartz, Ph.D., M.D.

Zinnia Restaurant

For over 20 years Zinnia has been a Webster Grove landmark. On Big Bend Boulevard, opposite the KFC, the purple former gas station immediately welcomes diners with a huge vase of gorgeous fresh flowers as they step inside. The owners, David (Chef) and Larry (Maitre d') have created an exceptional dining establishment with an unrushed atmosphere, attentive service and flavorful menu. The dining room is small, yet quiet (unusual for a St. Louis restaurant) and seats about 50. An outdoor back patio is open summer/fall. The menu features several of Larry's signature dishes, including a light Bibb lettuce salad with walnuts and Maytag blue cheese, duck three ways and in fall/winter a game dish or two. Last winter's individual game pie was mouth-watering. I enjoyed it four times (on separate occasions). Trout Zinnia, pecan-encrusted, is the house special, although the hoisen-salmon has been a long-standing favorite as well. Vegetarian items are daily specials. Should you want the camaraderie of the bar, three small tables are available bar-side. In any event, leave room for dessert. The perennial winner has been the key lime tart, but this summer's traditional berry short cake has been outstanding. Finally, for dog lovers, Larry and David raise Corgis. Larry is a national show judge!

Recipe Corner



Sautéed Sea Scallops in Creamy Tarragon, Wine, Tomato Sauce

“Do not overcook this dish. Most seafood...should be simply threatened with heat and then celebrated with *joy*. - Jeff Smith (The Frugal Gourmet)

Doug Carlson, M.D.

- 1 Tablespoon shallot – finely chopped
- 2 teaspoons tarragon – whole leaves
- 4 oz. white wine – one that you like to drink (Sauvignon Blanc works well)
- 2 Sea Scallops per serving – appetizer (4 for entree)
- 1 chopped, seeded whole local tomato (may substitute canned, chopped tomato out of season)
- 1 cup heavy cream
- 1 Tablespoon butter
- 2 Tablespoons olive oil
- Salt and pepper to taste

Place wine, shallot and tarragon in saucepan. Simmer until reduced by half. Strain liquid into bowl. Combine cream and reduced wine sauce. Reduce again by half. Salt and pepper to taste. When reduced, remove from heat and add butter and tomatoes.

Place scallops in flour; knock off all excess flour (placing in sieve works well). Heat 2 Tablespoons of olive oil in pan. Add scallops in single layer with space in between. Turn as they brown. This should only take a few minutes. Do not overcook. Place scallops on plate. Spoon sauce over and serve.

Promotion & Educator Portfolio Guidelines

Please note information is available through Washington University School of Medicine, Office of Faculty Affairs website under Appointments and Promotions—<http://medofa.wustl.edu/MEDOFA/ofa.nsf> and in the Public Drive, Faculty and Fellows Folder.

Executive Summary of Site Visit, April 2007 (continued from page 1)

Hospital

- Support and fund the Office of Faculty Development.
- Work collaboratively to enhance the careers of faculty
- Review and enhance current Child Care situation
- Review Parking

Initial Priorities for the new Office of Faculty Development for the first 1-2 years:

- Develop training in *career development* conferences for both faculty and Division Chiefs.
- Develop seminars on promotion criteria.
- Develop a plan to review compensation/benefits/overall work environment.
- Work with Division Directors to assure that each faculty has a mentor; develop an annual seminar on mentoring.
- Meet with faculty to review CVs and educator portfolios as needed.

Faculty Development Task Forces

As a result of the Women in Pediatrics Site Visit, we have established three new task forces. We thank these members for their participation.

<p><u>Childcare</u> Katie Plax, Chair Nikki Kolovos Lori Luchtmann-Jones Lisa Moscoso Kim Spence</p>	<p><u>Generalist/Hospitalist</u> Jeff Dawson, Chair Kathleen Berchelmann Amanda Emke Peter Kilbridge Joan Rosenbaum Kristin Shadman Sarah Tycast</p>	<p><u>Faculty Recruitment</u> Doug Carlson, Chair Aaron Hamvas Julie Leonard</p>
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Promotions and Endowed Chairs

Aaron Hamvas, M.D. , James P. Keating, M.D., Professor of Pediatrics
Louis Muglia, M.D., Ph.D., Alumni Endowed Professor of Pediatrics
Guojun Bu, Ph.D., promoted to Professor of Pediatrics
Kimberly S. Quayle, M.D., promoted to Associate Professor of Pediatrics
Kristine G. Williams, M.D., M.P.H., promoted to Assistant Professor of Pediatrics

Executive Summary of Enhanced Recruitment Process Workshop by WISELI (continued from page 2)

The same workshop was repeated the following day on the Danforth campus with faculty and administrators from all schools on that campus participating. To complete the workshop at the medical school, Dr.'s Carnes and Handelsman presented at the regularly-scheduled Executive Faculty meeting on Wednesday, March 7. They summarized both the content of the WISELI workshop sessions and the feedback that they had received from our faculty and staff participants. In their presentation to the EF and in the follow-up letter, the WISELI leaders highlighted three themes that had emerged.

1. Perceived need amongst our faculty for more structured and transparent faculty hiring processes.
2. Need for more time and resources allocated to allow faculty to participate fully in the search process.
3. Desire for more accountability for diversity within the School of Medicine.

The next step is in progress. We are exploring methods for transforming the search and recruitment process at WUSM that will incorporate these themes. We invite all interested faculty to send their thoughts and recommendations to the Office of Faculty Affairs, facaffairs@msnotes.wustl.edu. The workshop participants now comprise a task force that will be integral as we continue to transform the WUSM environment.

The WISELI resource link below was created for the Washington University workshops. It is password protected. User Name: hiring Password: diversity

http://wiseli.engr.wisc.edu/initiatives/hiring/facilitators/FacilitatorTraining_WashU.htm

If you are interested in contributing to this Newsletter please send material to Cheryl Genovese (genovese_c@kids.wustl.edu)