

The Vice Dean of Inclusion and Diversity currently serves on the Association of American Medical Colleges (AAMC) Group on Women in Medicine Steering Committee as member-at-large (elected), which functions as an advocate for women faculty in academic medicine by providing and supporting efforts to ensure a more inclusive environment.

We hope you will join us in celebrating our women leaders during Women in Medicine (WIM) Month, a national effort supported by the American Medical Association since 1990! In this issue, we share information on the current state of women faculty in academic medicine leadership along with additional readings of interest.

This week we honor three remarkable scientists who are pursuing cutting-edge research.

WEEK 2: WOMEN LEADERS IN RESEARCH

Lynette C. Daws, PhD, Professor of Cell & Integrative Physiology

Bringing hope and promise for millions who suffer from mental illness, Dr. Daws and her team are engaged in developing treatments for young people. Her NIH-funded research examines antidepressant-like properties of novel compounds in preclinical behavioral and pharmacological studies, which sets the stage for further exploration of new compounds that will help researchers to develop new treatments for depression, especially in children and adolescents; treatments with therapeutic outcomes that improve upon selective serotonin reuptake inhibitors (SSRIs), the most commonly prescribed antidepressants, which are ineffective in many patients.

Click [here](#) for Dr. Daws' bio.



Lynette C. Daws, PhD



Sara E. Espinoza, MD, MSc

Sara E. Espinoza, MD, MSc, Associate Professor of Medicine; Associate Director for Clinical Programs –Geriatrics Research, Education and Clinical Center (GRECC); Section Chief for Research – Medicine; Department of Geriatrics, Gerontology & Palliative Medicine; Barshop Institute for Longevity and Aging Studies

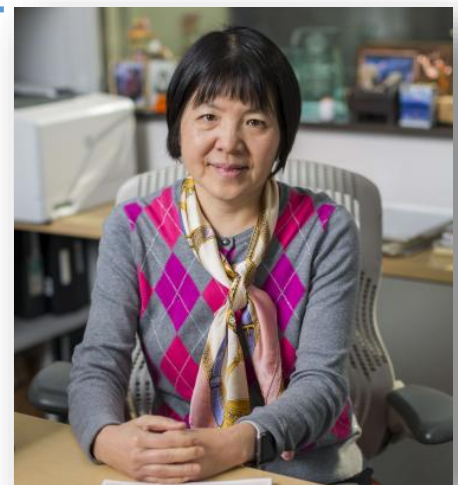
Dr. Espinoza and her team are conducting a major NIH-funded study to test metformin as a novel intervention for the prevention of frailty, a clinical geriatric syndrome of progressive physical and physiologic decline that is known to increase risk for multiple adverse outcomes with aging. They propose that diabetes/insulin resistance and inflammation are major contributors to frailty, and that the use of metformin to modulate diabetes/insulin resistance and inflammation will prevent and/or ameliorate the progression of frailty.

Click [here](#) for Dr. Espinoza's bio.

Jean X. Jiang, PhD, Ashbel Smith Professor of Biochemistry and Structural Biology; Associate Director of the Joint Biomedical Engineering Graduate Program of UT Health San Antonio and The University of Texas at San Antonio.

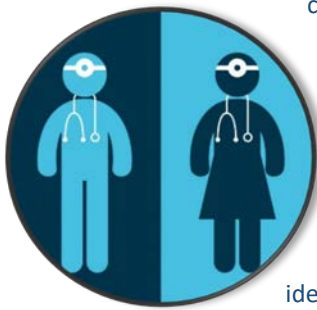
Recently awarded a \$3.2 million grant by the U.S. Department of Defense, lead-scientist Dr. Jean X. Jiang in collaboration with researchers from McGovern Medical School in Houston will test and help develop a drug aimed at keeping breast cancer from further invading bone tissue. Dr. Jiang and her collaborators are working toward developing a less toxic treatment to halt the progression of such metastasis — a process that happens when cancer spreads from one part of the body to another.

Click [here](#) for Dr. Jiang's bio.



Jean X. Jiang, PhD

RESOURCES AND RECOMMENDED READINGS



According to recent national statistics reported by the AAMC, women comprise of **41 percent** of the total full-time faculty population (70,992/174,118). Women of color¹ represent only **9 percent** of the total full-time faculty workforce (16,136/174,118).

Among department chairs, **22 percent** are led by women faculty (572/2,629); whereas only **4 percent** are directed by women of color, identified as either Black or African-American, Hispanic or Latina, Native American or Alaska Native, or Native Hawaiian or Pacific Islander (96/2,629). Out of a total of 149 medical school deans, **17 percent** are women (25/149).

- Bernstein, R. (2015). [Barriers for Women of Color in Science](#). *Science*.
- Borges, NJ, Navarro, AM, Grover, AC. (2012). [Women Physicians: Choosing a Career in Academic Medicine](#). *Academic Medicine*.
- Carr PL, Gunn C, Raj A, Kaplan S, Freund KM. (2017). [Recruitment, Promotion, and Retention of Women in Academic Medicine: How Institutions Are Addressing Gender Disparities](#). *Academic Medicine*.
- Guerrero, L, Boechat, MI. (2012). [Encouraging Women of Color to Enter Academic Medicine](#). *Academic Medicine*.
- Guille, C, Frank, E, Zhao, Z., Kalbach, DA, Nietert, PJ, Mata, DA, Sen, S. 2017. [Work-Family Conflict and the Sex Difference in Depression among Training Physicians](#). *JAMA Internal Medicine*.
- Perlman, RL, Ross, PT, Lybson, ML. (2015). [Understanding the Medical Marriage: Physicians and Their Partners Share Strategies for Success](#). *Academic Medicine*.
- Silver JK, Slocum CS, Bank AM, Bhatnagar S, Blauwet CA, Poorman JA, Villablanca A, Parangi S. (2017). [Where Are the Women? The Underrepresentation of Women Physicians among Recognition Award Recipients from Medical Specialty Societies](#). *PM&R: The Journal of Injury, Function, and Rehabilitation*.
- Soklaridis S, Kuper A, Whitehead CR, Ferguson G, Taylor VH, Zahn C. (2017). [Gender bias in hospital leadership: a qualitative study on the experiences of women CEOs](#). *Journal of Health Organization and Management*.
- Travis, EL, Doty, L, Helitzer, DL. (2013). [Sponsorship: A Path to the Academic Medicine C-suite for Women Faculty?](#) *Academic Medicine*.
- Triangle, KR, Hattangadi, JA. (2018). [Types and Distributions of Biomedical Industry Payments to Men and Women Physicians by Specialty, 2015](#). *JAMA Internal Medicine*.

¹ The term “women of color” refers to individuals not classified as “white”.

Executive Leadership in Academic Medicine® Fellow

2018-2019

[Jennifer Sharpe Potter, Ph.D., M. P.H.](#)

Vice Dean for Research
Professor of Psychiatry

Dr. Potter has been selected as a member of the current class of distinguished fellows of the highly competitive, Executive Leadership in Academic Medicine® (ELAM) program. Established in 1995 at Drexel University, ELAM® has enrolled nearly 1,000 women leaders and accepts approximately 50 new fellows each year in fields of medicine, dentistry, public health, and pharmacy. More than 50 percent of them currently hold senior administrative positions ranging from department chair to dean, center director to provost and president, and at 230 institutions of higher education and healthcare in the United States and Canada. The program offers an intensive one-year fellowship of leadership training with extensive coaching, networking and mentoring opportunities aimed at diversifying healthcare leadership. Senior women faculty who demonstrate potential to assume executive leadership positions are chosen as ELAM fellows.

Please join the Long School of Medicine in congratulating Dr. Potter on this momentous achievement!