

Career Development Seminar for Emerging Women Leaders

The Women's Health Center of Excellence's Leadership & Mentoring Program is pleased to announce the success of a new professional development fellowship, the **Career Development Seminar for Emerging Women Leaders (CDSEWL)**, which began in January 2008.

For the past several years, WFUHS has been highly successful securing positions in women's national leadership programs. Unfortunately only a few women can benefit each year from these programs as they are becoming increasingly competitive and expensive.

The CDSEWL fellowship, modeled after national programs for women in academic medicine, included the following sessions which took place over 10 months:

- Leadership for Our Times, Understanding Yourself and Your Communication Style, Ensuring Successful Small Group Process
- Finance Basics; SKILLSCOPE 360 Assessment

- Conflict Management, Mediation and Principled Negotiation
 - Media Training
 - Strategies for Creating and Sustaining Diversity, Power of Language, Implicit Bias
 - Career Planning, Presenting Yourself
- Presenters were nationally and internationally known experts, executive coaches and senior WFU faculty and administrators. All presenters are highly respected in their content areas.

34 applications (23 WFUSM and 11 WFU) were received for 12 fellowship slots. The inaugural class of program participants included:

WFUSM:

- Cheryl Bushnell, MD, MHS, Neurology
- Annette Johnson, MD, Radiology
- Brenda Latham-Sadler, MD, Family Medicine
- Amy McMichael, MD, Dermatology
- Linda McPhail, PhD, Biochemistry
- Katherine Poehling, MD, Pediatrics

- Mara Vitolins, DrPH, MPH, RD, PHS-Epidemiology & Prevention
- Janice Wagner, DVM, PhD, Pathology

WFU:

- Christy Buchanan, PhD, Psychology
- Nina Lucas, MFA, Theatre
- Shannon Mihalko, PhD, Health & Exercise Science
- Ulrike Weithaus, PhD, Humanities

When asked what they thought the benefits of participating in the Program [continued on page 2](#)



From left to right: (front) Cheryl Bushnell, Nina Lucas, Christy Buchanan, Annette Johnson, (back) Linda McPhail, Jan Wagner, Shannon Mihalko, Ulrike Wiethaus, Brenda Latham-Sadler, Amy McMichael, Katherine Poehling and Mara Vitolins.

Who We Are:

Mary Lou Voytko, PhD
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Cheryl Bushnell, MD, MHA
Associate Director
J. Mark Cline, DVM, PhD DACVP
Research Program Director
Sonia Crandall, PhD, MS
Leadership Program Director
Shannon Golden, MA
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Natalie Barrett
Administrative Secretary

Vision:

To improve the health of women and their families by: developing excellence and innovation in women's health research, disseminating best practices in women's health to all constituencies and promoting women's professional development.

Donations:

To find out more about making a donation to the Center, please visit wfubmc.edu/whcoe/Make+a+Donation.

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were, Fellows said "I now have a network of female faculty 'team' members to call on when I need to discuss issues related to the work environment; 1) I learned important aspects of professionalism and how to communicate effectively; 2) I was able to ask questions (confidentially) related to my own personal experiences and get responses from both senior colleagues-CDSEWL trainers- and other female faculty who attended the training"; "The primary benefits of this program is that it gave me confidence in my ability as a leader, and therefore made me feel more prepared to put the knowledge into action"; "It gave me a new way to think about my role

in my department. I thought that the evaluation by several other faculty members in my department was very helpful in seeing how I am perceived by others." "The visit from the CCL speakers was very instrumental in forming an approach to changing things in my department or overall plan." The Fellows were also asked to comment on how the WHCOE leadership programs, such as CDSEWL, hold promise for improving current outlook for women faculty. One Fellow said, "I think this program is invaluable for women at WFU. Not having to leave the institution and gaining all the insight that we gained was a great experience. If women know that this program is available, they may give their career here a fair chance when encountering problems. Also, this would be a good recruitment tool for hiring more women. I think that faculty development is the crux of keeping mid-career and higher faculty engaged, so this is precisely the kind of thing that should be offered."

When asked about return on investment, Fellows stated that, "There is a tremendous return on investment for departments to encourage women faculty to participate in this program. Most importantly, it is wonderful to get this training here, because it prepares women for institutional leadership positions at WFU, as opposed to AAMC workshops that are much more broad and are not capable to being specific to WFU. The other benefit of participation is that the women get to work with other women

Women's Health Awareness

Visit healthfinder.gov/library/nho for women's health related National Awareness Campaigns, including:

October

Breast Cancer: nbcam.org

Domestic Violence: dvam.vawnet.org

Down Syndrome: www.ndss.org

Spina Bifida: spinabifidaassociation.org

SIDS : www.firstcandle.org

13: Metastatic Breast Cancer Day:

mbcnetwork.org/page.aspx?nm=mbc_awareness_day

17: Mammography Day: www.cancer.org

20-24: Health Education Week:

www.nche.org

20: Osteoporosis Day:

www.iofbonehealth.org/about-iof/iof-programs/outreach-education/world-osteoporosis-day.html

November

Alzheimer's Disease: www.alz.org

Prematurity: marchofdimes.com

December

1: World AIDS Day: www.unaids.org/en/default.asp

Women's Health Tidbits

Doctors lack female participants in clinical trials

Fifteen years after rules limiting female participation in clinical trials were changed, women are still under-represented in research despite evidence that many conditions such as lung cancer and depression have gender-based differences. To read more, go to <http://features.us.reuters.com/wellbeing/news/59C38A52-2674-11DD-8E77-EA1A0433.html>.

Design and Analysis Unit Statistics Planning Sessions

The Design and Analysis Unit (DAU) is part of the Research Support Core in the Office of Research. To learn more about the DAU, please see the frequently asked questions at http://www.phs.wfubmc.edu/public_bios/DAU_FAQs.pdf.

leaders in the institution and become part of a network", and that "diversity broadens the appeal of the hospital to patients, the community, and the academic world at large. It shows that we can handle any kind of person at any level without problems which may appeal to granting institutions as well. Women faculty can offer different perspectives on problem-solving, approaches to grants, as well as new ideas in patient care and research. Fostering the careers of women who think outside the box will allow the medical school and undergraduate schools to grow with the surrounding academic community."

Congratulations to our Fellows who graduated on October 6th!

The next class will start in September 2009. Those interested in applying should look for announcements in March or April 2009.



Spotlight On: Women Faculty

Liz Arnold, Ph.D., M.S.W. is a recently promoted Associate Professor in Psychiatry & Behavioral Medicine. She is also a faculty affiliate with the WHCOE and serves on both the Research and Leadership Committees and has been a member of the WHCOE Mentoring Program for several years.

Dr. Arnold came to the medical center in 2001 after spending two years at the University of North Carolina at Chapel Hill (UNC-CH). She was also affiliated with Duke University as a Core Faculty Member of the Duke Institute on Care at the End of Life. While at UNC-CH, she was awarded a Social Work Leadership Development Award through the Project on Death in America funded by the Soros Foundation.

Dr. Arnold received a masters degree in social work from the University of Georgia and a Ph. D. in social work



Liz Arnold, PhD, MSW

from Florida State University (FSU). While obtaining her doctorate, Dr. Arnold worked as a Research Associate and Project Manager at the Institute for Health and Human Services Research at FSU. There she was involved in evaluations of multiple projects funded by the Florida Department of Community Affairs focusing on interventions in the criminal justice for offenders with substance abuse problems.

In 2003, Dr. Arnold was awarded a K01 career development grant

from the National Institute on Drug Abuse to focus on developing expertise in the area of community-based clinical trials with at-risk groups. The pilot project associated with this grant focused on intervention with adolescent runaways. In addition, Dr. Arnold's research has focused on women involved in prostitution and the homeless. She is the co-author of *Substance Abuse Treatment for Criminal Offenders: An Evidenced-Based Guide for Practitioners* published by the American Psychological Association, as well as a variety of other journal articles and book chapters focusing on individuals at-risk for suicide, substance use, and other co-occurring behaviors.

In addition, Dr. Arnold is involved in clinical care and teaching medical students, residents, fellows, and students from other disciplines.

Women's Heart Health Program

The WFUBMC Heart Center has implemented a new program focused on women's heart health issues. Susan Butler, RN, MSN, Women's Heart Health Coordinator, will emphasize education to community and civic groups as well as the medical community. Screening for heart disease, including vital signs, a detailed history, and glucose and lipid levels will be provided at locations in the Forsyth County area. The initial screening can be used to determine the next steps in lifestyle or medical management.

While the efforts to improve recognition of heart disease as common to both men and women have helped,

the majority of people believe heart disease is a "man's disease." The reality is that women have the same risks as men. Although heart disease in women typically strikes in later decades, it still remains the number one cause of death. Heart disease kills more women than all types of cancers. Heart disease rates are also higher in African American women.

Women's Symptoms of Heart Disease

- * Fatigue
- * Nausea or vomiting
- * Heartburn or acid reflux
- * Atypical chest pain, not necessarily "crushing" in nature
- * Back or jaw discomfort
- * Sweating

Because the presentation of coronary symptoms can be very differ-

ent in women, it is more likely to be ignored or medically treated as non-cardiac in origin. Unusual symptoms "between the lip and the hip" in women should be considered as cardiac in origin.

While a family history of heart disease is a risk factor beyond control, lifestyle modifications are the first steps in prevention:

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Women's Heart Health Program [continued from page 3](#)

Lifestyle Modifications

- Smoking cessation: within 2 years of quitting, risk is back to that of people who never smoked
- Exercise: 30 minutes or more 5 days per week decreases likelihood of a cardiac event by over 50%.
- Weight loss or maintenance
- Blood pressure control
- Cholesterol level monitoring
- Medications if indicated

The program's goals are to facilitate education about the uniqueness of women's symptoms of heart disease, and improve access to care and treatment. For more information please call 713-4427.

Events on the Horizon

Nutrition Journal Club 2008-2009

Meet every second Friday of the month, 9-10 am at the WHCOE [[location](#)].

October 10: "Polycystic Ovary Syndrome: Hormone Alterations and Impact of Exercise", Gary Miller, PhD, Dept. of Health and Exercise Science
November 14: "Food Politics: How the

Food Industry Influences Nutrition and Health", Ann McCarty, MS, PA-C, Certified Integrative Health Counselor with Nourishing Health

December 12: "Dietary Protein Effects on Muscle during Weight Loss in the Elderly", Barbara J. Nicklas, PhD, Internal Medicine, Geriatrics

January 9: "Vitamin D Status and Health Outcomes in Older Adults", Denise K. Houston, PhD, RD, Internal Medicine, Geriatrics

Contact sgolden@wfubmc.edu for the articles or details. For the full schedule visit our [education page](#).

Research Seminar Series 2008-2009

Co-sponsored with the [WFU Translational Science Institute](#), the Seminar Series serves to facilitate interaction and collaboration between investigators in women's health by providing a forum for sharing the findings of recent research in a broad range of disciplines. Each seminar will be held from noon – 1:00 in the Sticht Center's Auditorium.

November 7: Urinary Incontinence - Catherine DuBeau, MD, University of Chicago

December 5: Genetic & Biochemical Bases for Stress, Urinary Incontinence & Pelvic Organ Prolapse - Gopal Badlani, MD

January 9: Sex, Aging, and Variation

in Vascular Functionality: Becoming SAVVY about Sex Differences in Stroke Prevention - Cheryl Bushnell, MD, MHS

RSVP not required. Lunch provided on first come, first served basis. For the full schedule, visit the [research page](#).

Research Strategies Workshop

Women's Health Funding & Educational Opportunities

Don't forget to keep checking our funding opportunities web page at wfubmc.edu/whcoe/Research/funding_ops.htm. We update it regularly!

Research Strategies Workshop
November 19, 11:30 – 1
Comprehensive Cancer Center, Rooms 2 A&B
"Building Productive Relationships with Faculty, Funders, and Community Partners: Navigating Personalities, Personal Interests, and Politics" Doug Eastering, PhD; Joe Tobin, MD
Lunch is courtesy of **Jazzercise** (www.winstonsalemjazz.com/).

RSVP Required. Contact whcoe@wfubmc.edu. For the full schedule, visit the [research page](#).

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