

WE WOMEN IN ENDOCRINOLOGY

<http://www.women-in-endo.org/>

Winter 2007-2008

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WE Executive Committee

The executive committee of WE is eager to receive your comments and suggestions. Along with our President and Secretary-Treasurer, above, our Committee Chairs are:

Awards Committee: PAMELA MELLON, Ph.D.,
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Communications Committee: GERALYN LAMBERT
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Development Committee: TAMI WOLDEN-HANSON,
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Mentoring Committee: GAYATHRI DEVI, Ph.D.,
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Nominating Committee: CAROLE R. MENDELSON,
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Program Committee: MARY RUPPE, M.D.,
mary.ruppe@uth.tmc.edu

Action Items

New WE website: open now!

Membership for 2008: due Dec 31, 2007

Mentor Award nominations: due Feb 1, 2008

Trainee Development: New initiative, see page 2

Donations to WE: see page 2

***New and improved WE website* Live December 2007!**

The new WE website has just launched. This website contains an improved layout and easier navigation, with an option for on-line dues payments! Please visit our new website to learn about the upcoming annual meeting, renew your membership, apply for an award or find WE colleagues (member log-in required). If you have any suggestions for the website, or to add pertinent society information to the site, please contact Geralyn Messerlian at gnesserl@wihri.org.

Thanks to our contributors!

We acknowledge the generous support from:

Mentor Award: **Pfizer**

Guild Level (\$10,000): **Pfizer and Wyeth**

Silver Level (\$2,500): **Ferring**

Our dues-paying members!

Dues for 2008

Pay by credit card or check by December 31, 2007

Full members, academic and industry \$50.00

In training, post graduate (postdoctoral or clinical fellows): \$15.00

Students: predoctoral or medical students- no dues
Fill out enrollment form only

Membership Renewal

Dues for the 2008 year (Jan 1-Dec 31) are due Dec 31, 2007. Please be sure to renew for 2008. In the current financial climate, fundraising is very difficult, and WE is more dependent than ever on membership dues. *Annual dues are the financial mainstay of WE.*

Why should you join or renew your membership in WE? WE is devoted to promoting and facilitating the professional development and advancement of women in the field of endocrinology. WE provides networking and mentorship opportunities for our members, not only through the WE Annual Meeting, but also through support of our members in The Endocrine Society (TES). WE facilitates member participation in TES activities by nominating and providing opportunities to chair sessions, hold office, and review papers for society journals. WE members can apply for Young Investigator Awards given preferentially to WE members and their trainees (see below). *Please pass this information on to students, trainees, fellows, and faculty and encourage them to join WE.*

2. Tax-deductible donations to WE

The WE Development Committee would like to remind you that, in addition to corporate donations (which are increasingly difficult to acquire), WE is supported by membership dues and donations from you, our members. As a 501(c)(3) organization, all donations are tax-deductible (tax ID 52-2137017), although we encourage you to check with your tax accountant. Donations can be directed to either trainee development or to unrestricted use in the areas of networking, development of informational programs, maintenance of the website and other critical functions.

The newly remodeled WE website will feature an easy way to pay your dues, and make donations through a secure website. The Development Committee encourages you to consider making a charitable contribution to WE as the end of the tax year approaches. Donations can also be made by sending a check to the Secretary-Treasurer, Lisa Halvorson (see address above).

3. Membership in the Endocrine Society

Although membership in TES is not mandatory for WE membership, we encourage you to join through our new website (<http://www.endo-society.org/>).

4. Volunteer

Please volunteer for WE and TES activities. It's easy. Just fill out the volunteer form on our new web site and email or mail a copy to Lisa Halvorson.

WE Supports Trainee Development

Fellows Day at ENDO '07 was a great success thanks to new programming described at <http://www.endo-society.org/endo07/development/students.cfm>. WE has committed to providing sponsorship for Fellows Day at ENDO '08. Job placement services are also available at http://www.endo-society.org/endo/professional_development.cfm.

Annual Meeting

The WE Annual Dinner meeting was held on June 2nd, at the Harbour Ballroom of the Westin Harbour Castle in Toronto. The meeting kicked off with time to greet old friends and meet new ones and an introduction by Janet

Hall, President of Women in Endocrinology. This was followed by greetings from the President and President-Elect of the Endocrine Society, Leonard Wartofsky, and Margaret Shupnik. Awards were presented to twenty-two WE Young Investigators as well as seven winners of awards from the Australasian Branch of Women in Endocrinology. JoAnne Richards received the 2007 WE Mentor Award. She was introduced by Dana Gaddy. The keynote speaker was Janice Dodd, Professor of Physiology and Women's Studies at the University of Manitoba. "Never go in alone" was the catch phrase of her engaging talk, entitled the 'E-Sisterhood - Equity in Endocrinology' that highlighted the importance of reaching out and joining with those at other institutions and nationally to effect change.

The 2008 WE annual dinner will be held on June 15th at the Metropolitan Ballroom of the Westin San Francisco Market Street. As our keynote speaker we are fortunate to have Deborah Kolb, the Deloitte Ellen Gabriel, Professor for Women and Leadership at Simmons College, School of Management. The title of her talk will be "Everyday Negotiations: Creating the Conditions for Career Success". Advanced registration will be available during registration for ENDO 2008. *Mark your calendars!* For further information, please contact Mary Ruppe, Chair of the Program Committee, at mary.ruppe@uth.tmc.edu.

2008 Mentor Award

Mentor Award nominations: due Feb 1, 2008!

The primary mission of WE is to promote the scientific advancement and recognition of female endocrinologists. With this goal, WE presents an annual Mentor Award at the WE dinner, which will occur in conjunction with ENDO '08. This award recognizes outstanding individuals who have encouraged and promoted female endocrinologists and who have been instrumental in changing institutional policy toward professional women. The WE Mentor Award is sponsored by a generous grant from Pfizer. Past recipients of the WE Mentor Award include Drs. Neena B. Schwartz, Peng Loh, Anita Payne, William F. Crowley, Jack Gorski, Anne Klibanski, Phyllis Wise, William Chin, Jo Anne Brasel, E. Chester ("Chip") Ridgway, Anna Steinberger, and JoAnne Richards.

WE encourages all of you to consider nominating your own previous mentors (female or male) who have impacted your careers and have had a positive impact on the careers of female endocrinologists. For more information about the nomination process please see the new website.

Applications must be received by February 1, 2008. The Mentor Award will be presented at the WE dinner at ENDO '08.

Nominations for the 2008 WE Mentor Award, and any questions about application preparation, should be directed to the Chair of the WE Awards Committee:

Pamela Mellon, Ph.D.

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2008 Young Investigator Awards

Applications: due March 31, 2008!

WE has been pleased to provide awards to as many as 20 trainees whose abstracts have been selected for the Endocrine Society annual meeting. These awards are presented at the WE annual dinner. Previously called Abstract Awards, these awards have been renamed the WE Young Investigator Awards to better represent their intent. In addition, two named awards are available.

Women in Endocrinology Awardees 2007

Tina K. Thethi - The Janet W. McArthur Award for Excellence in Clinical Research
Marlies Kevenaar - The Neena Schwarz Award for Excellence in Basic Science

Rebecca Ann Alyea
Jenny D.Y. Chow
Catherine Christian
Jonna Frasar
Elspeth Gold
Jessica Guzman-Morales
Djuana Harvell
Brian W. Jones
Gurvinder Kenth

Rachel Larder
Jeanette Marketon
Nicole Moore
Margaret C. Pace
Krista Riggs
Mara Steinkamp
Angelina Swali
Rie Tsutsumi
Di Wu

Australasian Branch-Women in Endocrinology (AWE) Awardees 2007

Sue-Mei Lau – AWE-DSL New Investigator Travel Award
Ashwini Chand – AWE NovoNordisk New Investigator Travel Grant
Samantha Hutchison – AWE-Abbott Diabetes Care New Investigator Travel Grant

Jennifer Miles
Jenny Chow

Caroline Larsen
Martina Kocan

ATTENTION: Past WE Awardees

WE is interested in obtaining feedback on the potential impact of the WE awards (previously called the WE Travel or WE Abstract Awards) on the careers and scientific development of our awardees. If you are a past

Awardee, please send your current contact information to WE Mentoring Committee member, JingJing Kipp, j_kipp@northwestern.edu. Please add 'WE Awardee's in the subject line of your email. WE is proud of your accomplishments; please share them with us!

The History of WE

The influence of WE has grown dramatically from its inception just 30 years ago. It is critical that the details of our origins and the critical steps along the way are not lost. Memories and photos of members and annual meetings are being collated by our President, Janet Hall. Please check into the corners of your own memories and contact her at jehall@partners.org.

WE President's Corner

WE was founded with the overall goal of promoting the professional development and advancement of women in the science and discipline of Endocrinology. Several articles in recent years have documented the progress that women in science have made over the past 30 years and Endocrinology is no exception. In 1976, the year that WE was formed, only 12% of new members of the Endocrine Society were women. In 2005, the number of new members had increased to 50% and women now constitute 36% of the total membership. The influence and recognition of women in leadership roles within the Endocrine Society has also grown. Margaret (Peggy) Shupnik is the fourth woman President of the Endocrine Society in the past 10 years and is already showing her outstanding leadership abilities. The influence of WE is far greater than the number of members would suggest because of the incredible commitment of our membership to the mission of this society.

Despite the progress that has been made, current studies are also raising significant concerns about the retention and advancement of women scientists in the academic world. A year ago, the National Academies <http://www.nationalacademies.org/morenews/20060918.html> reported on the failure of women to advance in terms of promotions, honors, salary and leadership positions at a rate that is commensurate with the number entering the field, a discrepancy that cannot be accounted for by productivity, the significance of the work or any other performance measures. Madeleine Albright, Former US Secretary of State has said that "Including women in positions of leadership is not only the right thing to do, it is the smart thing to do". Nancy Andrews, the newly-appointed Dean of Duke University School of Medicine makes the point in a recent article in the *New England Journal of Medicine* that, driven by the profit margin, the corporate world has been quicker than academic medicine to step up to the plate in determining how to level the playing field for women so that this untapped pool of talent is not squandered.

A recent survey of NIH Intramural Scientists published in EMBO reports (8:977, 2007) has begun to address some of the issues that are particularly relevant to our community. The study noted that the transition from postdoctoral fellow to faculty is a period of particular vulnerability for women and identified issues relating to family responsibility as one of two key areas that contribute to this disparity between the advancement of men and women in science. The vast majority of married women have a full-time working spouse compared with only half of married men and within this group of dual-career couples, women are more likely to make career concessions than men and to prioritize family responsibilities. Addressing issues such as affordable childcare, travel and work flexibility were highlighted as areas likely to have an important impact on the retention of women in science careers.

The other critical area relates to confidence. Despite a similar self-assessment of professional skills, women are significantly less confident than men that they will achieve at the highest level. Does this reflect a true assessment of the challenges that women face or does it indicate that women underestimate their professional ability, possibly because they see so few women scientists ahead of them who have successfully combined their career and family? Interestingly, far fewer women than men had a project that they could take with them as an independent investigator. Does this suggest that women need to be more aware of what is required for independence and how to achieve it or possibly that mentors are hesitant to give their best projects to an individual who is less likely to persevere? These are both important questions, but it is clear that good mentoring can play a highly significant role in overcoming many of these barriers.

If we are to move forward and take advantage of the talent and training that women scientists can bring to the table, men and women must actively seek to understand the pressures that work against the ongoing participation and success of women at all levels of science and to develop creative solutions to address them. Such solutions will undoubtedly include addressing a number of the operational issues noted above and considering for leadership women who may not have followed the traditional pathway to the top. It will also require a change in the culture of science such that a range of pathways to independence and definitions of success are accepted.

Organizations such as WE play a vital role in giving women a home in their scientific community. However, we can only be successful if each of us reaches out to our colleagues and trainees to encourage them to become members. One of the major ways that we all network in

the current day is virtually, using websites and email in ways that allow us to extend our reach. Over the past four months, our Communications Committee that includes Carolyn Smith, Dana Gaddy, Sabrina Gill and Phillipa Miranda under the leadership of GERALYN Lambert-Messerlian, has completed the almost impossible task of finding a new home for our website, redesigning it and getting it up and running. Our goal is to have a site for our members that is both current and informative and I thank each and every member of the committee for the incredible job they have done to help us realize this goal. Please visit our site often and share meeting dates of interest as well as important articles and resources so that we can make our site an important go-to place for our members.

A major component of the mission of WE is to promote the achievements of women in the Endocrine Society and in this vein, I would like to congratulate Dr. Sally Camper who was selected to receive the Endocrine Society's Roy O. Greep Lecture Award for 2007 and Dr. Eve van Cauter who received the 2007 Gerald D. Auerbach Award for their incredible scientific accomplishments.

Mentoring and networking are concrete ways in which women can begin to achieve their potential. The WE Mentor Award allows us to recognize those individuals who have championed women endocrinologists. Through this award, WE Mentors are not only recognized for the impact they have had on the individuals whose careers they have guided, but serve as critical role models for the next generation of mentors. Please take this opportunity to consider nominating an individual who has had an important impact on your career and that of other women endocrinologists.

ENDO '07 saw a major change in programming for the Trainee Workshop that included funding of Fellows for this important event. WE supported this activity by providing speakers and lobbying for the inclusion of sessions relating to work-life balance. This year, WE is taking our support for trainees even further, by providing sponsorship for additional Fellows to attend this workshop that occurs the day before ENDO '08.

It is an honor to represent you as President of WE. I want to take this opportunity to thank the hard working committee members and chairs for all that they do for WE 'in their spare time' and to urge each of you to contact me with your ideas for additional ways that WE can support you and your trainees.

Janet E. Hall, MD
President, Women in Endocrinology