



DREXEL UNIVERSITY
College of
Medicine



WOMEN'S LEADERSHIP SUMMIT

Friday, December 3, 2021
from 12:30 to 5 p.m.

Hosted by the Women in Medicine & Science Committee (WIMSC)
in collaboration with the Offices of Faculty and Diversity, Equity and Inclusion,
and the Executive Leadership in Academic Medicine (ELAM) program.

ABOUT THE EVENT

Attendees will hear from national leaders, published authors, and experts in the area of allyship. Attendees will participate in discussions directly focused on developing leadership and career advancement skills.

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AGENDA

12:30 p.m.	Welcome and Introduction
12:45 p.m.	Phyllis Marciano, MD, 2021 Woman in Medicine Award Presentation honoring Barbara Atkinson, MD, Founding Dean Emeritus, UNLV School of Medicine
1:15 p.m.	Strategies for Women Leaders: Better Allyship to Historically Excluded Individuals <ul style="list-style-type: none"> Sandra Brooks, MD, MBA, Executive VP, Chief Community Health Equity Officer, TJU, CMO Center City Division at Thomas Jefferson University Hospitals Mo Kaze, PhD, Postdoctoral Scientist, UC Davis; Fellow, Department of Education Ana Núñez, MD, FACP, Vice Dean, Diversity, Equity and Inclusion University of Minnesota
2:15 p.m.	Male Allyship: Strategies to be an Ally <ul style="list-style-type: none"> Brad Johnson, PhD, Professor of Psychology, US Naval Academy Ed Mariano, MD, MAS, FASA, Professor, Anesthesia, Stanford Julie Silver, MD, Associate Professor, Associate Chair, Department of Physical Medicine and Rehabilitation, Harvard Medical School
3:15 p.m.	Break
3:30 p.m.	Finding Your Ally: Tools for Identifying Allies Across Your Career <ul style="list-style-type: none"> Philomena Asante, MD, MPH, Pediatrician, BU; Leader, Diva Docs Erika Brown, PhD, Dean of Faculty Affairs, Geisel School of Medicine at Dartmouth Jennifer O'Toole, MD, MEd, SFHM, Program Director, Internal Medicine and Pediatrics Residency Program; Director of Education, Hospital Medicine; Professor, Pediatrics, University of Cincinnati
4:30 p.m.	Final Discussions and Closing Remarks

SESSION OBJECTIVES & CONTENT

STRATEGIES FOR WOMEN LEADERS: BETTER ALLYSHIP TO HISTORICALLY EXCLUDED INDIVIDUALS

Moderators: Ellen Mitchell, MD, and Roshell Muir, PhD

Objective: The objective of this panel is to highlight the value of allyship to historically excluded groups in career progression. We will identify both common gaps in allyship from women in leadership roles to individuals from historically excluded groups. We will discuss and elucidate practical and actionable strategies to close these gaps and to increase inclusivity in medicine and academia.

Content: This panel will feature a question and answer session with experts in allyship, faculty development, and diversity, equity and inclusion.

MALE ALLYSHIP: STRATEGIES TO BE AN ALLY

Moderators: Jessica Barson, PhD, and Ramesh Raghupathi, PhD

Objective: The objective of this panel is to describe the significance of male allyship and opportunities for male allyship to benefit colleagues and mentees. We will identify the positive outcomes from male allyship and tools for men to develop that allyship.

Content: This interactive panel will provide insight from experts

in male allyship in academic medicine, including both question and answer and audience engagement components.

FINDING YOUR ALLY: TOOLS FOR IDENTIFYING ALLIES ACROSS YOUR CAREER

Moderators: Blair Dickinson, MD, and Jill Lawrence

Objective: The objective of this panel is to describe the individual benefits of allyship in career advancement. We will provide tools to identify potential professional allies and to foster relationships with those allies in order to achieve career advancement goals.

Content: This interactive panel will provide insight from experts in faculty development, allyship, and diversity, equity, and inclusion on the value of allyship. This will include both question and answer and provide the opportunity for audience engagement.

SPEAKER BIOS

STRATEGIES FOR WOMEN LEADERS: BETTER ALLYSHIP TO HISTORICALLY EXCLUDED INDIVIDUALS



Sandra E. Brooks, MD, MBA

A native of Willingboro, New Jersey, Dr. Brooks joined Jefferson Health as Senior Vice President and Chief Medical Officer of Thomas Jefferson University Hospitals, Center City Division in 2019. She became integral to Center City

Division leadership team's pandemic response and vaccination efforts, and was subsequently named the Executive Vice President, Chief Community Health Equity, a role she holds in addition to her CMO role. Trained in OB Gyn at the Hospital of the University of Pennsylvania and in Gynecologic Oncology at Brigham and Women's Hospital, Harvard Medical School, Dr. Brooks also served as Professor and Director of the Division of Gynecology Oncology at the University of Maryland and received her MBA in Medical Services Management at Johns Hopkins University. Dr. Sandra Brooks is a values-driven physician leader with a profound understanding of health equity and its human impact. Practicing gynecologic oncology in Worcester and Baltimore, Dr. Brooks saw up close the stark disparities between women who had access to care versus those who did not. She treated women undergoing complex medical treatments for preventable conditions, work which developed into collaborative research to better understand the drivers of those health disparities. She implemented community-based solutions from a health system perspective based on her and others' research. This model of care offered mobile cancer

screenings, health care screenings, and partnerships to address the social determinants of health in major urban areas. As the head of Jefferson's Philadelphia Collaborative for Health Equity (PCHE), Dr. Brooks promotes a diverse, culturally humble workforce committed to elevating the community voice and assets in service of promoting health equity in Philadelphia.



Mo Kaze, PhD

Dr. Mo Kaze is a microbial ecologist interested in genetic movement in various environments. She specializes in metagenomics, bioinformatics, and environmental microbiology. Her masters work for NASA involved looking for new lineages of life in Yellowstone National Park. Her doctoral research at University of California, Merced investigated genetic movement across environmental gradients with a focus the mobile genetic elements of biopesticides. As a fellow at the Joint Genome Institute, she maps the biogeographical distribution of organisms and defining their functional potential of engineered transitional systems, such as aqueducts and networks of irrigation canals. She is currently a postdoc in Jonathan Eisen's and Heather Bischel's labs at UC Davis and is working on computational analysis of SARSCov2 in environmental systems. Throughout the pandemic she has been volunteering with CA public health departments to remove Covid-19 data backlogs. She often gives talks on her non-traditional and windy road to becoming a scientist, barriers to entry for LGBT students and academics, and DEI.



Ana Núñez, MD, FACP

Ana Núñez, MD, FACP, is a Professor of General Internal Medicine and Vice Dean for Diversity, Equity and Inclusion at the University of Minnesota. In her Vice Dean role, she collaborates with faculty, staff, and students across the Medical School, as well as community partners, to address issues of inequities, bias, and discrimination in clinical programs, recruiting, curriculum, and research. She has also been named as Integration Strategist, a new leadership position within the Clinical and Translational Science Institute at the University of Minnesota, where she will oversee initiatives that promote inclusive excellence across CTSI and with our communities.

Dr. Núñez received her Doctorate in Medicine from Hahnemann University and Bachelor of Science in Chemistry from Wilkes University. She has fellowships in medical education from Michigan State University and health services research from the Association of American Medical Colleges (AAMC).

As a nationally recognized medical education and health services researcher, Dr. Núñez has developed novel curricula in the areas of sex and gender medicine, primary care, trauma/violence prevention, and cultural competence. Prior to joining the U of M, she served as the Associate Dean of Diversity, Equity and Inclusion at Drexel University College of Medicine for four years. She also served as the director for Drexel’s nationally designated Center of Excellence in Women’s Health.

In addition, Dr. Núñez has been a principal investigator on numerous educational and health services grants, serves as

Editor-in-Chief of *Health Equity*, and brings nearly 30 years of established clinical practice.

MALE ALLYSHIP: STRATEGIES TO BE AN ALLY



Brad Johnson, PhD

W. Brad Johnson, PhD is Professor of psychology in the Department of Leadership, Ethics and Law at the United States Naval Academy, and a Faculty Associate in the Graduate School of Education at Johns Hopkins University. A clinical psychologist, Dr. Johnson is a mentoring expert specializing in developing gender-inclusive mentoring cultures for organizations around the globe. Dr. Johnson is the author of numerous publications including 14 books, in the areas of mentoring, professional ethics, gender inclusion. Recent books include: *Good Guys: How Men Can Become Better Allies for Women in the Workplace*, *Athena Rising: How and Why Men Should Mentor Women* (both with David Smith) and the *Elements of Mentoring 3rd Ed.* (with Charles Ridley).



Ed Mariano, MD, MAS, FASA

Dr. Mariano is a Professor at Stanford University School of Medicine and Chief of the Anesthesiology and Perioperative Care Service at the Veterans Affairs Palo Alto Health Care System. He has developed techniques and patient care pathways to improve postoperative pain control, patient safety, and other outcomes and has published over 200

peer-reviewed articles and book chapters. He is President-Elect of the California Society of Anesthesiologists and has held leadership positions in the American Society of Anesthesiologists, American Society of Regional Anesthesia and Pain Medicine, and multiple journals. He is a recipient of the Veterans Health Administration's John D. Chase Award for Physician Executives Excellence and has worked on key national healthcare initiatives in the U.S. including the accreditation of regional anesthesiology and acute pain medicine fellowships, pain management guidelines and hospital-based standards, development of quality and cost measures in perioperative care, and the National Academy of Medicine Action Collaborative Countering the U.S. Opioid Epidemic.

Dr. Mariano is available to connect on LinkedIn, Twitter, or Instagram and manages his own self-titled site - edmariano.com.



Julie K. Silver, MD

Julie K. Silver, MD is an Associate Professor and Associate Chair in the Department of Physical Medicine and Rehabilitation at Harvard Medical School. She is on the medical staffs of Massachusetts General, Brigham and Women's, and Spaulding Rehabilitation Hospitals. Dr. Silver developed and directs the successful Harvard Medical School women's leadership CME course which has trained thousands of women in medicine.

Dr. Silver is a subject matter expert on workforce diversity, equity, and inclusion. She has published many studies and reports specifically focused on workforce gender equity.

In addition, Dr. Silver has published on workforce disparities that include race/ethnicity as well as studies on patient care disparities. Her work has been published in high-impact journals and across numerous specialties—including *The New England Journal of Medicine*, *JAMA Internal Medicine*, *JAMA Dermatology*, *JAMA Network Open*, *The Lancet*, *The British Medical Journal*, *Pediatrics*, *Neurology*, *Anesthesia and Analgesia*, *Journal of Cardiothoracic and Vascular Anesthesia*, *The Journal of Infectious Diseases*, *American Journal of Physical Medicine and Rehabilitation*, *Health Equity*, and *Journal of Women's Health*.

Dr. Silver's research often intersects with innovation and implementation science. She has developed a unique approach to workforce inclusion and wellness aimed at strategically advancing equity and promoting wellness for faculty and staff by analyzing how they are valued and respected for their important contributions. For example, Dr. Silver identified that faculty members were not equitably recognized by their own medical societies, and she spearheaded groundbreaking research on the underrepresentation of women physicians—at zero or near zero levels—for recognition awards. This foundational work has recently been incorporated into the American Association of Medical College's gender equity statement and call to action. Dr. Silver has developed and led numerous high impact national strategic initiatives such as the Her Time Is Now Campaign, Be Ethical Campaign, Need Her Science Campaign, and the Walls Do Talk Challenge.

Dr. Silver's work has been featured in many media

outlets including *The New York Times*, *The Wall Street Journal*, *The Washington Post*, *The Boston Globe*, *The London Times*, *US News and World Report* and *NPR*. She has also appeared on numerous TV shows including the CBS Early Show, The Today Show, Fox News and ABC News.

FINDING YOUR ALLY: TOOLS FOR IDENTIFYING ALLIES ACROSS YOUR CAREER



Philomena Asante, MD, MPH

Dr. Philomena Asante is a pediatrician, public health leader, and school/college health expert passionate about creating a diverse healthcare leadership workforce. She leads

Diva Docs Boston, an organization that creates networking, leadership and sponsorship opportunities for Black women physicians working in Greater Boston. She is also the founder of The Black Women Doctors Network, a professional networking platform that creates career-building sponsorship opportunities for Black women physicians. Dr. Asante is the creator of the Diva Docs series of Coverage columns, recruiting, conducting interviews, reviewing, and producing monthly columns highlighting the important perspectives of Black women physicians on issues such as maternal health, mental health, dermatology, emergency medicine, anesthesiology, urology, neonatology, weight management, genetics, community health, pediatrics, allergies and asthma, and infectious disease, including HIV.

Dr. Asante received her bachelor's degree in French language and literature with high honors from Harvard College,

her medical degree from the University of Rochester School of Medicine, and her master's in public health degree in international health from the Harvard School of Public Health.

She completed two post-doctoral fellowships in general academic pediatrics and health services research at Boston Children's Hospital/Harvard Medical School and is currently pursuing a social impact (previously non-profit management) MBA degree part-time at Boston University's Questrom School of Business.

Dr. Asante is a staff physician at Boston University Student Health Services and provides medical care to Boston University students.

She has worked as a pediatrician in a variety of primary care, urgent care, academic/research, and hospitalist settings. In recent years, her career path has focused on the intersection of health and education: From 2014-2018, Dr. Asante served as the director of the Division of Child and Adolescent Health at the Boston Public Health Commission, where she managed a program that operated seven school-based health centers in Boston public high schools in collaboration with Boston Medical Center. She is the former medical director at Northeastern University Health and Counseling Services.

Dr. Asante is the vice-chair of the Women Physicians Section Governing Council at the Massachusetts Medical Society and a member of the society's Committee on Diversity. She also serves as the deputy chair of the Alumni Engagement Committee at the Harvard Chan School of Public Health and is a member of the advisory board of the American Medical Women's

Association's new leadership certificate program.

In her spare time, Dr. Asante enjoys spending time with her family, taking long walks along the ocean, breathing new life into old pieces of furniture, and growing colorful, fragrant flowers in her English cottage-style garden.



Erika T. Brown, PhD

Erika T. Brown, PhD has been recently appointed as the Dean of Faculty Affairs at the Geisel School of Medicine at Dartmouth, effective December 13, 2021. Brown is a nationally recognized expert with nearly 10 years of experience in faculty affairs and professional development and 20 years in academic medicine.

Brown comes to Dartmouth from the Morehouse School of Medicine, in Atlanta, GA, where she was senior associate dean for faculty affairs, professional and academic development, and a professor in the Department of Pathology and Anatomy. Prior to being recruited to Morehouse in 2013 to that inaugural position, Brown held both faculty and administrative positions at the Medical University of South Carolina (MUSC)—in the Department of Pathology and Laboratory Medicine and in the MUSC Hollings Cancer Center. She was also a director in the Office of the Provost. In addition to faculty affairs and professional development, Brown has expertise in accreditation and assessment. At Morehouse, she served on the Liaison Committee for Medical Education (LCME) Reaffirmation Steering Committee, leading the institution-wide decennial reaffirmation of accreditation process with the Southern

Association of Colleges and Schools Commission on Colleges (SACSCOC). Since 2013, Brown has been an active member of the Association of American Medical Colleges Group on Faculty Affairs (AAMC GFA). And has served on both the Professional Development and Communications Committees of the AAMC GFA—in that role, she created and facilitated AAMC GFA Virtual Town Halls that serve as a forum where Faculty Affairs colleagues from academic medical centers nationwide, convene in real-time to discuss targeted challenges and opportunities that are common within the community of academic medicine faculty and staff. She served on the AAMC GFA National Steering Committee from 2018-2021. And as a member of the AAMC Minority Faculty External Advisory Committee she collaborates with the AAMC Group on Diversity and Inclusion and the AAMC Group on Women in Medicine and Science. Her achievements at Morehouse led to her office being selected by the AAMC GFA and Office of Constituent Engagement for an observatory and instructional site-visit in March 2018. She and her team hosted what was considered one of the best site-visits in 10 years and was noted as the “Mercedes of all site-visits.”

Since 1999, her research has focused on the roles of BRCA1 and BRCA2 proteins in breast cancer and repair of damaged DNA. She is also involved in minority health disparities research examining the frequency of breast cancer genetic variants in the Sea Islands (coasts of Georgia, North and South Carolinas) population that has the highest percentage of West African ancestry in the U.S. She has received grant funding from the National Institutes of Health and the Department of Defense

Breast Cancer Research Program and has been a grant reviewer for both agencies.

Her honors and awards include membership in the Sigma Xi Scientific Honor Society, recognition by the American Society for Biochemistry and Molecular Biology, American Association for Cancer Research, and the Morehouse School of Medicine Diversity Appreciation, as well as multiple honors in teaching and higher education. In 2020, she was included in Cell Mentor, The Community of Scholars: 1,000 Inspiring Black Scientists in America. And was a fellow in the 2014-15 Class of the Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM®) Program for Women and now serves as a Learning Community Advisor for the ELAM® program.



Jennifer O'Toole, MD, MEd, SFHM

Dr. Jennifer O'Toole is a pediatric and adult hospitalist at Cincinnati Children's Hospital Medical Center and University of Cincinnati Medical Center, and a professor of pediatrics and internal medicine at the University of Cincinnati College of Medicine (UCCOM). She holds a Master's of Education in curriculum and instruction from the University of Cincinnati College of Education. In 2017, she moved into the role of program director of Cincinnati's Combined Internal Medicine and Pediatrics Residency Program, after having served as associate program director for nine years. In addition, she serves as program director of the IMSTAR Medical Education Fellowship within the Department of Internal Medicine at UCCOM

and director of education for the Division of Hospital Medicine at Cincinnati Children's Hospital Medical Center. She is a graduate of the Academic Pediatric Association's (APA) Educational Scholars Program and served as member representative on the executive committee of the national Medicine-Pediatric Program Directors Association from 2013-2015. From 2015-2018 she served as co-chair of the APA's Hospital Medicine Special Interest Group and co-chair of the planning committee for the 2018 Pediatric Hospital Medicine Conference. In 2017 Dr. O'Toole was named a member of the inaugural Pediatric Hospital Medicine Sub-board of the American Board of Pediatrics. Dr. O'Toole has received the Society of Hospital Medicine's (SHM) Award for Teaching Excellence (2018), the inaugural Med-Peds Program Director's Brendan P. Kelly Award (2017), and the Cincinnati Children's Faculty Education Achievement Award (2013)

Her clinical and research interests include resident education, curriculum development and innovation, handoff communication, patient/family centered care, and achieving gender equity for women in medicine. Since 2010 she has held the role of site principal investigator at Cincinnati Children's for the I-PASS Study Group. As part of this study group she has had the opportunity to collaborate with researchers and educators from across the country on the initial I-PASS Handoff Study, the AHRQ-funded Society of Hospital Medicine (SHM) I-PASS Mentored Implementation Program, the Patient and Family Centered I-PASS Study. Since 2018 she has also served as Chair of the ADVANCE PHM steering committee, and organization committed to achieving gender equity for women in pediatric hospital medicine.

WOMEN IN MEDICINE & SCIENCE COMMITTEE (WIMSC)

The mission of the Women in Medicine and Science Committee (WIMSC) is to support and promote the professional development, career advancement and leadership of women in medicine and science at Drexel University College of Medicine.

The WIMSC supports the mission by providing resources in professional career development and leadership skills to all faculty and trainees in medical and scientific disciplines through seminars, networking events and related informative links on this website. The WIMSC is led by a multidisciplinary group of faculty with expertise and interest in faculty development, clinical medicine, education and research with the goal of aiding in the success of other faculty and trainees at Drexel University College of Medicine.

The WIMSC serves to facilitate communication and networking through special events and to provide support to all women faculty and trainees in order to build a supportive community of women physicians and scientists that will nurture the professional development of current and future women in academic medicine. WIMSC programs are open to all genders with the belief that all faculty benefit from career development training and enhanced mentoring and networking.

2021-2022 COMMITTEE MEMBERSHIP

FACULTY MEMBERSHIP

Jacqueline Barker, PhD | Pharmacology & Physiology
Vanessa Pirrone, PhD | Microbiology & Immunology
Blair Dickinson, MD | Pediatrics
Ellen Mitchell, MD | Pediatrics
Hannah Mishkin, MD | Emergency Medicine
Jyoti Pillai, MD | Neurology
Andreia Mortensen, PhD | Pharmacology & Physiology
Jessica Barson, PhD | Neurobiology and Anatomy
Kelly Brenan, MD | Neurobiology and Anatomy

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Debra Powell, MD | Medicine
Krysta Brown, DO | Medicine
Mitzie Grant, PhD | Psychiatry
Rita Shaughnessy, MD, PhD | Psychiatry
Elise Mosser, PhD | Microbiology & Immunology

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RESEARCH ASSOCIATE & STUDENT MEMBERSHIP

Roshell Muir, PhD | Medicine
Kayla Socarras | GSA representative
Jill Lawrence | GSA representative
Mitali Shah | AMWA representative
Jyotsna Natarajan | AMWA representative

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- Arlene Padolina
- Drexel Educational Resources Group – Lori O’Connell
- ELAM team – Brian Kall, Laura Lynch and Barbara Overholser
- Marketing & Communications Department – Danielle Zimmerman
- The 2021 Women’s Leadership Summit presenters and facilitators
- WMC-MCP Trust Committee members
- Women in Medicine & Science Committee (WIMSC) members,
past and present