

Sara Jo's Story...

Sara Jo Grethlein, M.D., is currently Associate Dean for Graduate Medical Education and Associate Professor of Medicine. The oncologist not only treats cancer patients, but she also attends to her duties as a top educator at State University New York Upstate Medical University. In her position, she oversees the training programs for roughly 450 residents and fellows at Upstate Medical University in Syracuse. Her duties range from reviewing curricula and accreditation documents, and meeting with residents who may be struggling, to participating in educational events such as lectures or small group teaching.

Dr. Grethlein received her undergraduate degree in chemical engineering from Washington University in St. Louis, Mo., completed medical school at SUNY Brooklyn, then returned to St. Louis for her residency in internal medicine and fellowships in hematology and oncology. She came to Upstate after acquiring her fellowships.

Her career thus far has been filled with many memorable experiences. Dr. Grethlein earned the Anita Award from Hospice and Palliative Care Associates in November of 2002. In 2004, she was named one of the Central New York's Best Doctors by a survey published by In Good Health—CNY Healthcare Newspaper. She received the Upstate Medical Center President's

Award for Excellence in Teaching in 2005. Dr. Grethlein also mentors through the student chapter of the American Medical Women's Association.

In Sara Jo's own words:

"The most important door that ELAM opened was the one that I constructed. ELAM gave me the tools necessary to see past barriers and to stop imposing limitations on myself. One of the most useful exercises was the series of interviews



I conducted with leaders across my institution. I now find myself welcomed by all of them, and thought of by them for new opportunities. I was put in charge of a significant component of an institution-wide strategic planning initiative in part as a result of such an interview.

My ELAM/ ELUM community remains an ongoing element of my professional life. We have monthly conference calls and have had 3 in-person meetings since the end of ELAM. Everyone can't make every encounter, but it has been a significant support – a safe haven for discussion, rehearsal and personal strategic planning. We often reference our ELAM materials (within the past month, we reviewed Page Morahan's notes on preparing an Executive Summary). I have also reached out to ELUMs that I don't personally know when doing reference checks on potential leaders at our institution.

Each of these connections has been fruitful and a positive experience.

"I give to ELAM out of a sense of gratitude."

The ELAM experience was a gift. The "TOOT" (time-out-of-time) to focus on my personal career development, the ongoing community, and the "Middle-aged Girls Network" are key elements to my professional life. It was constructive, fun and eye opening. There are insufficient opportunities for reflection, truly constructive critique (free of political entanglements), and experimentation in academic medicine. ELAM has advanced my skills, built my network and opened a multitude of doors for me.

I give to ELAM out of a sense of gratitude. My institution chose to invest in my professional future, and I have reaped the benefits. In our current (perpetual?) climate of fiscal constraint, this program might be seen by some as a luxury. I believe that ELAM is an essential ingredient to the success of women in Academic Medicine. Not only does ELAM contribute to individual professional advancement, but the research generated by the ELAM team provides data to construct optimal career ladders for the next generation. I also give to ELAM out of selfishness – I enjoy the website discussion, the Job Postings, and the ongoing sense of a web of supportive peers lurking behind me."

Sara Jo Grethlein

...supporting a legacy of women's leadership

Thank you, Class of 2007



Donna Arnett
Suzanne Barbour
Iris Borowsky
Allison Brashear
Ferne Braveman
Robin Brey
Sally Camper
Joan Cangiarella
Molly Carnes
Karen Colley
Doris Cope
Giselle Corbie-Smith

Linda Cottler
Myriam Curet
Anne Curtis
Diane Davey
Cheryl DeVore
Teresa Dolan
Mona Fouad
Linda French
Barbara Greenberg
Sara Jo Grethlein
Cheryl Hanau
Jeri Hepworth

Joanne Hilden
Robin Jarrett
Judith Jones
Cynthia Jumper
Ella Kazerooni
Judy Kersten
Janice Lage
Veronica Mallett
Martha Medrano
Joyce Mitchell
Alicia Monroe
Wendy Mouradian

Aina Puce
Michele Pugnaire
Sandra Quinn
Véronique Roger
Shelley Smith
Carol Terregino
Debara Tucci
Brenda Wilson
Anne Wright
Helen Yin
Zofia Zukowska
Mary Zutter

*"ELAM deserves our support and I am pleased to contribute." -Lisa Tedesco
(ELAM Class of 1997)*

**Class of 2007: Cumulative giving of \$2,250.
Thank you for your continued support.**

The ELAM® Program was established as a legacy of women's leadership rooted in the first medical school for women. **This legacy of women's leadership now continues with YOU.** Many ELUMs have described their experience in ELAM as life changing, transformational, empowering and affirming. Others have called it priceless and a gift. Participating in ELAM requires a significant commitment. We ask for your continued commitment and support, to ELAM and to advancing the legacy of women's leadership, through your gift.

As we celebrate the successes of ELUMs, we recognize that our work remains far from done. Along with preparing women for roles as leaders and change agents, we are committed to provide continuing stewardship of your leadership journeys. With your help, we will begin to plan a range of activities focusing on ELUMs by:

Building the ELAM Community: expanding support for national and regional face-to-face meetings of ELAM alumnae with seed grants from our new Legacy Fund as well as more powerful virtual connections

Sustaining Successful Leadership and Transitions: reaching out to address all aspects of the leadership continuum, from changing roles to moving to new positions within or beyond their institution

Developing Post-ELAM Educational Opportunities: creating a portfolio of advanced modules to further your professional development beyond ELAM

INTRODUCING THE LEGACY FUND

In April 2009, the graduating ELAM class raised more than \$20,000 in donations and pledges, with the goal of establishing explicit support for ELAM alumnae programming. With their generous initial contribution of \$7,000, ELAM has initiated the Legacy Fund aimed at providing support for community building within and across classes and learning communities. Once the Legacy Project funds reach \$25,000, ELAM will establish a process for ELAM alumnae to apply for seed grants to sponsor class reunions, regional ELUM gatherings and similar events. In the Legacy Fund's initial phase, a portion of your gift will go to building this fund.