

Lydia's Story...

Lydia Pleotis Howell, M.D., is the Vice Chair, Department of Pathology at University of California, Davis School of Medicine. Dr. Howell joined the faculty of UC Davis School of Medicine in 1986 where she has served in many roles including as Director of Cytology for 12 years and Associate Dean of Academic Affairs for 5 years. She is board-certified in Anatomic and Clinical Pathology and Cytopathology. Howell is the current President of the American Society of Cytopathology.

She is nationally recognized for her contributions to women's health and has served on advisory panels for the National Cancer Institute, the Centers for Disease Control and Prevention, and the State of California Dept. of Health Services. Notably, she participated in national consensus conferences that established national uniform terminology for gyn cytology, guidelines for the follow-up of abnormal gyn cytology and for the uniform practice of breast fine needle aspiration.

Through her clinical service and creative work, Dr. Howell is seeking to improve protocols for prevention, diagnosis and treatment of breast and cervical cancer, and to increase access to gynecological care for low-income women.



Dr. Howell also has made meaningful contributions in California and nationally on faculty affairs and faculty development through her publications on mission-based reporting, the effect of generational differences in academic medicine, and the role and challenges of clinical versus research faculty tracks in medical schools.

During her service as Associate Dean of Academic Affairs, she updated faculty compensation plans rendering salary negotiation more transparent and consistent with federal and UC policy, developed and implemented uniform school-wide leave policies with improvement in benefits, led a salary-equity study, co-chaired a school task force to review Adjunct series with recommendations to improve quality of life and career path, and co-developed and implemented an electronic faculty database and web-based academic packet preparation and review that was adopted across the UC Davis campus.

In Lydia's own words:

"I remember my time at ELAM fondly. I was the only one who missed the bus after an off-site event. I thought to myself jokingly, what kind

of future leader misses the bus? Thinking back, ELAM was, in one word, excellent. It was an excellent experience with lessons that I reflect back on and that grow in meaning for me as my own experiences and opportunities unfold.

"ELAM was an excellent experience"

When asked 'what doors has ELAM opened for you' I realized that when applying for leadership jobs, it has been obvious to me that having ELAM on my résumé was noted by others, helping make me a more desirable candidate, and contributed to the invitation to interview. The ELAM/ELUM community is a very helpful tool in this uncertain economic time because we get constant notification of leadership job opportunities for me and others.

Our contributions to ELAM are an important priority to me. They ensure that there is formal leadership training and a leadership pathway for women. I know my gift supports ELAM's exemplary quality curriculum and programming. That is rewarding to me."

...supporting a legacy of women's leadership

Thank you, Class of 1999



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

**Class of 1999: Cumulative giving of \$12,200 and
53% participation in ELAM stewardship.
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.