2011 SEEDS "YOU CHOOSE" AWARDS APPLICATION

"Academic Skills Workshop"

Cynthia Levy, MD
Associate Professor of Medicine
Division of Hepatology
Center for Liver Diseases
University of Miami Miller School of Medicine
1500 NW 12th Avenue
Suite 1101
Miami, FL 33136
e-mail: clevy@med.miami.edu
Phone: 305-243-2147
ABSTRACT

Professional, social and economic disparities exist between male and female gastroenterologists. Among other discrepancies, women are less likely to hold most senior academic positions. Collective efforts directed towards hiring and retaining minorities at University of Miami have been fostered by the SEEDS initiative, including professional development and mentoring programs. Aligning with these goals, I propose an Academic Skills Workshop geared toward underrepresented minorities in academics, addressing specific needs previously identified as major challenges and barriers to our career advancement. I hope to examine strategies that will ultimately improve work-life balance and foster networking and mentoring opportunities.

GOALS

Specific goals to be achieved include approaching conflict and competition more constructively, individualizing communication with key people, and promoting mentoring opportunities. The ultimate goal is to create an environment receptive for a diverse faculty.

A recent analysis derived from the Association of American Medical Colleges (AAMC) Faculty Roster indicates that the percent in total female faculty progressively declines from instructor level to the professor rank despite the fact that the ratio of male-to-female trainees has shifted toward equalization across all ethnic backgrounds. The total percentage of male outnumbers female faculty by 1.7 to 2.1 fold, with whites having the greatest male-to-female ratio of medical school faculty among all other ethnic groups. On the need to enhance the pipeline for underrepresented minorities, the American Gastroenterology Association has recommended that we seek out mentors and role models early on, and these mentors do not have to come from an underrepresented minority background. Further, minorities are reminded to network, to support and participate in diversity-promoting programs, and increase their visibility within their own institution. Successful, productive interactions with national thought leaders certainly help increasing visibility and transforming climate within the Department, eventually leading to career satisfaction and improved abilities to recruit and retain.

As such, I propose developing a workshop for underrepresented minorities in Academics. The workshop would focus on three aspects which are closely intertwined and which profoundly impact our academic career: negotiation and communication skills, and mentoring. By addressing these issues we hope to examine the professional needs of minorities along with existing challenges and barriers, and to discuss strategies to foster networking and mentoring opportunities. The workshop should be interactive, with group discussions and ample time for questions and answers. A dynamic panel of successful, high-powered UM female faculty will lead the discussion. The forum will be opened to faculty and trainees from Department of Medicine.

- Negotiation Skills - will address both negotiation and conflict resolution. To be effective as our career develops will require us learning how to manage and negotiate with others. Our personal style, perception of power, and negotiation savvy will all have an impact on our success, or failure, when handling differences among people.

- Communication skills – Our University has a strong Communication Skills Program. Dr. Monica Broome will lead a discussion aiming to improve our verbal and nonverbal communication, with special emphasis on gender and cultural differences.

- Mentoring - I would invite a national thought leader in the field of Gastroenterology & Hepatology with vast experience in mentoring. Effective mentoring has been shown to
contribute to career development, career satisfaction and perceived institutional support. Being able to attract residents and fellows to pursue an academic career in GI/Hepatology represents an important step in increasing diversity at UM, especially as most of our fellows are underrepresented minorities. Importantly, this would also be an opportunity to establish collaborations and bring new research activities to UM. Scheduled individual meetings of this mentor with various faculty members in the Division would further facilitate that additional goal.

HOW WILL THIS AWARD FURTHER MY CAREER AND SCHOLARLY GOALS

The importance of role models and mentors cannot be overemphasized in medical careers. Networking with individuals who are well established and who can help trainees, junior faculty and even mid-career faculty is of utmost importance in the process of career development.

This award will affect my career mainly in two important ways. First, as I develop into an independent researcher and begin to advance through the academic ranks, I face new challenges which need to be overcome. Different communication strategies are required when addressing a male boss versus a female colleague, for instance. A clever set of negotiation skills is mandatory in various scenarios, being it a contract, a grant, a promotion, or authorship. Recognizing the need to better navigate through these situations is only the first step. These are not taught in textbooks, but through examples and interactive case discussions, which I am now seeking to explore and hoping to benefit others who are facing similar obstacles.

Second, mentoring is a two-way street. It is a lifelong commitment between mentor and mentee. By developing effective mentoring relationships we will be improving scholarly productivity and career satisfaction. Finally, while we all want to be mentored it is also extremely important to be cognizant of good mentoring principles so that we can become great mentors ourselves.

BUDGET, BUDGET JUSTIFICATION AND MATCHING FUNDS

Funds are requested to support the visit of two outside speakers (negotiation and mentoring sessions) and for refreshments to be offered during the workshop.

<table>
<thead>
<tr>
<th>Item</th>
<th>Estimated cost</th>
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<tbody>
<tr>
<td>Airfare</td>
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<tr>
<td>Hotel (one night)</td>
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<tr>
<td>Speaker fee</td>
<td>$750</td>
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<tr>
<td>Cost per speaker</td>
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<tr>
<td>Refreshments</td>
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<tr>
<td>Total cost</td>
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Matching Funds: Per Dr. Marc Lippman, the Department of Medicine will add shared costs of $500 for additional expenses associated with Speakers' costs.
Cynthia Levy, M.D. NSF BIOSKETCH

Professional Preparation

<table>
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<tr>
<th>INSTITUTION AND LOCATION</th>
<th>DEGREE</th>
<th>YEARS</th>
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<tbody>
<tr>
<td>Universidade Federal do Rio de Janeiro, RJ, Brasil</td>
<td>MD</td>
<td>1989-1995</td>
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<tr>
<td>Universidade Federal do Rio de Janeiro, RJ, Brasil</td>
<td>Residency</td>
<td>1996-1998</td>
</tr>
<tr>
<td>University of Miami, FL, USA</td>
<td>Residency</td>
<td>1998-2001</td>
</tr>
<tr>
<td>Mayo Clinic, Rochester, MN, USA</td>
<td>Fellowship, Gastroenterology &amp; Hepatology</td>
<td>2001-2004</td>
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<tr>
<td>University of Florida, Gainesville, FL, USA</td>
<td>Fellowship, Transplant Hepatology</td>
<td>2004-2005</td>
</tr>
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Appointments

01/2010-present Associate Professor of Medicine, University of Miami, FL
12/2005-11/2009 Adjunct Clinical Assistant Professor, University of Florida, FL
12/2005-11/2009 Attending physician, NF/SG VA Medical Center, Gainesville, FL
7/2004-6/2005 Clinical Lecturer, University of Florida, FL
7/2002-6/2004 Instructor of Medicine, Mayo Clinic, MN

Publications (selected, original only)


9- Williams ED, Seamon A and Levy C. An uncommon cause of iron deficiency anemia. Gastroenterology, 137(3):e5-6, 2009


Healthcote EJ, Lazaridis KN, Amos CI, Siminovitch KA. Variants at IRF5-TNPO3, 17q12-21 and MMEL1 are associated with primary biliary cirrhosis. Nature Genetics 42(8):655-7, 2010


Synergistic Activities

Innovation in teaching and training.
- As a Chief Fellow at the Mayo Clinic, I reorganized the existing Journal Club in order to cover a specific curriculum which would allow fellows to better interpret scientific papers by utilizing evidence-based medicine concepts. The new curriculum was well received and became part of their Masters in Science program.
- As a Hepatology Fellow I created a board review course which prepared GI fellows for their ABIM board exam, organizing Q&A sessions and stimulating faculty participation.
- As faculty, I created a journal club designed to educate mid-level providers at the VA in Gainesville, FL

Contributions to the science of learning.
- Member of a doctors’ panel answering patients’ questions in a support group for primary biliary cirrhosis (the PBCers.org) and answers are posted online.
- I teach the 2nd year medical students at UM, and taught 3rd and 4th year medical students at University of Florida

Broadening the participation of underrepresented groups.
- Developed the “Women in GI” group at the University of Florida, Gainesville, FL. Through that venue I organized workshops in negotiation skills, time management, communication skills and mentoring. These activities were geared toward both faculty and trainees. Women from other Divisions were occasionally invited as guests to foster networking.
- Directed “Workshop for Women in Academics”, endorsed by the American Association for the Study of Liver Diseases (AASLD), with prominent speakers leading discussions on career needs, life-work balance, leadership and mentoring.
- I personally mentor several residents and fellows who are part of underrepresented minority groups
- I served as an AASLD representative for the “Gastroenterology’s Women Coalition”

Service to the scientific and engineering community outside of my immediate organization.
- Reviewer for several medical journals, including Hepatology, Clinical Gastroenterology and Hepatology, Lancet, Alimentary Pharmacology & Therapeutics, Up-to-date and others
- I currently serve in committees for a national organization (AASLD) – Education committee and International Advisory Committee
- I presented meet-the-professor luncheons and morning workshops during the AASLD annual meetings in 2005, 2007, 2010
- I co-moderated an abstract session during the 2010 digestive disease week (DDW) meeting

Collaborations and Other Affiliations
Dr. Keith Lindor, Mayo Clinic; Dr David Nelson, University of Florida; Dr Jenny Heathcote, University of Toronto; Olivier Barbier PhD, Laval University, Quebec, Canada

Current Funding
ZymoGenetics: Randomized, Controlled Phase 2a/b Study of the Efficacy and Safety of PEG-rlL-29 Administered in Combination with Ribavirin to Treatment-Naive Subjects with Chronic Hepatitis C Virus Infection. Role: Principal Investigator
Subject: FW: SEEDS Award
From: Kathryn Tosney <ktosney@miami.edu>
Date: Fri, 21 Jan 2011 08:06:46 -0500
To: N Natasha Jobbagy Schiller <natasha@bio.miami.edu>

----- Forwarded Message
From: "Levy, Cynthia" <CLevy@med.miami.edu>
Date: Thu, 20 Jan 2011 16:44:56 -0500
To: "Tosney, Kathryn W" <ktosney@miami.edu>
Subject: RE: SEEDS Award

Dear Kathryn,
Thank you very much for choosing my application. This is very exciting!
I'll work with your Program Manager to coordinate the events.
Thanks a lot!

Cynthia

From: Kathryn Tosney [mailto:ktosney@miami.edu]
Sent: Thursday, January 20, 2011 4:42 PM
To: Levy, Cynthia
Subject: SEEDS Award

Dear Cynthia,

Congratulations, your SEEDS You Choose application for three workshops on negotiation skills, communication skills and mentoring has been partially funded. We had four meritorious applications from the medical school, and the only way we could fund them all was to reduce the amount of the awards. You will receive $2,000.

You and the other winners will soon be profiled on the SEEDS home page and on awards page, http://www.as.miami.edu/seeds/. As described in the application, your proposal will be uploaded to the SEEDS site later this term, to form a model for others.

Attached is a SEEDS Quick Guide which will help you as you put your proposal into action. Our SEEDS Program Manager, Natasha Jobbagy Schiller, cc'd here, will help you to organize your workshop focused on underrepresented minorities in academia. She will assist you with travel arrangements, processing honorarium, refreshments, advertising for your event and any other logistics associated with planning your events. Please consult with her prior to making any purchases to ensure you remain within budget and within sponsored programs regulations. All funding should be spent and payments processed by 08/31/12 when our SEEDS grant is scheduled to end.

Because NSF requires that all SEEDS events must be evaluated, we will need evaluations after each event, before any funds will be disbursed for further events. Evaluation sheets will be provided for you to distribute to all your event participants and must be returned to the SEEDS office immediately following your event. With the evaluations, please also send a one-page report describing your progress towards achieving the goals outlined in this proposal. Once the evaluations and reports are received,
funding for your next workshop will be released for your use.

A final report is also required before the NSF grant ends, detailing the progress towards achieving the goals outlined in your proposal.

SEEDS is excited to support your work and we look forward to hearing about your progress.

Best,
Kathryn

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Professor Kathryn Tosney
Chair of Biology
Director of SEEDS (Scientists and Engineers Expanding Diversity and Success)
The University of Miami
215 Cox Building
1301 Memorial Drive
Coral Gables, FL 33146

phone (305) 284-3988
fax (305) 284-3039
cell (305) 877-4694
email ktosney@miami.edu
view my calendar at http://penguin.bio.miami.edu/calendar/week.php?user_ktosney

------- End of Forwarded Message