2013-2014 report from the Committee on the Status of Women Faculty

Message from the Chair of the Committee on Status of Women Faculty:

On behalf of the Committee I am happy to introduce our Committee’s “Woman of the Month” 2013 recipients. I thank all members of the Committee for their helpful suggestions and ideas, active participation in the Committee’s work, and continuous support.

“Woman of the Month” 2013 nomination from the Status of Women Committee:

Ellen Tedaldi, MD
Amy J. Goldberg, MD, FACS
Elizabeth Pfeiffer, Ph.D., OTR/L, BCP

On behalf of the Committee on Status of Women Faculty at Temple University, we want to acknowledge and nominate three wonderful faculties from Temple University Medical School and Main Campus as a “Woman of the Month-2013”: Dr. Tedaldi, and Dr. Goldberg, who are also 2012 recipients of the Best Doctors Award, and Dr. Pfeiffer who earned a B.A. in Psychology, an M.S. in Occupational Therapy with a specialization in pediatrics, and a Ph.D. in Occupational Therapy, and currently is teaching pediatric courses. Our congratulations to all thirty-two Temple University physicians who were included in Philadelphia magazine's 2012 "Top Doctors" list, although there were only 3 women among those 32 doctors. We are very proud and happy to introduce them in our next report.

We asked all three recipients to answer to 11 questions survey so their thoughts and suggestions will be shared. We appreciate very much their time, and thank them for being such a great example for female faculties and students!

Ellen Tedaldi, MD
Professor, Medicine
Director, HIV Program
Department of Medicine, Section of General Internal Medicine

Questions from the Status of Women Committee:

1. What classes have you taught over the past 2 years (if applicable)?
   *I am a clinical preceptor in the HIV ambulatory elective, course director for the Women’s Health elective and precept in the inpatient third year medicine rotation.*
2. What is your research focus (if applicable)? HIV/AIDS with a focus on antiretroviral treatment trials, observational database analyses and now neurologic aspects of HIV as part of the temple Comprehensive NeuroAIDS center.
3. What do you enjoy most about being a faculty member at Temple? Working in an exciting clinical practice caring for vulnerable populations while educating medical residents and students.
4. What do you do for fun? Travel and garden (scuba diving when I can)
5. What do you hope to be doing in the next 10 years? Getting my MPH! thinking about the next phase of my medical career.
6. What does this award mean to you? It is a wonderful recognition by colleagues-I do think, however, that many equally worthy clinicians go unrecognized in the surveys.
7. In what ways can and/or has this award inspire(d) young female faculty members and students? Not sure that it has actually.
8. What advice do you have for young female faculty members at Temple? Take every opportunity to learn about leadership, hospital/medical school financing—and be ready for new opportunities.
9. How can the status of women at Temple University be improved? There is an absolute dearth of women in leadership here-clinically, administratively. There is no institutional commitment to the retention and development of women faculty.
10. What was your most memorable teaching moment? There is not one- in clinical teaching, I am fortunate to have many—with students and with patients.
11. What suggestions would you have to the Committee of Women? There is some mentoring and orientation that can be done by the committee but there needs to be a significant push to get women into leadership roles—supporting development programs, working on search committees etc.

Amy J. Goldberg, MD, FACS
Section Chief, Trauma and Surgical Critical Care
Professor, Surgery
General Surgery Residency Program Director
Department of Surgery, Sections of Trauma/Critical Care and General Surgery

Questions from the Status of Women Committee:
1. What classes have you taught over the past 2 years (if applicable)?
   I am a College Director of the Babcock College in the Doctoring course.
   I also give a lecture for the yearly Sophomore Pathophysiology course.
   I work with the students during their third and fourth year rotations on the Trauma Service, The Acute Care Surgery Service and the SICU.
2. What is your research focus (if applicable)?
   My research is focused in two areas, Trauma and Surgical Education. The Trauma program has two violence prevention/intervention programs. Cradle to Grave is our violence prevention program and Turning Point is our violence intervention program. With the amount of gun violence we see in North Philadelphia we have developed these two programs to try to decrease the numbers of patients we see and to assist the patients after they are injured and at the time of discharge. We are also trying to determine the best way to resuscitate the trauma patient prior to their arrival at our hospital. We believe the patient who has sustained a penetrating injury should be transported immediately to the Trauma Center with less focus on airway management and fluid resuscitation. The second focus of my research is regarding Surgery Education. The care of surgical patients can be very stressful during certain situations. We are developing a curriculum for the surgery residents which implements stress reduction techniques that would result in optimum performance.
3. What do you enjoy most about being a faculty member at Temple?
I think it has to be working with the students and residents. They push us every day to be better at what we do. They keep us on our toes and continue to make it stimulating and challenging.

4. What do you do for fun?
I love sports....baseball, golf......
I like to exercise and stay in shape......running, rowing etc.
I also enjoy the arts......music, the museums.

5. What do you hope to be doing in the next 10 years?
I hope to continue doing all those things I love to do now, working with the residents and students while taking care of patients in all phases of their care.
Continuing my research and being creative in developing new practices

6. What does this award mean to you?
I am honored to be recognized and to receive this award. It is such a humbling experience taking care of patients.

7. In what ways can and/or has this award inspire(d) young female faculty members and students?
We all should strive every day to be the best we can be and to improve on the previous day.

8. What advice do you have for young female faculty members at Temple?
Do what you love and be open to opportunities that arise. What you think you are setting out to do or become on your career path, may not be what you ultimately find yourself doing. Be passionate and don't be afraid to take chances.

9. How can the status of women at Temple University be improved?
It would be great to see women in more leadership positions, such as Section Chiefs and Chairs.

10. What was your most memorable teaching moment?
I really can't think of one moment. The entire process that we, as educators, are privileged to participate in is just amazing. We see first year students become highly competent fourth year medical students ready to take on their internship. We see these very same interns grow into chief surgical residents who are now fully trained exceedingly qualified physicians and surgeons, taking care of some of the sickest patients in the hospital. There is nothing more remarkable and memorable.

11. What suggestions would you have to the Committee of Women?
The Committee has done an excellent job supporting women faculty at Temple by providing resources and education. The Committee has kept important issues at the forefront and has really made significant impact on the status of women at Temple.

Dr. Elizabeth Pfeiffer, Ph.D., OTR/L, BCP
Department of Rehabilitation Sciences Temple University
Program Coordinator of Clinical Doctorate in Occupational Therapy:

Questions from the Status of Women Committee:

1. What classes have you taught over the past 2 years (if applicable)?
I teach in the Doctorate and Masters of Occupational Therapy programs (DOT and MOT) in the Department of Rehabilitation Sciences with my primary teaching responsibilities in the DOT. The doctoral classes are taught in a blended learning format where students attend a weekend of classes at the beginning and the end of the semester with distance learning in between. I developed and launched the DOT program in January of 2008 and served as the DOT coordinator from its inception until August of 2012. Over the past two years, I have taught Evidence Based Practice and Clinical Research,
Leadership, Field Study, Capstone Project, and Outcome Measures in the DOT program and Applied Research and Pediatric Assessment and Intervention in the MOT program.

2. What is your research focus (if applicable)?

I conduct research in the area of sensory processing and Autism, ADHD, and mental health with an emphasis on the effectiveness of interventions and more recently in the development of outcome measures. Last year, I had the opportunity to serve as the Visiting Scientist at the Boston Rehabilitation Outcomes Center, a federally funded grant center focused on the development and advancement of health profession measurement tools and training. We are in the beginning stages of developing an outcome measure to assess the impact of the sensory environment on participation in daily activity for young children with Autism Spectrum Disorders and their families.

3. What do you enjoy most about being a faculty member at Temple?

It is an amazingly supportive environment with so many unique resources. I most enjoy the collaboration with my colleagues in both teaching and research. There are good people here at Temple doing good things for people. It is exciting to see all of the changes happening right now and the potential for Temple faculty to be at the forefront of these changes.

4. What do you do for fun?

I really enjoy spending time with my husband and my two little boys, Wyatt (5) and Shane (2). I am also an avid ultimate Frisbee player and enjoy doing Cross Fit, running races, and an occasion triathlon.

5. What do you hope to be doing in the next 10 years?

I hope that I can be a leader in research on measurement and interventions for individuals with Autism Spectrum Disorders (ASD) across the life span in order to help people understand the unique strengths and attributes of the condition, while also promoting participation in everyday environments and activities for individuals with ASD. Along with this, I hope I can serve as a faculty leader and mentor in best teaching practices, especially in the area of distance education.

6. What does this award mean to you?

An award honoring women is one that I highly value. I have had a few awards across my career but this nomination is especially special as I have had amazing women mentors and role models throughout my life who have had a powerful impact on both my career and personal life. To know that I could have that same impact on another woman in their profession means a great deal.

7. In what ways can and/or has this award inspire(d) young female faculty members and students?

I think that learning about the experiences and successes of other women can certainly serve as an inspiration. More importantly, the award demonstrates the value of women and their potential to influence the University community and their professions.

8. What advice do you have for young female faculty members at Temple?

There are so many resources and potential female faculty mentors and support systems at Temple. I would definitely advise young female faculty to utilize the resources and most importantly take the initiative to find a mentor and connect with other female faculty members. There are many unique roles professional and personally that women fill across their life, and Temple has a rich environment of women who balance these roles while being very successful in their professions.

9. How can the status of women at Temple University be improved?

There is always a need, as in most places, to strive for equity among all members of a work community in terms of salaries and opportunities. I think support for work – life balance is essential for women faculty.
10. What was your most memorable teaching moment? 
There are certainly those moments in the classroom where you see a student who has an “aha” moment, but I think my most memorable moments are those times where I get to see my students apply what they have learned in the clinical or professional setting. I think about one situation in which a doctoral student was explaining the results of her final research project to a therapist in a clinical setting. This therapist then modified her practice to better help her clients. The translation of teaching into practice has always been the most important and memorable aspect of teaching for me.

11. What suggestions would you have to the Committee of Women?
A female faculty mentoring program might serve as an additional resource to women working at Temple. Continuing the current work in advocating for women in the Temple community is also extremely important.

Current Committee members:
Mary Barbe, TUSM, 2-6422, mbarbe@temple.edu, '15
Laura Katz Rizzo, BCMD, lkatz@temple.edu, '15
Brianna Clark, STHM, brianna.clark@temple.edu, '15
Nune Darbinian-Sarkissian, TUSM, 2-4998, nsarkiss@temple.edu, '14
Dominique Kliger, Univ. Coll, 1-3154, dominiq@temple.edu, (consultant)
Dr. Nilgun Anadolu-Okur (Chair, Personnel Committee, Founder, Underground Railroad Conference, Editor, International Journal of Black Drama) is joining to work as a Chair again.

It is my great pleasure to serve Committee on Status of Women as a Chair and to work with all you. As my rotation time is due in 2014, I suggest Dr, Anadolu-Okur to continue as a Chair, as she has demonstrated previously and over past years her passion and love toward our Committee while was a Chair.
I would like particularly acknowledge our talented and enthusiastic members, Brianna Clark from STHM, Dominique Kliger, Univ. Coll, and Nilgun for their help, Mary and Laura for interesting suggestions, and Mark, Tricia and Joan for continuous support.

We had very efficient meetings in 2013 and 2014, including meetings with Dr. Clark in December 2013, and with Dr. Nilgun Anadolu-Okur (previous Chair of the Committee on Status on Women before me) in 2014 regarding our Committee and future plans.

2014 plans are:
1) to organize Committee’s Open House (from 10 AM -12 PM, with 1-2 inviting speakers) twice a year: Spring and Fall; the theme of our conference as we agree can be "Women and Technology" or “Power of Knowledge”
2) to post all our plans, announcements and events on Committee's website
3) to establish a Fund for Woman of the Month nomination (4 times a year) for a small Temple-associated gifts - watch or other memorable thing
4) to propose a Free Coffee Day for all women at Temple on March 8th (Women Day) - in appreciation of their hard work of all women
5) to continue collaboration with other committees - with joint meetings
6) To set meetings for each third Thursdays at noon.

I had an opportunity to talk for few minutes with the Temple University's president, Dr. Neil D. Theobald, same day with Committee’s meeting in December, about a main goal of our
Committee – “A Happy Woman at Temple”, agreed that if a woman will be happy - than her work will be very productive and efficient and everyone around will be happy as well. To reach our goal, our Committee expects a big support from the President to collaborate with the Committee on the Status of a Woman. The President agreed that our goal is very important for Temple community and he will support us.

I was invited by Dr. Kimmika Williams-Witherspoon, a co-chair, of the Faculty Senate Committee on the Status of Color, to meet with the Committee members last Thursday, December 5th at 2-4 PM, to explore ways in which we might collaborate moving forward to promote hiring, retention and professional development for women and faculty of color, in the Faculty Senate office. It was a very efficient meeting. We shared our achievements and major goals, communications with Faculty Herald, and other women faculties, as the most important goals of our Committee on Status of Woman are:

1. “A Happy Woman”
2. “Finding of a perfect balance between work and family to become a Happy Woman”
3. “Finding best examples among Temple Female Faculties who had succeeded in the finding a right balance between career and family

Things to do:

a) It is important to have a limited financial support on the level of Provosts or Deans for all previous recipients of our Woman of a Month nomination (there were 5 recipients for 2012 and 3 for 2013 (can be a watch with Temple symbolic)

b) We propose to nominate 4 times per year so for 2014 Woman of the Months we will have : Winter / Spring / Summer / and Fall nominators

c) We can organize open voting system so all Temple members can have their opinion; we should discuss whether it is only for ladies to vote or gentlemen can vote too

d) We will organize joint Committee meetings monthly

e) We can have every second meeting joint with other Committee, so we will know better each other, can share each other’s experience and goals

f) We can invite every time to our meetings one member from Administrative Offices (Deans, Provosts, President) – new administrator, to hear them and to help to hear us.

One of goals of the Committee is to set a close collaboration between female faculties of Medical School and other schools within Temple, and to recruit more faculties from Medical School into Committee on Status of Women, and to organize joint meetings with the Committee on Status of Women in Medicine from Medical School, and to build bridges between Medical School and Main Campus. There are only 3 Committee Chairs from Medical School, only one female Chair (Committee on Status of Women) from Medical School. This Committee has important goals for Temple community, as so many wonderful women work at Temple.

As a Chair of Committee, I was invited to give a talk “Power of Knowledge” at brown bag lunch series on October 18th 2012, organized by American College of Education (ACE) to share our thoughts about finding a right balance in women life between their family and career. We live in a great country of opportunities for women, and work in a great place of education for hundreds of women, and we should be able to use these opportunities to constantly educate ourselves and help younger generation - students and our children - to be educated;

Next, I was invited to the Medical School Committee’s meeting on November 15th at 12:00 in MERB, to talk about our work and to set a tight collaboration with this Committee.

Our Committee was also invited to closely communicate with a Committee on the Status of Faculty of Color.

2013 goals of the Committee were:
1. To acknowledge wonderful women at Temple University who inspire students and faculties
2. To nominate a ‘Woman of the Month’ who is doing remarkable work every day (similar as it was done for 2011-2012 Great Teachers Award nominees Dr. Joan Poliner Shapiro, Dr. Shohreh Amini and Dr. Sarah Bauerle Bass). In charge: Dr. Brianna S. Clark, (PhD)

3. To collaborate with Faculty Senate (Sheryl Mack) in organization of a webpage for the Committee on Status of Women. In charge: Dr. Mary Barbe, (Ph.D.)

4. To collaborate with Committees on Status of Woman from different Schools, including School of Medicine; an establishment of a tight collaboration with any other similar committees at Temple, related to a status of women, including a Committee on status of women at Medical School. In charge: Dr. Laura Katz Rizzo

5. To encourage senior administrators and faculties from different Departments and Schools to participate in the Committee’s work, as it is important to build good connections between two our committees.

6. To establish a partnership between Committee on Status of Women and Knowledge is Power Program (KIPP) to recruit KIPP female students, cover their financial aid costs, and provide support services while they’re on campus. Our Committee, Temple Senate and Temple University can become partners with KIPP, to support few female students. In charge: Dominique Kliger, Ph.D. (advisor)

7. To announce monthly Committee’s news and reports on the Committee’s WEBSITE

8. To collaborate with Faculty Herald to send brief reports from monthly Committee’s meetings. In charge: Nune Darbinian(PhD)

Chair of the Committee on Status of Women Faculty.

9. To consider areas such as salaries, retirement funds and promotion policies where women are thought to be treated inequitably and to recommend changes in policies to correct inequalities where they exist. In charge: Chair and each member in the Committee

Finally, in 2014 we had wonderful news to share: our Committee member and a very good friend Brianna had a precious daughter, Virginia Audrey Nuffer, born in January 2014: CONGRATULATIONS!

Thank you all, for such an important work you all did in 2012-2014.

Have a wonderful summer break.

Sincerely,

Nune Darbinian, PhD
Chair of the Committee on Status of Women Faculty,
Shriners Hospitals Pediatric Research Center
Temple University School of Medicine
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