

NOVEMBER/DECEMBER 2020, ISSUE 10

The Women in AMIA

UPDATE

Monthly E-Newsletter



WOMEN IN AMIA AT THE VIRTUAL AMIA 2020 MEETING

In this issue of the newsletter:

- We summarize the Women in AMIA meeting at the Virtual AMIA 2020 conference, including participants' suggestions for future activities (p. 2)
- Meet Team FIERCE from the Women in AMIA Leadership Program (p. 3)
- Dr. Bill Hersh and the NLM T15 Directors on how to involve more faculty members in invited talks (p. 4)

Previous issues of the WIA newsletter can be found on the Women in AMIA webpage [here](#).

Steering Committee Members:

Tiffani Bright, Wendy Chapman, Prerna Dua, Tiffany Leung, Allison McCoy, Omolola Ogunyemi, Margarita Sordo, Donghua Tao, Kelly Taylor (AMIA Staff), Rebecca Wilgus, Karmen Williams

Women in AMIA Steering Committee Meeting at AMIA 2020 Virtual Conference: Recap

Summary of Discussion

The meeting on November 13, 2020, began with a PowerPoint presentation summarizing the mission and vision of Women in AMIA (WIA) as well as the current and past accomplishments of each of the WIA subcommittees. This was followed by a wide-ranging discussion, including suggestions from participants on future activities for WIA to pursue. Elements of the discussion are summarized below:

Feedback on Women in AMIA Leadership Program

A participant in the WIA Leadership Program found the readings and the networking involved to be valuable. In the future, she would like to see better integration of the WIA Leadership Program within the current structure of AMIA.

Opportunities for Collaboration During the Pandemic

A participant suggested that WIA explore ways to facilitate collaboration. Several suggestions were made by participants:

- Virtual writing groups
- Tiffany Leung brought up the idea of affinity and accountability groups for women in informatics and quickly put together a survey for those interested in joining or running a group
 - Affinity/accountability groups could meet once a month/biweekly, etc.
 - Could be focused on organized collaboration, academic writing, etc.
 - Four participants had signed up by the end of the meeting
 - If you are interested, **[please sign up here by January 31, 2021.](#)**

Clinical Informatics Pipeline

Arlene Chung, who is a Clinical Informatics Fellowship Director (and the second woman to hold this role nationally) brought up several issues:

- Much smaller numbers of women apply for Clinical Informatics fellowships compared to men
- An informatics pipeline may be needed for female residents and medical students
- There may be a role for the WIA Pipeline committee in addressing the pipeline issue for female residents and medical school students

(Note: A follow-on meeting to begin to address this issue was held on December 10, 2020 with the WIA Steering Committee, Deepti Pandita, MD and Arlene Chung, MD, both Clinical Informatics Fellowship Directors)

Informatics Awareness Generally

- How many people are doing informatics work (in clinics, hospitals, etc.) and don't realize it?
- Need to brainstorm ways to publicize informatics, educate more people about the field and bring more people into the fold.

Highlight: Women Leaders



Adela Grando, PhD, MCS



Tiffany Harman, BSN, RN



Mindy Ross, MD, MBA

Who We Are:

Adela – Associate Professor of Biomedical Informatics at ASU; Tiffany – Business Development Manager and Nurse Informaticist at 3M HIS; and Mindy – Pediatric Pulmonologist and Physician Informaticist at UCLA. In 2019, were selected for the inaugural year-long Women in AMIA (WIA) Leadership Program. We quickly solidified as a peer group, the “Team F.I.E.R.C.E.” (Females Inspiring Empowering and Representing a Community for Equality).

Our Mission and Journey:

The Team F.I.E.R.C.E. mission aligns with the WIA initiative: to promote women in informatics and inspire the informatics community toward action around opportunities for women and other underrepresented groups. Our WIA Leadership capstone project highlighted women in leadership and leadership advice through a series of four short videos interviewing AMIA leaders and upcoming leaders on key leadership issues (pictured below): https://www.youtube.com/channel/UCCahKw_Mg3wj1tffxXivAUQ.

Next, we were awarded a WIA Leadership Program Seed Grant to expand and promote the WIA podcasts through AMIA and beyond. We look forward to the upcoming year in which we plan to broaden the reach of the AMIA-WIA podcasts to share the limitless world of biomedical informatics and its diverse voices to inspire greatness in the field.

Additional features about the F.I.E.R.C.E. Team: <https://www.3mhisinsideangle.com/blog-post/the-women-in-amia-leadership-program/>; <https://www.3mhisinsideangle.com/blog-post/the-women-in-amia-leadership-program-the-art-of-self-reflection/>; <https://www.3mhisinsideangle.com/blog-post/the-women-in-amia-leadership-program-thats-a-wrap/>



(L to R: Mindy Ross, Wendy Chapman, Adela Grando, Tiffany Harman)



Top (L to R): Aarti Sathyanarayana, Don Eugene Detmer, Kathryn Kuttler, Vimla Patel, Polina Kukhareva; Middle (L to R): Tiffany Harman, Merida Johns, Clare Coonan, Adela Grando, Mindy Ross; Bottom (L to R): William Hersh, Melissa Briley, Donghua Tao, Ross Koppel, and Ji won Chang.

Women in AMIA Discussion with NLM T15 Directors

Increasing the visibility of junior faculty members during a pandemic

The COVID-19 pandemic has upended many lives in 2020, and in the academic realm, there are anecdotal reports of a disproportionate impact on women, from editors reporting fewer paper submissions by women to reports of fewer research grant submissions. The AAMC has reported on how COVID-19 threatens the careers of women in medicine, in part due to increased childcare, teaching, and patient care responsibilities.

A recent paper in the Journal of General Internal Medicine makes recommendations to organizations on how to promote gender equity in academic medicine during the pandemic. This is a matter of considerable interest to women in Biomedical Informatics and the WIA Steering Committee constantly seeks ways to address the problems raised and to partner with individuals and organizations who have proposed solutions. We also recognize that under-represented minority (URM) junior faculty members of all genders face a variety of challenges brought on by the pandemic.

Bill Hersh (BH) of Oregon Health and Sciences University (OHSU) and other NLM T15 Directors have proposed to raise the academic profiles of women and URM junior faculty members in Biomedical Informatics during the pandemic, through cross-institutional academic talks/presentations. Below is a discussion of this idea.

WIA: *How do you see the pandemic affecting the careers of informatics trainees and/or junior faculty members, especially those who are women or from under-represented groups?*

BH: The pandemic has had a disproportionate effect on younger faculty and trainees, who are more likely to be impacted by closure of schools and other businesses. This is especially the case for women with young children and/or aging parents for whom the burden of child or elder care may fall disproportionately. As such, they may have their ability to present and publicize their research may be compromised.

WIA: *Please describe the idea that the NLM T15 Directors have proposed and why you think it might help the careers of junior faculty members.*

Women in AMIA Discussion with NLM T15 Directors (cont'd.)

Increasing the visibility of junior faculty members during a pandemic

BH: The NLM T15 Directors, many of whom are also Informatics Department Chairs, believe it is important for our field for women and URM faculty to advance to leadership ranks. One way we can do this is to invite women and URM faculty to give talks to the virtual research conferences of our programs. This will allow these faculty not only to inform others in the field of their work but also add these invited talks to their CVs. One silver lining of the pandemic lockdown is that these talks can be given virtually without a need to travel. We also advocate that programs pay their usual honoraria for such talks.

WIA: *How do junior faculty members (or interested department chairs) sign up for this program?*

BH: I “stole” this idea from a Biomedical Engineering faculty member at OHSU, who worked with other women in her field to develop it. They developed a Google spreadsheet that allowed programs to list women and URM junior faculty for possible invitation to talks. We have started to do this for the informatics field:

https://docs.google.com/spreadsheets/d/1UqP9eN1DLwJrbbkrgkBW20F3QPA_cOlV_Ejy702hrKY/edit#gid=0

We probably need a process to manage this spreadsheet and give appropriate access to those who can add to it. We look to your group for guidance.

WIA: *Any words of wisdom or encouragement for up-and-coming informaticians as they navigate the COVID-19 pandemic?*

BH: Women and URM faculty bring new viewpoints and energy to advancing biomedical and health informatics. We hope to see the leadership ranks include them as they advance in their careers, and are committed to finding ways like this to develop that.



Drop us a line!

Women in AMIA would love to hear from you about what's working, what's not and what to feature in future editions of the newsletter. We also have some questions for you: How are you dealing with COVID-19? In these trying times, how are you focusing on the positive?

Please email us at:

AMIA-2020womeninamiasteeringcommittee@ConnectedCommunity.org



WIA Podcast

EPISODE 15: "SPONSORSHIP & INFORMATICS DURING THE PANDEMIC"

FEATURING:
DR. REBECCA
GROCHOW MISHURIS

HOSTED BY: DR. WENDY MARIE INGRAM

AMIA.ORG/AMIA-PODCASTS

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Thank you for listening!

HAPPY HOLIDAYS!

Have an idea or want to be a part of the team?

CONTACT KARMEN AT [KARMENSWILLIAMS@GMAIL.COM](mailto:karmenswilliams@gmail.com)

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