



### #SeeHER

How can we better identify, track, and engage directly with women physician-scientist trainees and faculty?

### #BridgeHER

How can we better support women physician-scientists at critical career transition points with resources for supplemental and bridge-funding?

### #AdvanceHER

How can we address the disproportionately limited advancement of women physician-scientists to the rank of full Professor and to senior research leadership positions?

### #SeeHER

- collaborate across departments to support physician-scientist transition and success through post-doctoral research training to early career faculty

- \*\*create a professional network for advocacy, mentorship, and networking across the post-graduate physician-scientist career pathway

\*\*[UCSF Women Physician-Scientist Supergroup \(WPSS\)](#)

### #BridgeHER

- secure funding and resources to support women physician-scientists in critical career transitions

### #AdvanceHER

- identify gaps in advancement
- establish funds dedicated to women physician-scientists across multiple departments to celebrate, sustain, and accelerate equitable advancement

## In 2022 we revamped our WPSS “Pods”

These are small groups of 5-7 that include representation from different stages along the post-graduate physician-scientist career path.

In the spirit of women in science like Christine Guthrie (UCSF) who fostered inclusive environments, we aspire to foster long-term connections outside of our home departments and mentor up and down as we advance.

Most of our membership are in WPSS Pods! We hope to support these groups over time.



In 2022, WPSS received funds from the UCSF “Getting Back Together” campaign. We used these to have our Pods get together. Some of these were the first time members have met in person! Thanks UCSF!



In 2022 we hosted our inaugural speaker series to highlight, share, inspire, and focus on women along all levels of the physician-scientist career pathway.

We were joined by attendees from across UCSF and beyond.

We have shared the series recordings on our website. Please share with interested colleagues and trainees.

<https://womenphysicianscientists.ucsf.edu/wpss-2022>

WPSS 2022:  
Brilliance, Resilience, and Vision  
Inaugural Speaker Series

*sharing insight and perspectives from careers in academic science and medicine, with focus on women in science, women in medicine, and the physician-scientist career pathway.*

brought to you by:



Virtual 2022  
THANK YOU

Dr. Claire Clelland  
Dr. Bridget Keenan  
Dr. Renuka Nayak  
Dr. Sulggi Lee  
Dr. Cathryn Cadwell  
Dr. Mary Praeli

generous funding provided by:



Academic Senate  
Chancellor's Fund  
UCSF School of Medicine

For more information, visit [womenphysicianscientists.ucsf.edu](https://womenphysicianscientists.ucsf.edu)

<https://womenphysicianscientists.ucsf.edu/wpss-2022>

WPSS 2022:  
Brilliance, Resilience,  
and Vision

“Charting a Successful Career  
in Academic Medicine through  
Creativity and Collaboration”



Lindsey Criswell, MD  
Director NIH-NIAMS

WPSS 2022:  
Brilliance, Resilience,  
and Vision

“The Glamour Life of a  
Physician Scientist: a  
Story of an Awakening”



Jennifer Grandis, MD (UCSF)  
Distinguished Professor  
Otolaryngology  
- Head and Neck Surgery

WPSS 2022:  
Brilliance, Resilience,  
and Vision

“Developing physician-scientists:  
a perspective”



Nancy Brown, MD  
Dean, Yale School of Medicine  
C.N.H. Long Professor  
of Internal Medicine

WPSS 2022:  
Brilliance, Resilience,  
and Vision

“A formula to achieve  
your career dreams in  
medicine and research”



Sallie Permar, MD PhD  
Professor and Chair  
Weill Cornell Medicine  
Pediatrician-in-Chief  
New York-Presbyterian/  
Weill Cornell Medical Center

# UCSF WOMEN PHYSICIAN-SCIENTISTS



January 2023

<https://womenphysicianscientists.ucsf.edu>

## WPSS: programming, networking, mentoring #SeeHER #BridgeHER #AdvanceHER



Inaugural WPSS Executive Council 2020-2022

**Journey to First R01**

Panelists:  
Tiffany Scharschmidt, MD  
Doris Wang, MD, PhD

Host: Renuka Nayak, MD, PhD



### Starting a Lab Part 2: Ongoing discussions for women physician-scientists

MERCEDES PAREDES  
WPSS GROUP MEETING  
OCTOBER 20, 2021

## Writers' Clinic: The Specific Aims Page

May 4, 2022

Francoise Chanut, PhD Senior Scientific Editor  
Hosted by Claire Clelland MD PhD (WPSS)

**GLADSTONE  
INSTITUTES**

**Betsy Peale Young, MD** @DrBetsYoung · Apr 9, 2022  
So good to talk science in person again @ #JointMeeting22! 🧠🔬👩 / #TFTI @ASweetcordero / @StBaldricks @AlexsLemonade

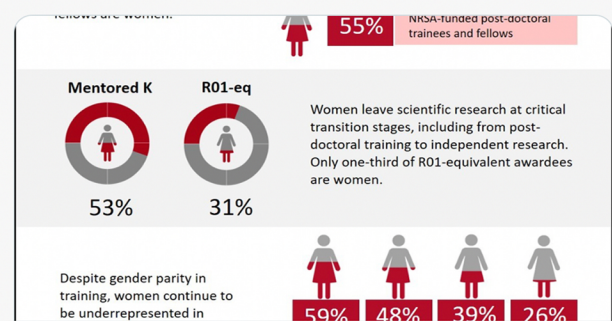


**Women Physician-Scientists at UCSF** @MDPhDEquity · Jul 1, 2021  
CONGRATS! well deserved. 🥂🥂

**Lea T. Grinberg, M.D, Ph.D** @grinberg\_t · Jul 1, 2021  
In this day that I become Full Professor @UCSFmac, I felt a love wave by waking up with flowers from colleagues and friends. Many thanks! This promotion is a milestone for me, but not possible without big support from mentors, sponsors, colleagues & family @GrinbergLab @gerolab1  
[Show this thread](#)



**Women Physician-Scientists at UC...** @MDPhDEquity · Apr 14, 2021  
Intentional decisions needed to #SeeHer #BridgeHer across funding gaps and #AdvanceHer as tenured faculty/ in research leadership. here's the data: [bit.ly/2Q6JceG](https://bit.ly/2Q6JceG) [bit.ly/32ii0wd](https://bit.ly/32ii0wd) <on NIH grants gender disparity> [bit.ly/2PWA6W](https://bit.ly/2PWA6W) <on COVID19 impact> (2/2)



nexus.od.nih.gov  
NIH Challenges Academia to Share Strategies to Strengthen Gender D...

# UCSF WOMEN PHYSICIAN-SCIENTISTS



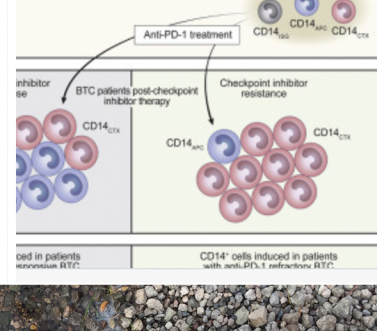
January 2023

<https://womenphysicianscientists.ucsf.edu>

## WPSS: programming, networking, mentoring #SeeHER #BridgeHER #AdvanceHER

**Women Physician-Scientists at UCSF** @MDPhDEquity · Feb 7, 2022  
 excited after a "powerhour" with Dr. Sandy Feng, @UCSFSurgery in our WPSS forum on academic review and promotions! what a great high-yield session! huge thanks to Dr. Yvonne Ou for moderating, and members for their questions 🎉🎉

**Mary Prah, MD** @mkprahl  
 Excited our work is finally published in @NatureComms [nature.com/articles/s4146...](https://www.nature.com/articles/s4146...) Here is the prior 📄👉 on findings. More evidence that COVID vaccination during pregnancy is safe and provides functional SARS2 antibody to infants for the first few months of life

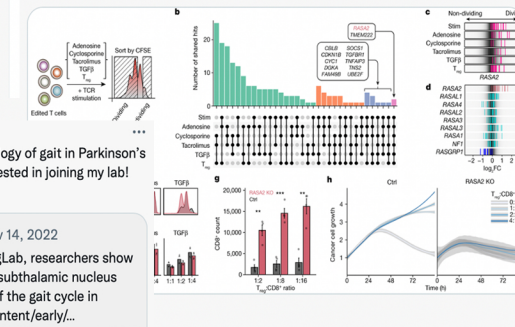


**Bridget Keenan MD PhD** @bridgetMDPhD · Sep 20, 2022  
 My #oncology fellowship work from lab of @lawfong out in @CellReports! We studied blood and tumor samples from #biliarytractcancer (from a trial led by Dr. Katie Kelley @UCSFCancer) to understand resistance to #checkpointinhibitor #immunotherapy [cell.com/cell-reports/f...](https://cell.com/cell-reports/f...)

**Maya Kotas** @KotasMaya · Nov 1: [annualreviews.org/doi/abs/10.1146/annurev-physci.2022.11.01.1146](https://annualreviews.org/doi/abs/10.1146/annurev-physci.2022.11.01.1146) excited to share our review written on enigmatic tuft cells, which are about which so much remains to be learned

**Women Physician-Scientists at UCSF** @MDPhDEquity  
 Women Physician-Scientists Supergroup @UCSF est. 2020 supporting/celebrating Women bridging Science+Medicine @UCSF and beyond [womenphysicianscientists.ucsf.edu](https://womenphysicianscientists.ucsf.edu)  
 © San Francisco, CA 📅 Joined October 2020

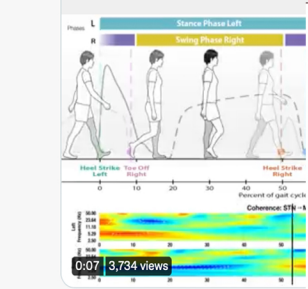
**Julia Carnevale** @jccarnevale · Aug 24, 2022  
 Very excited to share that our work was published in @Nature today! RASA2 ablation in T cells boosts antigen sensitivity and long-term function



**Tiffany Scharschmidt** @ScharschmidtLab · Nov 13, 2022  
 So proud of these Scharschmidt lab scientists @JoyNokoro & @Sunmi\_Ojewumi. Both presenter awardees at #ABRCMS2022. Watch out grad schools here they come!

**Doris Wang** @DorisWangLab · Nov 14, 2022  
 First of many exciting publications on neurophysiology of gait in Parkinson's disease from our group! Please contact me if interested in joining my lab! #Parkinsons #Neuromodulation #neuroscience

**UCSF Neurosurgery** @NeurosurgUCSF · Nov 14, 2022  
 In a new @SfNJournals study led by @DorisWangLab, researchers show that specific changes in neural activity from the subthalamic nucleus and sensorimotor cortex correlate with phases of the gait cycle in patients with Parkinson's disease: [eneuro.org/content/early/...](https://www.eneuro.org/content/early/2022/11/14/ENEURO.0411-22.2022)



**over 80 members**  
**across 14 clinical departments**  
**across research disciplines**  
**est. 2020**

# WPSS Small Grants Program

In 2022, WPSS awarded small grants (up to \$2500) to WPSS members. These funds contributed to:

advancing  
my physician-scientist career [23%]

advancing  
my Basic Sciences Research [19%]

advancing  
my Translational Research [16%]

advancing my Clinical Research [3%]

publicizing my lab's research [13%]

a technician/post-bac in my lab [6%]

an undergraduate student in my lab [6%]

developing/submitted my next grant [6%]

developing/submitted my next manuscript [6%]



from lab of Betsy Crouch MD, PhD

## 2022 Awardees

Judith Ashouri-Sinha (Medicine/Rheum)  
Jessica Briggs (Medicine/ID)  
Cathryn Cadwell (Pathology/Neuropath)  
Claire Clelland (Neurology)  
Elizabeth Crouch (Pediatrics/Neonatology)  
Stephanie Gaw (OB/Gyn)  
Sara LaHue (Neurology)  
Renuka Nayak (Medicine/Rheum)  
Yvonne Ou (Ophthalmology)  
Tiffany Scharschmidt (Dermatology)

**“It was a fantastic resource [as] often young people have to take unpaid internships to get their first lab experience, and [this student] wasn't in the financial position to do that.” \* “a tremendous opportunity.. I could not have attended this international conference without the support of WPSS [and] am already benefitting from new collaborations” \* “[I was] able to bring in a high school student [underrepresented in science/medicine] to the lab, support attendance of technicians preparing for graduate school to [retreats and conferences]” \* “[used] for a graphical abstract of our current manuscript under revision” \* “enabled my team to attend conferences, set up [resources] for my new lab”**

# WPSS Small Grants Program

In 2022, WPSS awarded small grants (up to \$2500) to WPSS members.

Helped fund my participation as a curriculum developer and trainer at a malaria genomics workshop for the Elimination 8 countries in South Africa. Participating in that training was vital hands-on experience... I learned to run a similar training in East Africa for participants from 7 countries.

**Jessica Briggs, MD**  
Medicine/ID

These funds were used to support a first-year international undergraduate student [rotating] in the lab. It was a fantastic resource because it would have been hard to support her by other means... I gained experience in leading scientists at different levels.

**Betsy Crouch, MD PhD**  
Pediatrics/Neonatology

I am deeply grateful for these funds. I ended up applying these funds to support the costs of blood specimen analysis so that I could have prelim data for my K grant application. I managed to get the results in time to include in my K, and they are also supporting future abstracts.  
Thank you!

**Sara LaHue, MD**  
Neurology

**Cathryn Cadwell, MD PhD**  
Pathology/Neuropath

I used the WPSS fund to attend the International League Against Epilepsy (ILAE) Summer School for Neuropathology in Erlangen, Germany. This was a tremendous opportunity to network with leaders in the field of epilepsy neuropathology. I could not have attended this international conference without the support of WPSS!

**Judith Ashouri-Sinha MD**  
Medicine/Rheumatology

Used funds for a graphical abstract for our current manuscript under revision. This graphical abstract can be used in future presentations and on my lab website to help explain our work to others.

**Claire Clelland, MD PhD**  
Neurology

I hired a college student from a disadvantaged background in my lab as an intern... [who] surpassed all expectations and produced a figure for our upcoming paper! As a young lab I did not have sufficient funds to cover the full cost - the grant paid over half and this made it possible for me. Thank you!