Nomination and Awards:
Importance for Academic Advancement
and
The Influence of Language

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or

How to Succeed in Getting Chosen, Promoted or Awarded
Academic Medicine

• Recognition is gained through letters of support
• Professional opportunities are facilitated through promotions, grants, and awards.
• Well worded letters are integral and critical
• An organized approach will improve the chances for your candidate or your candidacy
Why Awards Matter to Others

• Awards are a proxy or metric for achievement
• Awards are a category on your CV and in your promotion packet
• “Awards may be a better incentive when performance can not be easily defined”, Stephanie Pincus, MD, MBA, RAISE Project
• “We don’t count papers (or awards), but we can count to zero”, William Hickey, MD, Former Senior Assoc Dean, DMS
Why they Might Matter to You

• You have earned them
• You deserve them
• It is uncomfortable when you don’t have any
• They will help with promotion/progress
Courage to Teach Award

• Courage to Teach award, initiated in 2005
• Celebrated at the Program Directors' Retreat
• Awardees during my time as PD:
  – 2006 Karen George, MD
    • Obstetrics and Gynecology Residency Program
  – 2007 Carole Stashwick, MD
    • Pediatrics Residency Program
  – 2008 Harley Friedman, MD
    • Internal Medicine Residency Program
  – 2009 Ron Green, MD
    • Psychiatry Residency Program

• Do you see my name? Neither do I...
How do you Succeed?

- Decide what you want
- Let people know
- Work towards your goal
- Identify the barriers
- Keep trying
Association of American Medical Colleges (AAMC) 2015 data: Women Still Lag Behind Men in Rank and Tenure

% of Women/Men who are Full Professors

- Women
- Men

% of Women/Men who are Tenured

- Women
- Men
Full Time Women Faculty by Degree and Rank, 2015

- Instructor
- Assistant Professor
- Associate Professor
- Full Professor

- PhD
- MD
- Total

Data ranges from 0 to 35000.
Radiology Awards

• American College of Radiology Gold Medal
  – 1927-2007: 139 awardees, 5 women
  – 1927-2017: 189 awardees, 8 women
  – First: Mme Curie, 1931, Third: Rosalyn Yalow, 1993
  – 3.6% in 2007, 4.2% in 2017

• Association of University Radiologists Gold Medal
  – 1978 – 2007: 60 awardees, 4 women
  – 6.6% in 2007, 16.5% in 2017

• Association of Program Directors in Radiology Achievement Award
  – 1997 – 2007: 11 awardees, 4 women
  – 1997-2017: 25 awardees, 10 women
  – 31% in 2007, 40% in 2017
Radiological Society of North America

<table>
<thead>
<tr>
<th>Period</th>
<th>Total</th>
<th>Women</th>
</tr>
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<tr>
<td>1919-2016</td>
<td>196</td>
<td>14</td>
</tr>
<tr>
<td>2000-2017</td>
<td>21</td>
<td>12</td>
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<tr>
<td>1996-2010</td>
<td>8</td>
<td>0</td>
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<td>2016-2017</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>1995</td>
<td>4</td>
<td>0</td>
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**Awards**

**Gold Medalists**
View recipients of RSNA's highest honor, awarded to those who have rendered exemplary service to radiological science.

**Honorary Members**
Elected by the Board of Directors, Honorary Members are nominated by the RSNA president.

**Outstanding Educators**
See recipients who have demonstrated significant contributions and a long-term commitment to radiologic education.

**Outstanding Researchers**
See recipients who have demonstrated significant contributions and a long-term commitment to radiologic education.

**Alexander Margulis Award**
See articles selected as the best original scientific articles published in Radiology.

**Roentgen Medal**
See individuals whose significant contributions represent radiologists who have furthered the field over the past 100 years.

**Special Presidential Award**
View a list of individuals who have made significant contributions to the field of radiology or the radiologic sciences.

**Kuo York Chynn Neuroradiology Research Award**
Funded with a donation from Kuo York Chynn, MD, the Kuo York Chynn Neuroradiology Research Award will be presented annually to the top neuroradiology research paper presented at the RSNA annual meeting.
How women are represented among the top 10 highest paying jobs in America

CNBC April 2017

<table>
<thead>
<tr>
<th>Job Title</th>
<th>% of Women In Role</th>
<th>Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orthopaedic Surgeon</td>
<td>7%</td>
<td>$450,000</td>
</tr>
<tr>
<td>Chief Revenue Officer</td>
<td>19%</td>
<td>$400,000</td>
</tr>
<tr>
<td>Surgeon</td>
<td>20%</td>
<td>$350,000</td>
</tr>
<tr>
<td>Chief Medical Officer</td>
<td>21%</td>
<td>$338,000</td>
</tr>
<tr>
<td>Cardiologist</td>
<td>21%</td>
<td>$382,000</td>
</tr>
<tr>
<td>Tax Partner</td>
<td>25%</td>
<td>$376,000</td>
</tr>
<tr>
<td>Chief Risk Officer</td>
<td>27%</td>
<td>$390,000</td>
</tr>
<tr>
<td>Radiologist</td>
<td>27%</td>
<td>$374,000</td>
</tr>
<tr>
<td>Anesthesiologist</td>
<td>27%</td>
<td>$350,000</td>
</tr>
<tr>
<td>Emergency Physician</td>
<td>27%</td>
<td>$314,000</td>
</tr>
<tr>
<td>Special Counsel</td>
<td>41%</td>
<td>$300,000</td>
</tr>
</tbody>
</table>
If I really deserve it, won’t “they” realize it?

Don’t count on it

Ask for it
Identify the Award or Position That Interests You and Ask To Be Nominated
Negotiation: Ask For It

“Women Don’t Ask”, “Ask For It”,
by Linda Babcock & Sara Laschever

– Men get more, because they ask for it
– This reflects a culture that gives men an advantage
– Negotiation research was based on interactions during the process, not before
– Men initiate negotiations 4x as often as women
Why don’t women ask?

CULTURE
Don’t wait to be asked

- Ask a friend, colleague, or peer to nominate you or to suggest your name to other people
- Apply for opportunities that interest you
- Say “yes”, a lot
- Apply for awards, they can always say “no”
- Be conscious of the image you are projecting
  - “She has enough on her plate”
  - “Her children are still young”
  - “Her husband has a big job”
  - “Do you really need another award?”
Use your Mentor

• Ask your mentor to nominate you
• No mentor? Ask a potential mentor for advice about awards, promotion, opportunities
  – They become aware of you
  – They become invested in your development
  – Your success becomes their success
• Ask your Chair, Dean, Associate Dean
  – Identify yourself to them
  – Demonstrate your ambition
  – Get your name forward as someone who is looking for opportunities
Mentorship is Reciprocal

- Help your mentor to help you
- Be a successful mentee
- Let this teach you to be good mentor
- The relationship should help both (all) of you
Increase Your Visibility
How?

• Think of projects as opportunity, not work.
• Identify projects, and introduce yourself to the people involved.
• Volunteer.
• When leadership is looking, your name will become part of the pool of "up and coming".
How?

• Say “Thank You” for the invitation, even if you decline.
  – It's more fun to invite someone who appreciates the invitation.
Make it Easy for them
Do the Work

• Have your CV ready (in a folder), and email it
• Offer to draft the letter
• Write the letter
• Work with their assistant
• Do the work for them
• If possible, edit the letter as close to the final version as possible
• DON’T BE MODEST – Write it the way you would for someone else
Write it the way you would for someone else

What does that mean?

http://www.aamc.org/members/facultydev/facultyvitaes/spring09/leadership.htm
Language and Stereotypes

• Men and women are often described differently in letters of recommendation
• These differences can disadvantage women by stereotyping them in ways that are subtle disqualifiers
Letters of Recommendation for Medical Faculty and Chemistry Job Applicants

• Differences in letters
  – Short vs. Long letters
  – more frequently written for women than for men
• Differences in affirmative language
  – "Letters of minimal assurance" vs. letters of recommendation
  – more frequently written for women than for men.
• Letters for women often included "doubt raisers" and fewer terms of praise.
Letters of Recommendation for Medical Faculty and Chemistry Job Applicants

• Gender stereotyping language that elevated men's accomplishments and diminished women's
  – women's experience as to "her teaching", "her training" and "her application"
  – men referring to "his research", "his skills and abilities" and "his career".
  – "reinforce gender schema that tend to portray women as teachers and students, and men as researchers and professionals" (Trix and Psenka, 2003).
Letters of Recommendation for Medical Faculty and Chemistry Job Applicants

- Men
  - Use of more "standout adjectives" and ability descriptors
- Women
  - Use of more "grindstone" descriptors for women

(Schmader, Whitehead, Wysocki, 2007).
Pay Attention to Language

• Description vs. title
• Gendered language
• Leader vs. good soldier
• Watch out for “Damning with Faint Praise”
  – Compulsive
  – A wonderful mother
  – Balances competing demands
  – Punctual
• Switch pronouns and see how it sounds
  – Even if you plan to use a gender neutral pronoun
• If you edit the letter, you can edit out the problems
• The unwelcome phrases frequently reflect unconscious, unintentional bias
• Pay close attention to what the committee is asking for
Pay Attention to Detail

• Read the directions, carefully
  – Measure twice, cut once
• Follow the directions
  – Make your own checklist, if there isn’t one in the packet
  – Have someone else read it before you send it in
• Use spellcheck
• Give yourself enough time to do a good job
Tell a Simple, Consistent Story

• Illustrate with detail
• Don’t let the details become a distraction
  – e.g. gaps in your CV
• Make it easy to follow the narrative
Supporting Documents

• Address it to the correct recipient(s)
• Gear it to what they are looking for
• Requested content and length
• Don’t send something clearly intended for another use
• Don’t expect the committee to search for the information
• Explain all initials/acronyms
The Nomination Packet:
The Good, The Bad and The Ugly
The Nomination Packet:
The Good, The Bad and The Ugly
The Nomination Packet:
The Good, The Bad and The Ugly
The Good

• Well presented
• Neatly typed
• Followed directions
• Properly formatted
• Addresses the goals, directly

and

• Creative
• Interesting
• Beyond the expected
The Bad

• Handwritten forms
• Spelling and grammar mistakes
• Meets the minimum requested
• Done in haste
• Boring
You know it’s coming....
The Ugly

- Mismatch between application and material submitted
- Difficult to follow
- Out of order
- Confusing
- Thrown together
- Too much work to read
  - Tiny font, that says tiny font
  - Single spaced
  - Small margins
“You Only Get One Chance to Make a Good First Impression”*

*My husband’s grandmother, this is not her. This IS from my family album
What else?

• Make the pie **bigger**

• Create more awards
  – Create awards that reflect our strengths
  – Create awards to address new paradigms
    • Collaboration and Team Science
    • Diversity
    • Quality
  – Create awards that align with our priorities
Q: Are We Not Men?

A: We Are Devo
We are not men

• Let’s use our strengths
• Be a mentor/ally to other women
• This is not a zero-sum game
• Help other women succeed
  – Collaborate on projects
  – Invite women to be visiting professors
  – Invite women to join national committees
  – Invite women to speak at national meetings
  – Nominate women for awards
  – Help women win
Thank You

Questions?