

CCEB Newsletter



A detailed status report on the representation and recruitment of women and underrepresented minorities in the CCEB is presented.

A Quarterly Newsletter

Vol. 4, No. 1 — Winter 2009

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Recruitment of Women and Underrepresented Minorities by the CCEB

By Edmund Weisberg, MS

The University of Pennsylvania School of Medicine (SOM) has for several years focused on a strategic plan to recruit and retain minority and women faculty and to foster a more supportive environment. The CCEB and Department of Biostatistics and Epidemiology (DBE) have long taken these goals to heart, strongly endorsing and pursuing such a strategy. This article summarizes current CCEB/DBE recruitment and retention efforts pertaining to female and underrepresented minority (URM) faculty, focusing on pipeline programs. The accompanying graphs, prepared by

Timothy Rebbek, PhD, Professor of Epidemiology, DBE, SOM, Director, Center for Genetics and Complex Traits, and CCEB Senior Scholar, compare the SOM, CCEB, and DBE in these efforts in terms of track and rank.

Comparison

Within the DBE, 45% of faculty with primary or secondary appointments with voting rights were female and 7.5% were members of a URM group in FY08. By division, 29.6% of epidemiology faculty were female and 5.1% were members of a URM group; 60.7% of biostatistics faculty were female and 10.7% were members of a URM group. Table 1 shows the overall summary of gender and URM representation in the SOM, CCEB, and DBE,

revealing that the DBE is currently outpacing the CCEB as well as the SOM. National data from the AAMC are not directly comparable to the composition of the CCEB or DBE. That said, 46.7% of faculty in schools of medicine who worked in departments of epidemiology, public health, preventive medicine, biostatistics, biomathematics, bioinformatics, computational biology, statistics, or in divisions in these fields within other departments were women in FY08 and 9.3% were members of a URM group. The national data for FY08 from the AMMC that are more directly applicable to our local statistics pertain to biostatistics. Nationwide, 31.5% of faculty in schools of medicine who worked in

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Faculty Profile:

Sarah Ratcliffe, PhD, focuses on research in women's health, HIV/AIDS and sleep



Sarah Ratcliffe, PhD,
Assistant Professor
of Biostatistics, Senior
Scholar, CCEB

Descended from a haberdashery robber and a bakery robber on her mother's side dating back to the founding of Australia and police officers (who immigrated later in the country's history) on her father's side, Sarah Ratcliffe was born and raised in Sydney, Australia. From the age of six years old, Sarah knew that she wanted to be a mathematician. Her subsequent

education, particularly at the undergraduate level, was spent figuring out what kind of mathematician. She obtained a BSc (Honours) in mathematics (statistics) at the University of Technology in Sydney in 1996. As she prepared to move on for graduate work in either agricultural or medical statistics (as biostatistics is referred to in Australia), fate played a role as she was still awaiting word as to whether she would receive a scholarship for the agricultural program when she had to decide on whether to accept a scholarship for medical statistics. Sarah opted to attend Macquarie University, in Sydney, where she also worked as a teaching assistant until earning her PhD in statistics, with a medical focus, in 2000. As it has turned out, Dr. Ratcliffe finds medical statistics or biostatistics more useful and practical than other branches of the discipline. Rather than developing statistical methods simply for the sake of doing so, she finds that biostatistics provides the opportunity to find solutions for real-world problems.

Having lived in the same home since birth and survived growing up in Australia where the bite of many a local backyard critter could prove lethal, Dr. Ratcliffe was ready to move on after completing her doctoral degree. She applied and was accepted in 2000 for a postdoctoral fellowship in biostatistics here at the University of Pennsylvania School of Medicine. She became a teaching assistant in the Division of Biostatistics in 2001. In 2002, Dr. Ratcliffe was named Assistant Professor of Biostatistics at HUP and the University of Pennsylvania SOM, and a Senior

Scholar in the CCEB. Also during that year, she received a travel award to attend ENAR's Workshop for Junior Researchers. In 2004, she earned a travel award to attend the 22nd International Biometric Conference, in Cairns, Queensland, Australia. Since 2005, Dr. Ratcliffe has been the Co-Director of the Biostatistics and Data Management Core of the SOM's Center for AIDS Research.

Dr. Ratcliffe's research methods focus primarily on functional data analysis (the analysis of complex curves) and models for longitudinal data in the presence of informative dropouts, or missing data, particularly joint models for longitudinal and event time data. As she explains, missing data are important because, for example, if subjects in a depression study exit a drug study because of their depression (possibly through suicide), and if these subjects are ignored in the data analysis, whatever treatment these patients were on looks better once such patients depart the study.

The areas of research in which Dr. Ratcliffe typically collaborates include women's health (particularly fetal and maternal medicine and reproductive health), sleep research and HIV/AIDS. Some of her current work involves consideration of the in vitro fertilization process (in one study assessing the relative benefits of fresh vs. frozen embryo transfer and in another, investigating the factors that affect the quality of a pregnancy); evaluating the attitudes of teenage girls toward contraceptive methods, particularly teens thought to be at high risk for pregnancy and sexually transmitted diseases; and investigating the menopausal transition and its effects on sleep (e.g., quality, apneas) and the changes of body fat composition in relation to sleep quality. Dr. Ratcliffe's collaborative work on HIV/AIDS is geared broadly toward vaccine development as well as the study of the relationship between diabetes and vitamin D levels in AIDS patients. The links between diabetes and vitamin D (the levels of which are lower in such patients) and between the antiretroviral drugs of AIDS patients and diabetes are not clearly understood, but adverse consequences are associated with low vitamin D levels in such patients.

Dr. Ratcliffe is a member of the International

(Continued on page 10)

Faculty Profile: *Joe Gallo, MD, MPH, tries to identify integrative interventions to reduce risk factors for depression, particularly in the elderly*

Joe Gallo was born and raised in New Rochelle, NY. During his formative years, he delighted in building and staining furniture and avidly following the development and exploits of the NASA space program. With a pronounced interest in science in general, Joe entered Fordham University as a pre-med student, choosing chemistry over the more standard biology as his major. He graduated with a BS in 1978 and then moved on to medical school at Pennsylvania State University, earning his MD in 1982.

His next move took him to the Baltimore area, where he would spend a good part of the ensuing 25 years. From 1982 to 1985, Dr. Gallo was a resident in family medicine at Franklin Square Hospital in Baltimore, followed by a one-year fellowship in geriatric medicine at Franklin Square. Subsequently, he served as medical director for the Bend Area Medical Center in the US Public Health Service in New Haven, WV for two years before returning to Baltimore for a three-year stint as the director in the division of long-term care in the Levindale Hebrew Geriatric Center. He concurrently attended The Johns Hopkins University School of Hygiene and Public Health part time, finding a course in the epidemiology of mental disorders particularly interesting. He earned an MPH in 1991 and for the ensuing eight years was a staff physician at the East Point Medical Center in Baltimore. From 1991 to 1993, Dr. Gallo was also an NIMH/NIA post-doctoral fellow in psychiatric epidemiology in the Department of Mental Hygiene in Hopkins' School of Hygiene and Public Health. In addition, from 1993 to 1999, he was an Assistant Professor, with joint appointments in the departments of psychiatry and medicine, at Hopkins.

In 1999, Dr. Gallo accepted joint appointments in the University of Pennsylvania SOM as an Assistant Professor in the Department of Family Medicine and Community Health with a joint appointment in Psychiatry. He also began serving then as a staff physician in the Department of Family Medicine and



Joe Gallo, MD, MPH, Associate Professor of Family Practice and Community Medicine, Associate Professor of Epidemiology, CCEB Senior Scholar

Community Practice. Dr. Gallo became an Associate Scholar in the CCEB and a Fellow in Penn's Institute on Aging during the following year. In 2002, he was promoted to Associate Professor, and was named Adjunct Associate Professor in the Department of Mental Hygiene at The Johns Hopkins University School of Medicine and School of Mental Hygiene and Public Health. The next year, Dr. Gallo was named a Senior Scholar in the CCEB. In 2004, he became a Fellow in

the Leadership Development for Physicians in Academic Health Centers program at the Harvard School of Public Health and was promoted to Associate Professor of Epidemiology in the Penn SOM. In recognition of his mentoring role, he was awarded a Mid-Career Investigator Award from the National Institute of Mental Health (NIMH) and was named the recipient of the first Steve Banks Award for mentoring in public mental health from the American Public Health Association.

With experience in large epidemiologic studies gained at Johns Hopkins, Dr. Gallo conducts a wide range of research on various subjects with an eye toward integrative interventions. Psychiatric and geriatric concerns coincide in his study of how depression may be expressed differently in the elderly. He works with anthropologists to consider social forces and cultural factors that may cause risk factors to be distributed the way they are. He works with colleagues whose focus is integrating depression treatment with other medical conditions (e.g., diabetes), borrowing marketing concepts to apply to mental health services, particularly in determining how individuals make decisions on behavioral change, such as exercise or meditation, outside of medicine and psychotherapy, and training teachers to perform mental health interventions related to autism. Given the facts that most prescriptions for depression come from primary care doctors but adherence remains a problem in some populations, Dr. Gallo is considering

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From the Director:



Brian L.
Strom, MD,
MPH

Thank you for your continued interest in our Newsletter, which aims to keep you informed of CCEB activities and services. In each issue, we identify one of the services or programs led by CCEB faculty that we think might be of interest to those within the School of Medicine community, present a feature article covering a topic of general interest, include articles about members of our faculty, and highlight newsworthy events within the last couple of months.

In this issue, we include an article about the editorial services provided by Edmund Weisberg, the CCEB's editor and writer. Edmund's primary role is to provide editorial and writing assistance to CCEB faculty for grant proposals, manuscripts, and other writing projects. On a limited basis and for a fee, Edmund also is available to other School of Medicine faculty and departments/centers for similar services.

Our feature article this issue focuses on our efforts to recruit underrepresented minority and women faculty into the CCEB and Department of Biostatistics and Epidemiology. This article also describes programs designed for faculty retention generally, as well as those for women and underrepresented minority faculty in particular. Finally, we also highlight pipeline programs we have established to attract underrepresented minority high school and college students into the fields of epidemiology and biostatistics.

Two members of our faculty are highlighted in this issue: Sarah Ratcliffe and Joe Gallo. Sarah Ratcliffe, PhD, is Assistant Professor of Biostatistics and Senior Scholar in the CCEB. Joseph Gallo, MD, MPH is Associate Professor of Family Practice and Community Medicine (primary), Associate Professor of Epidemiology (secondary), and Senior Scholar in the CCEB. Dr. Ratcliffe's methodologic research interests include functional data analysis and models for longitudinal data in the presence of missing data. Her collaborative areas of interest include reproductive health, sleep research, and HIV/AIDS. Dr. Gallo's research focuses on depression in late life and in a primary care setting, and health services use by older adults in the community.

I also would like to take this opportunity to remind faculty, residents, and fellows of the availability of the clinical research courses that will be offered this summer. For the course schedule, please see: <http://www.cceb.upenn.edu/education/non-degree/coursescrtp.php>. For course descriptions of these and other courses offered throughout the year, please see: <http://www.cceb.upenn.edu/education/non-degree/courses.php#credit>. Registration for courses offered this summer can be requested through the following registration portal: http://www.med.upenn.edu/apps/my/epi_course. Registration begins early in April.

Finally, please check our website regularly to find announcements and other newsworthy events (<http://www.cceb.upenn.edu/>) as well as potential faculty collaborators (<http://www.cceb.med.upenn.edu/faculty/>).

Thank you again for reading our Newsletter.

The CCEB Newsletter is published by the Center for Clinical Epidemiology and Biostatistics, University of Pennsylvania School of Medicine, for the dissemination of information and as a reference for its constituents. The CCEB Newsletter is published periodically free of charge, and distributed to the Medical Center community. If you are interested in receiving hyperlinks to the newsletter, please contact us at the address below.

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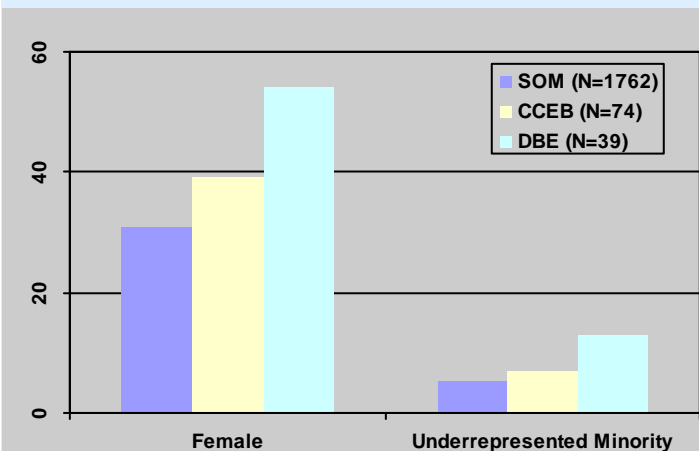


Figure 1. Gender and minority summary comparing the SOM, CCEB, and DBE.

departments or divisions of biostatistics, bioinformatics, biomathematics, or statistics, or in divisions in these fields within other departments were women and 12.3% were members of a URM. Note that 60.7% of biostatistics faculty were female and 10.7% were in a URM group within the DBE.

SOM Efforts of CCEB/DBE Members

J. Richard Landis, PhD, Director of the Biostatistics Division/Unit is Chair of the Office of Diversity and Community Outreach Advisory Board, which addresses developing best practices for recruiting and retaining minority faculty across the SOM. Dr. Landis and Rhonda Minyard, the CCEB's Director for Faculty Affairs, have served on the SOM's URM Committee. Lucy Wolf Tuton, PhD, Adjunct Associate Professor (DBE) and Director of Professional Development for FOCUS on Health and Leadership for Women (known as FOCUS), Patricia Scott, Director of Operations for FOCUS (working with Stephanie Abbuhl, MD, FOCUS Executive Director/Emergency Medicine), and Thomas Ten Have, PhD, MPH, CCEB Senior Scholar and Professor of Biostatistics (DBE) are members of the Executive Committee for Gender Equity in the SOM. Dr. Ten Have has also been an Affirmative Action Officer for the SOM for many years and has continued in that position in FY09. In addition, he is a member of the Gender Equity Council, which interacts with SOM Department Chairs on recruitment and retention issues for women faculty.

Scarlett Bellamy, ScD, CCEB Senior Scholar and Assistant Professor of Biostatistics (DBE) was appointed in FY09 within the Biostatistics Unit (BU) as Assistant Director for Diversity. She will lead collaborative research activities in minority health and health disparities and develop a program to attract URM graduate students into biostatistics. Ebbing Lautenbach, MD, MPH, MSCE, as Deputy Director of the Epidemiology Division, leads URM epidemiology trainee recruitment.

Recruitment

Epidemiology and biostatistics divisional/unit recruitment committees directly recruit CCEB/DBE faculty. Annually, both of these committees send announcements/letters to institutions across the US. Both committees, which include female and minority members, have been charged with emphasizing gender and minority recruitment in all searches. Further, recruitment letters are sent to women's and minority organizations. Rhonda Minyard tracks Affirmative Action documentation for the DBE and ensures that all requirements are met or exceeded.

In addition, several CCEB/DBE efforts are pipeline-oriented programs to recruit minority and women faculty into the fields of epidemiology and biostatistics in order to increase the potential pool of graduate students and, ultimately, faculty in these disciplines. Within Biostatistics, Dr. Bellamy is PI on behalf of the International Biometric Society's Eastern North American Region (ENAR) for a National Institute of General Medical Sciences-funded R13 workshop grant. She works with Renee Moore, PhD, CCEB Senior Scholar and Assistant Professor of Biostatistics (DBE) and a colleague from ENAR to organize and present a workshop titled "Fostering Diversity in Biostatistics" for the national ENAR conference held every March. The workshop provides a forum for discussion of important issues related to diversity and targets persons from traditionally underrepresented ethnic groups. Undergraduate students interested in careers in biostatistics, as well as faculty and directors of graduate training programs, are especially encouraged to attend. Topics covered include career and training opportunities in biostatistics, mentoring, recruiting, and retention.

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Faculty News and Notes

Several CCEB faculty have appeared in the news recently. A brief summary dating from late Dec. follows in alphabetical order.

Laura Balcer, MD, MSCE, Associate Professor of Neurology and Epidemiology, University of Pennsylvania SOM, CCEB Senior Scholar, was cited in one article and quoted in another on the 26th of December on *The Philadelphia Inquirer/Philadelphia Daily News* website Philly.com. In the main [article](#), Dr. Balcer is quoted and pictured in a story about a patient's struggle with multiple sclerosis (MS) and a successful local fundraising effort launched by her daughter. The fundraiser netted over \$10,000 that was donated to Penn for MS research. In the [sidebar article](#), Dr. Balcer is noted as the head of Penn's cutting-edge MS research.

Dr. Balcer was also quoted in the January 17th issue of *New Scientist* magazine in an article that discusses diagnosing brain tumors and neurodegenerative disorders such as MS, Alzheimer's disease, and Parkinson's disease by examining the eyes. Specifically, Dr. Balcer was asked about her work using optical coherence tomography (OCT) on patients participating in MS drug trials to determine if the system can measure drug efficacy.

§

Kurt Barnhart, MD, MSCE, Associate Professor of Obstetrics and Gynecology, University of Pennsylvania SOM, Associate Professor of Epidemiology, CCEB Senior Scholar, and Director of Clinical Research for the Department of Obstetrics and Gynecology, was interviewed on local [KWY News Radio](#) on the 4th of March regarding the prospect of some women "donating" their eggs to infertile couples to raise extra money during these difficult economic times.

Dr. Barnhart was also quoted in a Q&A sidebar article to a larger piece published in *The Philadelphia Inquirer* on March 10th that quoted two other Penn faculty in addressing the implications of President Obama's lifting of the restrictions on human embryonic stem cell research.

§

Charles Branas, PhD, Associate Professor of Epidemiology, University of Pennsylvania SOM, CCEB

Senior Scholar, and Lead Epidemiologist for the Fire-arm & Injury Center at Penn, was quoted in the February 9th edition of *The Philadelphia Inquirer* about the sharp rise in suicides in Philadelphia in 2008. The 196 suicides in the city last year, more than half the number of homicides in 2008, represent a 32 percent increase over the number of self-inflicted deaths from 2007.

§

Brendan Carr, MD, Assistant Professor of Emergency Medicine and Epidemiology, Associate Director of the Division of Emergency Care Policy and Research, University of Pennsylvania SOM, and CCEB Senior Scholar, and colleague Robert Neumar, MD, PhD, Associate Professor of Emergency Medicine and Associate Director of the Center for Resuscitation Science, are co-authors of recent articles in the journals *Resuscitation* and *Intensive Care Medicine*, along with, in the latter case, **Charles Branas, PhD**, Associate Professor Epidemiology, University of Pennsylvania SOM, CCEB Senior Scholar, and others that suggest that patients suffering cardiac arrest have better chances of survival when attended to in large urban teaching hospitals, with higher-volume intensive care units, as opposed to smaller, often rural, non-academic hospitals. These findings were highlighted by [Fox News](#) affiliates in Lexington, KY, Youngstown, OH, Rochester, MN, and Kansas City, MO on the 9th and 10th of January.

§

Harold Feldman, MD, MSCE Professor of Medicine and Epidemiology, University of Pennsylvania SOM, Faculty Co-Director, CCEB Clinical Research Computing Unit, Director, Clinical Epidemiology Unit/Division of Epidemiology, CCEB/DEB, and CCEB Senior Scholar, was mentioned in a January 29th article in *The Washington Post* supplied by HealthDay News. The article reviewed Dr. Feldman's research published in the February issue of the *Clinical Journal of the American Society of Nephrology* (and published online in January) that found that the commonly used method of estimating glomerular fil-
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tration (eGFR) rates from routine blood work may not be cost-effective in identifying chronic kidney disease in patients, leading to numerous false positive kidney disease cases.

§

Jessica Fishman, PhD, CCEB faculty fellow, was the lead investigator of a study published in the February 2009 issue of the journal *Cancer* that focused on why African American patients are less likely than white patients to seek end-of-life hospice care and more likely to request aggressive treatment at that stage. The Penn authors found that hospice enrollment rules might need to be redesigned so that the patients with the greatest needs for care are not excluded. *Reuters Health* highlighted the article, accessible online a few months before publication, in a story widely released on the 22nd of December.

§

Joel Gelfand, MD, MSCE, Assistant Professor of Dermatology and Epidemiology, University of Pennsylvania SOM, CCEB Associate Scholar, was featured in syndicated video footage picked up by *WJHL-TV Channel 11* in Johnson City, TN on January 6th and *KTXS-TV channel 12* in Abilene, TX on January 7th that focused on his recent research findings indicating that the cutaneous condition psoriasis may increase the risk of heart attack.

Dr. Gelfand was also interviewed, along with one of his patients, for a segment that aired on the 16th of February on *KDKA-TV Channel 2* in Pittsburgh, as well as on stations in Tennessee and Wisconsin, regarding the link between psoriasis and coronary artery disease. Dr. Gelfand was a contributing author to an *American Journal of Cardiology* editorial consensus published in December on this subject.

§

Stephen Kimmel, MD, MSCE, Associate Professor of Medicine, Cardiovascular Medicine Division, Associate Professor of Epidemiology, University of Pennsylvania SOM, CCEB Senior Scholar, was quoted in an article in *The Wall Street Journal* on the 18th of February regarding the role of genetics in the way patients respond to using warfarin. The article was based

on a paper published in the February 19th edition of *The New England Journal of Medicine* prepared by The International Warfarin Pharmacogenetics Consortium, of which Dr. Kimmel is a member.

§

Ross Koppel, PhD, Adjunct Professor of Sociology, University of Pennsylvania School of Arts and Sciences, and CCEB Affiliate Member, was quoted and featured in the February issue of the American Sociological Association publication *Footnotes* in an article focusing on Dr. Koppel's study of the Boston transit system's treatment of disabled riders.

Dr. Koppel was also quoted in an *American Medical News* article posted on the 9th of March on the topic of physicians bypassing medication safety alerts. Also on March 9th, Dr. Koppel was interviewed for and quoted in the *JAMA* Medical News and Perspectives article on the information technology vulnerabilities that are revealed through the errors and malfunctions that have occurred at VA medical centers.

§

Shiriki Kumanyika, PhD, MPH, Associate Dean for Health Promotion and Disease Prevention, Professor of Epidemiology, Department of Biostatistics and Epidemiology, University of Pennsylvania SOM, CCEB Senior Scholar, was quoted on the 26th of February in a *Toronto Star* article about a report released the same day in London by the American Institute for Cancer Research and the World Cancer Research Fund. Twenty-three international experts, including Dr. Kumanyika, provided numerous recommendations in the report for governments, public health organizations, schools and industry in support of individuals' efforts to reduce cancer risk. Dr. Kumanyika referred to the evidence that diet, nutritional factors, being overweight, and lifestyle factors, such as being mostly sedentary, are related to cancer causation.

§

Ebbing Lautenbach, MD, MPH, MSCE, Associate Professor of Medicine and Epidemiology, University of Pennsylvania SOM, CCEB Senior Scholar, was quoted in *The Atlanta Journal-Constitution* on January

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Since 2002, Shiriki Kumanyika, PhD, MPH, CCEB Senior Scholar and Professor of Epidemiology (DBE), has been PI of a Center of Excellence (COE) that has provided pipeline opportunities for engagement of undergraduate students in biostatistics and other health research activities through partnerships with the Cheyney University of Pennsylvania, a historically black institution within

Associate Professor of Biostatistics (DBE) and Knashawn Morales, ScD, CCEB Senior Scholar and Assistant Professor of Biostatistics (DBE). Drs. Ten Have and Shults are also sponsoring a new program within the CCEB's Biostatistics Analysis Center (BAC) for college students of color, led by BAC staff members Quincy Greene and Chris Coley. Students from Temple, Cheyney, and Penn State will be given opportunities to work on data analysis projects. The primary aim for this program is to attract these

Group	DBE-Primary (2008)		CCEB Sr. Scholars (2008)		SOM (2007)		Inference
	N	%	N	%	N	%	
All Faculty	39	100	74	100	1762	100	
Female	21	53.9	29	39.1	544	30.9	>2-fold greater female representation in DBE than SOM
Minority	13	33.3	14	19.2	352	20.0	>2-fold better minority representation in DBE than SOM
Underrepresented Minority (URM)*	5	12.8	5	6.8	92	5.2	80% better underrepresented minority representation in DBE than SOM, but not statistically significant

Table 1. Gender and minority summary of faculty in the CCEB and DBE in 2008 and the SOM in 2007 and comparative inferences. * = African American, Native American.

the Pennsylvania State System of Higher Education. This COE is funded by the NIH National Center for Minority Health and Health Disparities Project EXPORT (EXcellence In Partnerships for Community Outreach, Research on Health Disparities, and Training) program. Through contacts established by this program, in FY07, Drs. Bellamy, Ten Have, and Moore, along with Justine Shults, PhD, CCEB Senior Scholar and Assistant Professor of Biostatistics (DBE), hosted Cheyney students interested in biostatistics who attended a "career day" at Penn. Drs. Shults and Ten Have continue to work with Cheyney students in collaboration with a Cheyney mathematics faculty member. An additional collaboration with Cheyney has developed through a research project on obesity treatment in primary care, funded by the State of Pennsylvania tobacco settlement funds. Several Cheyney students have become involved in the conduct of this study, including direct experiences with data collection and data management. As the study progresses they will also be involved in data analysis, working with the project biostatisticians, Russell Localio, PhD, CCEB Senior Scholar and

students to the field of biostatistics.

The Diversity initiative in Research for Underrepresented Minorities (DRUM), which provides summer internships to high school and college undergraduate students, focusing on URM students, is another successful pipeline effort. DRUM is led by Jesse Chittams and Catherine Williams, CCEB staff members, with input provided by Drs. Moore and Ten Have. Since 2000, Mr. Chittams has directed this program, the objective of which is to expose students to research and academic disciplines in biomedical research. DRUM has received support from the CCEB, Penn's Office of the Provost through its Diversity Fund, EXPORT, and the SOM Summer Mentorship Program. In 2008, DRUM partnered with EXPORT and the Summer Mentorship Program to provide workshops to 12 high school students from the Philadelphia area to introduce them to biostatistics and epidemiology. Former DRUM students participated in the workshops as presenters. The short-term goal is for DRUM students to return to their

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CCEB's Clinical Research Services: Editorial Service

The CCEB serves as an interdisciplinary resource for clinical research throughout the School of Medicine and offers a range of services, primarily to faculty, residents, fellows, and research staff within the University of Pennsylvania Health System, but also to clinicians and scientists throughout the Delaware Valley with interests in such services. These services are identified and described as a regular feature of this newsletter.

The editorial office of the CCEB has recently expanded its service and is now available to faculty, staff, residents, and fellows throughout the School of Medicine. Formally, the mission of the CCEB editorial office is to rewrite or modify rough drafts of grant proposals and manuscripts to improve clarity and readability; read copy to detect errors in spelling, punctuation, and syntax; verify facts, dates, and statistics, using standard reference sources; rewrite or modify copy to conform to publication style and editorial policy; develop and write web page text for use by Penn and SOM faculty, staff, and outsiders; create CCEB educational brochures/catalogs to be used for recruitment and attracting future students to the University; writing, editing, formatting (or laying out), and distributing the CCEB Newsletter for external use to Penn SOM faculty seminar speakers, former MSCE and PhD students, affiliated faculty, and interested others.; writing rough drafts of articles intended for journal submission from Powerpoint presentations, notes, journal articles, and/or other resources provided by faculty; and creating Powerpoint slides or posters based on completed manuscripts and/or other source material.

Fees for these services are assessed at the rate of \$38.03/hr. The length of time required to complete an assignment varies from project to project and depends on the depth and complexity of the work requested. However, the following estimates can be used as a guideline: manuscript from Powerpoint presentation (40-80 hrs.); Powerpoint slide presentation from manuscript/other sources (30-40 hrs.); writing/collating a grant proposal (30-40 hrs.); editing a grant proposal (10-20 hrs.); editing a book chapter (10-20 hrs.); editing a journal article (8-16 hrs.); and editing brief sections of text/promotion letters, etc. (up to 1 hr.).

For nearly five years, the CCEB has had a resident wordsmith offering a wide range of editorial services. Initially, the position was expected to focus primarily on grant editing as the top priority, followed by

the editing of manuscripts by CCEB faculty and/or students for journal submissions, and, ultimately, resurrecting the *CCEB Newsletter* (which had been suspended in the mid-90s). Within a year, the newsletter was re-launched, with an external version prepared for the School of Medicine, alumni, affiliated scholars, and others, and internal version directed to the 550-member CCEB. Originally designed as an online publication, both versions of the newsletter have enjoyed widespread interest in printed form. The newsletter remains a steady but concomitant function of the editorial service. Grants and manuscripts remain the top priority of the service.

In relatively short order, the editorial position also evolved into credited work co-writing textbook chapters, serving as contributing author in journal articles, editing textbooks, editing special editions of journals, and creating tables, figures, and flyers as needed. These services are also now available to the rest of the SOM. In addition, the editorial office serves as a standing resource for staff who need assistance in using EndNote or Reference Manager. The service has been well received overall and, in particular, by several junior faculty as well as those for whom English is a non-native language.

To ask questions or to place an editorial request, please contact Edmund Weisberg directly (eweisber@mail.med.upenn.edu, 215-573-6867). The document(s) to be edited, along with any pertinent instructions (e.g., tailoring for a particular journal, or cutting to meet journal or funding agency guidelines), should be included in the initial e-mail. Upon receiving the request, the editor will forward the CCEB Editing Assistance Request Form with work duration and cost estimates for approval by the requester before work is begun.

(Ratcliffe, continued from page 2)

Biometrics Society, the International Chinese Statistical Association, the Statistical Society of Australia, the American Statistical Association, and the Philadelphia Chapter of the American Statistical Association. She is also a reviewer for several journals, including, from longest tenure, *Statistics in Medicine*, *Journal of General Internal Medicine*, *Journal of the Royal Statistical Society, Series C*, *Lifetime Data Analysis*, *Sociological Methods & Research*, *Advances in Skin & Wound Care*, *Biometrics*, *Fertility and Sterility*, *Journal of the American Statistical Association*, *Epidemiologic Perspectives & Innovations*, *Journal of Applied Statistics*, and *The American Statistician*.

Dr. Ratcliffe has been the principal author of articles published in *Biometrics*, the *Journal of Statistical Software*, and *Statistics in Medicine*. She has also been a contributing author of papers published in a diverse range of journals, such as the *American Journal of Obstetrics and Gynecology*, *Clinical Nursing Research*, *Diabetes Care*, *Journal of Acquired Immune Deficiency Syndrome*, and *Journal of Clinical Sleep Medicine*. In addition, Dr. Ratcliffe has served as a co-author of two book chapters (“Factor Analysis” in *Encyclopedia of Biopharmaceutical Statistics*, 2nd edition, and “Hypothetical Vignettes in Empirical Bioethics Research” in *Empirical Methods for Bioethics: A Primer*).

Dr. Ratcliffe lives with her husband in Glenside, PA. She is a fan of Sudoku puzzles and will periodically try to solve them on train rides to and from work. This practice served her well in 2007, when she achieved a third place finish in the Advanced Category of the first Sudoku National

Championship held at the Pennsylvania Convention Center. Unfortunately, Dr. Ratcliffe doesn't have the opportunity to pursue another hobby, Tae Kwon Do. She has a black belt in the Kukkiwon (WTF) form, which she learned in Australia. This approach is taught by Olympic rules and differs enough from the ITF form practiced at her local clubs that she thinks if she were to change styles, she'd perform poorly in both. Olympic rules Tae Kwon Do hasn't been the only brush with the Olympics for Dr. Ratcliffe, interestingly. She was a volunteer in the Olympic Village in the 2000 Sydney games. She served as a liaison for athletes from the Federated States of Micronesia (their first time participating in the Olympics), with her responsibilities resting mainly on making sure that the athletes and officials managed to get to where they were supposed to go on time. This was no easy feat, as Dr. Ratcliffe remembers, because Micronesians lived most of their lives by “island time,” where there is scant concept of time or timeliness. Shuttle buses were the only vehicles allowed in the Olympic Village, which was situated within easy walking distance of most of the athletic venues. Dr. Ratcliffe recalls that it felt surreal to vaguely recognize someone standing next to her waiting for the shuttle only to realize later that she or he had just won a gold medal the previous evening.

Dr. Ratcliffe and her husband try to visit her family in Australia every one to two years. More recently, they met in the middle – in Hawaii, where they managed to visit all of the islands. When living in Australia, she enjoyed travel to much of the southern and eastern part of her native country as well as some South Pacific islands such as Fiji and New Caledonia. Since moving to the US, she has seen good portions of the East and West Coasts of the US and southwestern Canada.

(Gallo, continued from page 3)

an epidemiologic sampling of West Philadelphia households, using standardized assessments and then an ethnographic study, to design interventions with which patients are more likely to comply. He is also proposing to train lay workers for the prevention of depression through community interventions such as natural helping networks (including churches, mosques, and block captains). The work employs strong public health approaches. Dr. Gallo has been

working with the Mexican Institute of Social Security to carry out a large epidemiologic study of depression in late life. He is a co-investigator on a 60+ year follow-up of physicians who were medical students at Johns Hopkins between 1948 and 1964, one of the longest studies of aging.

Dr. Gallo has been the principal author of several articles in peer-reviewed journals including *Acta Psychiatrica Scandinavica*, *Aging and Mental Health*,

(Continued on page 12)

4th in an article on the dearth of knowledge regarding the effects of overprescribing antibiotics.

§

James Lewis, MD, MSCE, Associate Professor of Medicine and Epidemiology, University of Pennsylvania SOM, CCEB Senior Scholar, was the lead author of an article published in the December issue of *Gastroenterology* that found that exposure to the drug class known as thiazolidinediones, which includes the drug Avandia, does not increase the risk of developing colonic neoplasias in patients with type 2 diabetes. The findings of Dr. Lewis and his co-authors were reported at the end of December in www.ModernMedicine.com and HealthDay News.

§

Vincent Lo Re, III, MD, MSCE, Assistant Professor of Medicine and Epidemiology, and CCEB Senior Scholar was cited regarding his estimation of hepatitis C prevalence in a February 25th article in *The Wall Street Journal* regarding various pharmaceutical companies' approaches to developing therapies to thwart that particular infectious disease.

§

Jennifer Pinto-Martin, PhD, Professor of Nursing and Epidemiology, University of Pennsylvania School of Nursing, and SOM, and CCEB Senior Scholar, was quoted in a widely distributed *Associated Press* article focusing on a new study from Italy that supports well-established evidence that thimerosal, a mercury-based preservative formerly used in vaccines to prevent the growth of bacteria and fungi, does not harm children. Dr. Pinto-Martin's colleague Paul Offit, MD, Penn Department of Pediatrics and CHOP was also quoted in the article. Thimerosal was removed from vaccines in Italy and other European countries in 1999; the preservative has been absent from US childhood vaccines, other than certain flu shots, since 2001.

§

Timothy Rebbeck, PhD, Professor of Epidemiology, Department of Biostatistics and Epidemiology, University of Pennsylvania SOM, Cancer Epidemiology and Risk Reduction Program Leader, Abramson Can-

cer Center, Director, Center for Genetics and Complex Traits, Director, Center for Population Health and Health Disparities, and CCEB Senior Scholar, was quoted in multiple stories about his recently published study conducted with Susan Domchek, MD, Associate Professor of Hematology-Oncology and Director of the Cancer Risk Evaluation Program. Their findings indicated that women who carry the BRCA1 and BRCA2 genetic mutations, placing them at high risk for developing breast and ovarian cancer, can lower their breast cancer risk by 50% and ovarian cancer risk by 80% by getting their ovaries removed at a young age. The meta-analysis of 10 previous studies was published in the January 21st edition (January 13th online) of the *Journal of the National Cancer Institute*. Local coverage in *The Philadelphia Inquirer* and *CBS Channel 3* also discussed a Penn patient who had her ovaries and breasts removed after learning that she was a BRCA carrier. Dr. Rebbeck was quoted by several other media sources on this subject including local *WHYY* radio and *The Washington Post*, and the study was cited by *Reuters*, numerous *NBC News* affiliates, and *MedPage Today*.

§

Brian Strom, MD, MPH, Director, Center for Clinical Epidemiology and Biostatistics, was quoted in the March 13th edition of the *Philadelphia Business Journal* on the subject of the \$10 billion in funding for health care studies to be made available during the next two years under the American Recovery and Reinvestment Act, popularly known as the economic stimulus package.

Note

Jennifer Pinto Martin, PhD, MPH, the Viola MacInnes/Independence Professor of Nursing, University of Pennsylvania SON, Professor of Epidemiology, SOM, CCEB Senior Scholar, and Director of the Center for Autism and Developmental Disabilities, was named the recipient of the 7th annual Clair M. Fagin Distinguished Researcher Award.

(Gallo, continued from page 10)

American Family Physician, American Journal of Geriatric Psychiatry, Annals of Family Medicine, Annals of Internal Medicine, Archives of Family Medicine, Archives of Internal Medicine, Canadian Journal of Psychiatry - Revue Canadienne de Psychiatrie, Cancer Causes and Control, Current Opinion in Psychiatry, Epidemiologic Reviews, Family Medicine, International Journal of Psychiatric Medicine, International Journal of Psychiatry in Medicine, JAMA, Journal of Family Practice, Journal of General Internal Medicine, Journal of the American Geriatrics Society, Journals of Gerontology: Psychological Sciences, Maryland Medical Journal, Psychiatric Services, Psychological Medicine, and Social Psychiatry & Psychiatric Epidemiology. He has served as a contributing author of articles appearing in several other peer-reviewed journals. In addition, Dr. Gallo is on the

editorial boards of *International Journal of Psychiatry in Medicine* and *Journal of Mixed Methods Research* and serves as an ad hoc reviewer for numerous publications. Dr. Gallo has also been the lead author of several books and book chapters.

After a decade at Penn, Dr. Gallo insists that “10 years are like 10 days.” He has found that the time has flown so quickly because “the great people that I work with are the best of the best in the country.” Until last year, Dr. Gallo commuted daily from Aberdeen, MD to Philadelphia by train. About a year ago, he and his wife, who have three adult children, bought a 100-year-old house in Swarthmore, PA. Besides not missing Amtrak, Dr. Gallo finds another advantage in his new home – it’s allowed him to fulfill his longtime dream of living within walking distance of a college bookstore. When he’s not spending time with his wife and/or visiting the bookstore, Dr. Gallo can be found staining and finishing old furniture.

(Faculty recruitment, continued from page 8)

respective high schools with a heightened sense of career opportunities and serve as role models within their communities. The long-term goal is to increase the likelihood that these underserved students will attend and stay in college and seek careers in the biomedical sciences.

The CCEB also participates in Summer Undergraduate Minority Research (SUMR), a pipeline program led by the Leonard Davis Institute that recruits students nationally. SUMR provides URM undergraduate students (rising sophomores, juniors and seniors) with a chance to conduct health evaluation sciences on a topic of their choice, under the guidance of Penn faculty. The goal of SUMR is to foster and prepare top minority students for academic and research careers in health evaluation sciences. In addition to conducting research, SUMR scholars participate in an orientation program, attend weekly seminars and a national conference, and network with health evaluation scientists. The CCEB is sponsoring a student this summer.

Retention

Women’s health has been an area of research interest and strength within the CCEB. Housed within the CCEB, FOCUS was established in 1994 in response to

the need for a comprehensive approach to women’s health research, education, and advocacy. In 1997, with support from the Dean, FOCUS expanded to support a dual mission toward diversity throughout Penn’s medical faculty by: 1) retaining and advancing women in academic medicine and 2) promoting education and research in women’s health. FOCUS works to achieve an increase in the proportion of women faculty in all departments, particularly at the

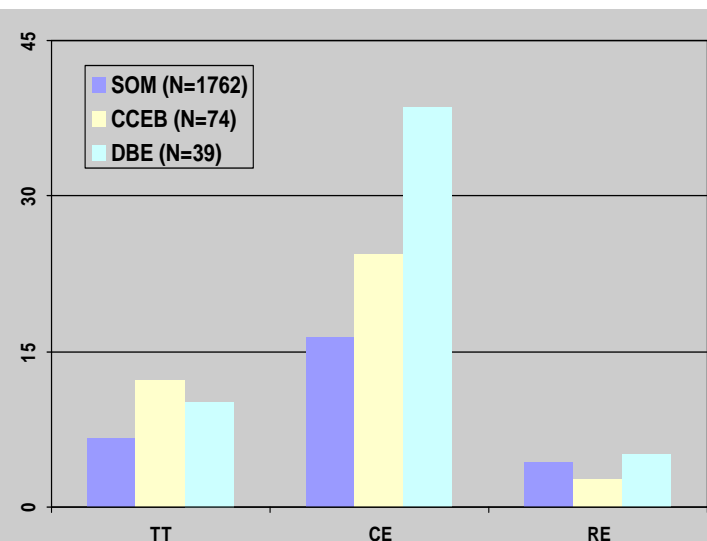


Figure 2. Percent female by track in the SOM, CCEB, and DBE. TT = tenure track; CE = clinician educator track; and RE = research track.

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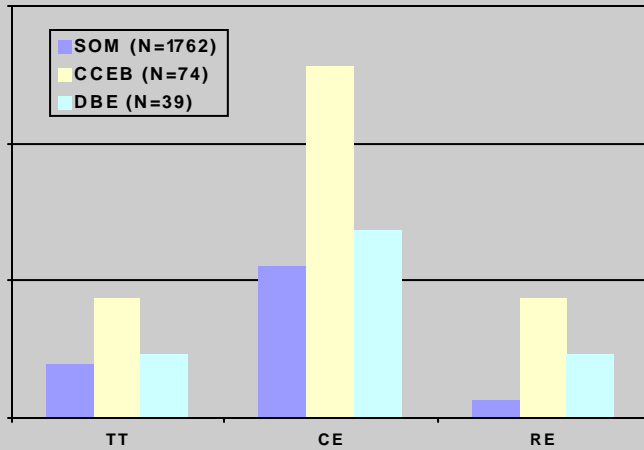


Figure 3. Percent underrepresented minority by track in the SOM, CCEB, and DBE.

senior levels and in leadership positions, by holding professional development conferences, seminars and workshops centered on skill building and networking, as well as annually monitoring faculty gender statistics. In addition, FOCUS raises funds to support junior faculty and medical students in fully-funded projects in women’s health research. Thirty-four junior faculty thus far have received year-long seed grants from FOCUS to conduct investigations in women’s health. FOCUS has also provided 40 medical students the chance to take time away from the traditional curriculum to work full-time for six months under the mentorship of senior Penn faculty researchers performing women’s health research. The Association of American Medical Colleges (AAMC)

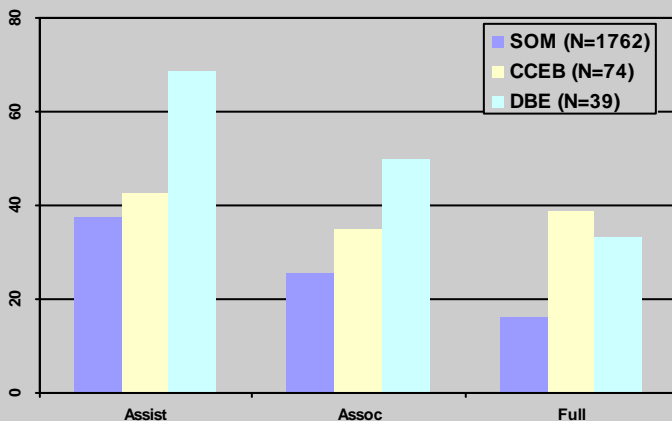


Figure 4. Percent female by rank in the SOM, CCEB, and DBE.

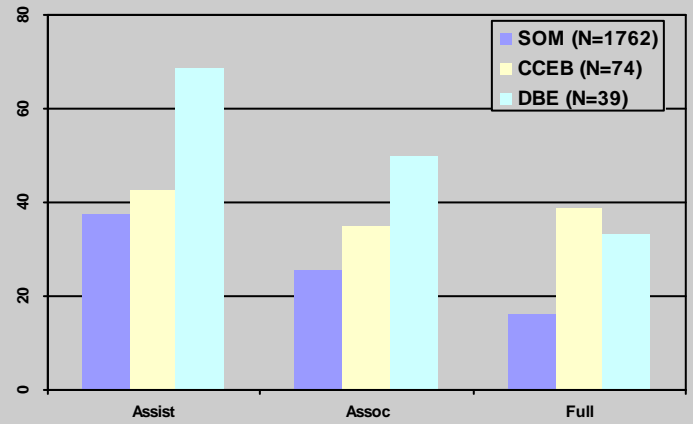


Figure 5. Percent underrepresented minority by rank in the SOM, CCEB, and DBE.

has bestowed national recognition on FOCUS, calling it a model Women in Medicine (WIM) Program.

Conclusion

Overall, the DBE and CCEB have a higher proportion than the SOM of female and URM faculty. By track, the proportion of females in the Clinician Educator track is highest in the DBE, followed by the CCEB and SOM (see Fig. 2). The numbers are comparably low for the Research and Tenure Tracks. There is a higher proportion of URM in all tracks in the DBE/CCEB as compared to the SOM (see Fig. 3). By rank, the percentage of females in the DBE/CCEB is higher at all ranks than in the SOM, with a higher percentage in the DBE of assistant and associate professors and a higher percentage of full professors in the CCEB (see Fig. 4). There is a higher proportion of URM in the DBE/CCEB at the asst. and full ranks as compared to the SOM (see Fig. 5). Of course, these statistics only serve to highlight where we are and indicate how much progress can still be made across the board. Finally, in addressing the DBE’s track record in the recruitment of women, Dr. Bellamy added perspective by offering, “Biostatistics, generally speaking, has more women than other disciplines within the sciences, so I think the Division has indirectly benefited from this higher representation that generally exists within the field and has had the luxury of not doing much in the way of targeted recruitment to increase gender diversity.”

Congratulations and best wishes to the following December 2008 graduates!

MSCE Degree Recipients

Aluko Hope, MD
Jason Kim, MD
Chandrakala Menon, PhD
Jocelyn Miller, MD
Nananamibia Smith, MD

Beth Ann Johnson, MD, MA
Hubert J. Karreman, VMD
Despina Kontos, PhD
Dustin Mark, MD
Temitope O. Olufade, MS, MPH
Amanda Erin Bennett Palladino, MD
Preeti R. Patel, MD
Karin U. Sorenmo, CMV
Michael J. Stephen, MD
Sara Kathryn Whittington, MSW

Clinical Research Certificate Recipients

Nicholas Scott Abend, MD
Olivera Marsenic Couloures, MD
Frederick Jonathan Guilfoyle, MD

CCEB Photo Gallery: Sandy Norman's Retirement Party



Above, left to right, Tori Kuntz, Sandy Norman, Judy Kinman, and Sheryl Potashnik. Above right, from left to right, Sandy Norman, Lucy Tuton, Patricia Scott, and Jennifer Forbes-Nicotera. Right, from left to right, Harold Feldman, Sandy Norman, Pam Hirschfeld, Abigail Cohen, and John Farrar.

