

2019 Women's Leadership Conference – Fellow/Trainee Session 3 Scenarios for Discussion

Allow ~15-20 minutes per discussion topic.

Dr. Elena Martinez is finishing her oncology fellowship this year and is looking for a job in an academic medical center. She will be specializing in the treatment of breast cancer, and she is scheduled to interview with other medical oncologists in her section as well as a radiation oncologist and two breast surgeons. During her interview with one of the other medical oncologists, she is asked how she plans to manage any prolonged absences because her partners' practices are already full with patients. How should Dr. Martinez answer this question?

Questions:

Have you or a colleague experienced a similar situation? Were there any key takeaways that you can share?

Dr. Tunisha Hubbard is finishing her post-doc in neurosciences and has been interviewing at a large academic center for an Assistant Professor position on tenure track that has a good start up package with protected research time and support for her lab. She will be required to teach graduate students each semester with the same percent effort for teaching as other early Assistant Professors. In addition to her research and teaching obligations, her Department Chair has asked that she develop a mentorship program for all of the graduate students in neurosciences, pairing them with faculty mentors and facilitating introductions and monitoring the program's success. Dr. Hubbard had some strong mentors in her training, and she likes the idea of being part of a mentoring program. She inquires about additional pay for this role as it sounds like a lot of additional time and work for her, and the Chair replies, "There's not any funding for a mentoring program specifically, but we hope that once you show how valuable the program is to our department, the Dean will recognize its value and begin funding effort for it. Don't you want to help the department and have the opportunity to develop a great program?" What should Dr. Hubbard do?

Questions:

Have you or a colleague experienced a similar situation? Were there any key takeaways that you can share?

The New York Times

How Amy Klobuchar Treats Her Staff



Senator Amy Klobuchar talked with aides at the Capitol in December. For years, she has had among the highest rates of staff turnover in the Senate. Erin Schaff for The New York Times

In February 2019, the NYT published an article about the "female leadership style" of Amy Klobuchar, the Senator from Minnesota, who is running for president. An excerpt of the opening paragraph is included below:

"Senator Amy Klobuchar was hungry, forkless and losing patience.

An aide, joining her on a trip to South Carolina in 2008, had procured a salad for his boss while hauling their bags through an airport terminal. But once onboard, he delivered the grim news: He had fumbled the plastic eating utensils before reaching the gate, and the crew did not have any forks on such a short flight.

What happened next was typical: Ms. Klobuchar berated her aide instantly for the slip-up. What happened after that was not: She pulled a comb from her bag and began eating the salad with it, according to four people familiar with the episode. Then she handed the comb to her staff member with a directive: Clean it.”

Questions:

**How might the same behaviors be perceived differently for male compared to female leaders?
How do women leaders tend to be perceived when they display some of the behaviors described in this article? Why might that be?**