

Dear Members of the Women in Medicine Committee,

We are writing in support of Dr. Susan B. Scholar, who is being considered for the 2009 Women in Medicine Leadership Award.

Dr. Scholar has had a long and impressive career as an academic physician and has inspired many women to follow in her very able footsteps. After a highly productive career as a physician, teacher, and researcher, Dr. Scholar turned her attention to leadership in academic medicine, both for her own interest and to help others. In her role as Senior Associate Dean for Faculty Affairs, she has prioritized and successfully mentored faculty at all levels to reach their academic potential.

Dr. Scholar is a pioneer in the field of mentorship. While Vice Chair for her Department of Procedural Medicine, she created a mentorship program which was adopted by the entire medical center. Following the success of her local program, she obtained a \$1.7 million grant from the prestigious Roger Rock Johnston Foundation. As Principle Investigator (PI), she effectively partnered with leaders at 5 major institutions, and helped create a model faculty mentorship that has led to 15 publications, 14 grants for a total of \$2.6 million and the promotion of 37 assistant professors to associate professor, and 28 associate professors to full professors, 34% of them women. The poster she and her group presented at the Society of Long Anticipated Change in 2003 won their most prestigious award, the Golden Axe

Dr. Scholar is an extraordinary physician and teacher highly regarded in her department and throughout the medical community. Her ability to hear her patient's needs coupled with her extensive knowledge of Procedural Medicine and her insightful approach to problem solving has led to her becoming the choice of generations of patients, as well as many clinicians and their own families

Dr. Scholar's teaching strengths are illustrated by her "Teacher of the Year" Award in 1999 and by appointment as Chair of the Educational and Programs Committee of the Procedural Innovation Society. Dr. Scholar has been an invited visiting professor over 300 times, in more than 35 countries, actually lecturing and teaching in two languages.

As a teacher and researcher, Dr. Scholar is a model for other physicians and for many accomplished researchers. She has published over 200 peer reviewed journal articles as well as multiple book chapters, scientific exhibits, and abstracts. Her first- authored, early articles on innovative techniques in her specialty are considered seminal works. As Director of the Laboratory for Innovative Research, she mentored post doctoral students for over a decade, most of who have gone on to prominent positions of their own.

As Senior Associate Dean for Faculty Affairs, Dr. Scholar used her insight and experience to create leadership initiatives to the benefit of faculty both locally and nationally. She recognized that women often face disadvantages due to the challenge of the tenure clock occurring simultaneously with childbearing and early childhood responsibilities and she spearheaded a program to educate the medical community, and to change promotion policies. Seeing that part time work was often a disadvantage for women and junior faculty, she launched a multi-institutional study of human resource practices and authored policy changes that benefited the faculty and served as a national model and resource.

Dr. Scholar has our highest possible recommendation for this award. Her vision and leadership are remarkable, and her accomplishments have been transformative for our institution. She has been a role model, change agent, and advocate of faculty nationally. She truly embodies the achievements described by the National Women in Medicine Leadership Award.

If you have any questions, please don't hesitate to ask.

Sincerely,

FTMS Women in Academic Medicine Committee