

Beyond Data and Publishing: How to Advance as a Clinician Scientist

NCI Center to Reduce Cancer Health Disparities

ANNOUNCEMENTS

Upcoming Paves

Date	Title	Time	Speakers	Registration Link
November 29, 2023	You've Reached Research Independence, Now What?	3:00 - 4:00 pm EST	Dr. Harold Saavedra	Register Here

View previous sessions on our [Paves website](#).

Early Investigator Advancement Program (EIAP)

Call for Applications!

The Early Investigator Advancement Program (EIAP), a trans-NIC initiative, aims to promote the transition of early-career investigators from diverse backgrounds to established investigators.

Program Components

Grantsmanship
Training &
Guided
Application
Preparation

Professional
Development
Workshops
and Webinars

Mentorship

Peer
Networking

Applications will be accepted between October 2nd and November 1st, 2023.

Why Apply to the EIAP? If selected, Scholars...

- Hone their craft at developing a competitive R01 grant application.
- Receive guided support and technical assistance on the R01 application.
- Match with an established investigator.
- Develop life-long peer relationships.
- List EIAP as an NCI award on C.V. & the Biosketch.
- **SUBMIT a competitive R01 application by Oct/Nov 2024!**

Visit the [EIAP website](#) for application requirements, FAQs, and to access the recorded pre-application webinar.

Contact: EIAP@nih.gov

Intramural Continuing Umbrella of Research Experiences Program

- Supports mentored research experiences (**2-3 years depending on training level**) for students and scientists from diverse backgrounds on **NCI campuses** in Bethesda, Rockville and Frederick, Maryland
- Centralized review and program-facilitated matches for scholars to NCI PIs; **applicants do not need to pre-identify a PI to apply**
- **NCI values diversity** and particularly encourages applications from individuals from diverse backgrounds, including those from groups underrepresented in the cancer research workforce, for example those from groups noted in the Notice of NIH's Interest Diversity ([NOT-OD-20-031](#)).



We are now accepting applications for research experiences beginning Fall 2024. Check out [the website](#) for all the details including the slides and recording from the pre-application webinar.



Contact

Dr. Gregory Adams, Jr.

Dr. Jessica Calzola

iCURE@nih.gov



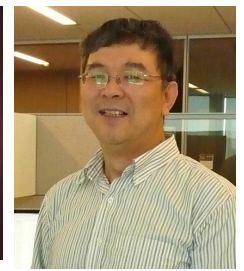


Diversity and Re-Entry and Re-Integration ([PA-21-071](#))

- Provide additional funding to currently active NIH grants to support research experiences of trainees → **bridge** toward next career level
- Aims to support candidates from ***underrepresented populations: race/ethnicity, disability, disadvantaged background***
- Parent grant must have **at least 2 years** of active status left at the time of supplement application
- **R01 or equivalent – 2** supplements at the same time;
- **R21 or equivalent – 1** supplement at a time to support grad student or more junior

Receipt Cycle	Application Receipt Date
1	Oct 1- Dec 1
2	Feb 1- Mar 31

Contact
 Dr. Belem López
 Fulera Salami
 Dr. Chantel Fuqua
 Dr. Jason Liu
CUREsupplements@nih.gov



<https://www.cancer.gov/about-nci/organization/crhd/about-health-disparities/resources/diversity-supplements-fact-sheet.pdf>

Today's Presenters



Narjust Florez, MD



Idalid (Ivy) Franco, MD, MPH

Beyond Data and Publishing: How to Advance as a Clinician Scientist

Narjust Florez, MD

Associate Director, The Cancer Care Equity Program

Thoracic Oncologist, Dana-Farber Cancer Institute

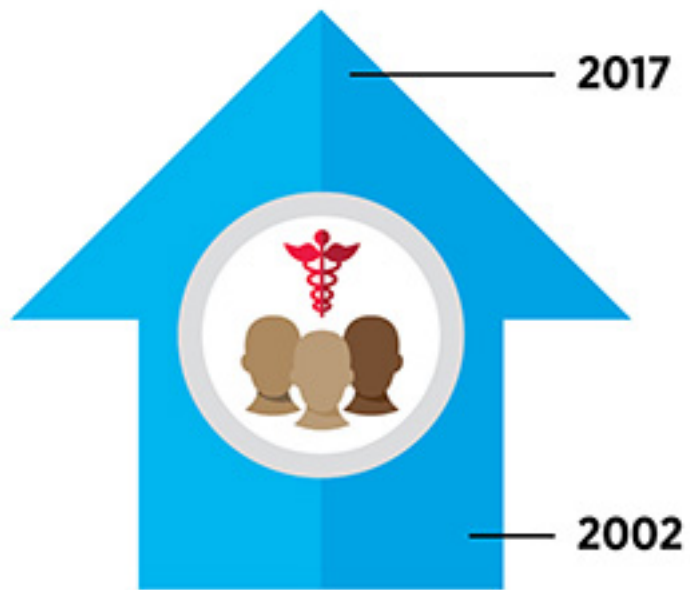
Assistant Professor of Medicine, Harvard Medical School

Associate Editor, *JAMA Oncology*



Objectives

1. Learn how to manage a research career while conducting clinical practice
2. Discuss the unique needs of physician scientists from a mentor's perspective
3. Identify ways to protect your research time



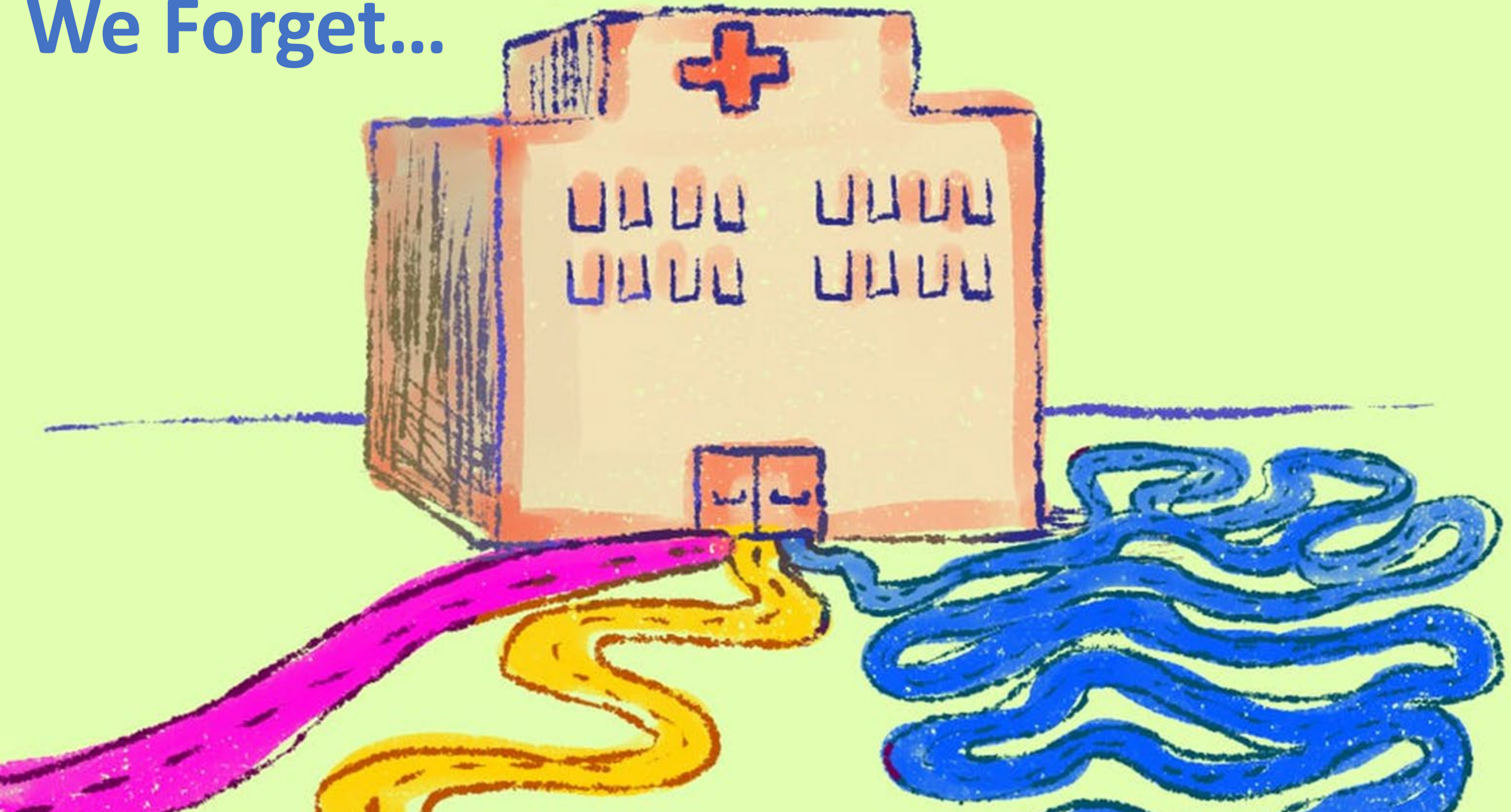
Between 2002 and 2017, in the United States, the numbers of African American, Hispanic, and American Indian/Alaska Native medical school matriculants have increased.

However, these minority student populations are still underrepresented relative to their corresponding proportions in the U.S. population.



However ...

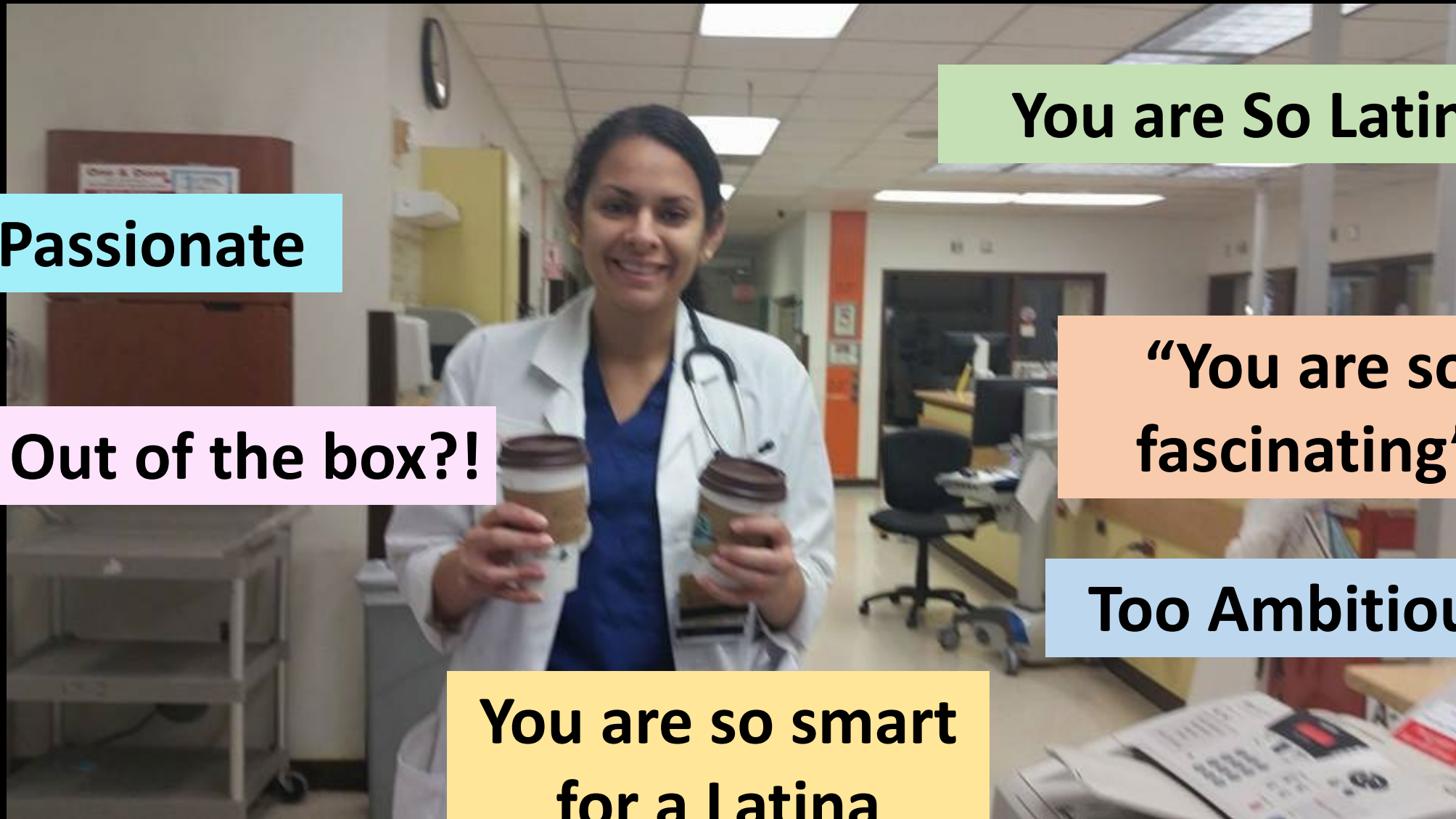
We Forget...





Keep Old Practices...





You are So Latina

Too Passionate

Out of the box?!

“You are so fascinating”

Too Ambitious

**You are so smart
for a Latina**



MY WHITE COAT DOESN'T FIT



art of oncology

My White Coat Doesn't Fit

Narjust Duma, MD^{1,2}

There I was, crying once again all the way from the hospital's parking lot to my apartment, into the shower, and while trying to fall asleep. This had become the norm during my internal medicine residency. For years, I tried hard every day to be someone else in order to fit in. It started with off-hand comments like "Look at her red shoes," "You are so colorful," and "You are so Latina." These later escalated to being interrupted during pre-

and then ran to the bathroom to cry alone. That interaction was a turning point for me; I got the message. I needed to change; I needed to stop being who I was to be accepted.

As the years passed, I kept key pieces of my personality hidden, hoping I could earn the respect of my colleagues. I refrained from sharing my personal stories as they were different from those around me. I grew up in a developing country with a struggling economy and an even more challenging political situation. It was clear that we simply did not share similar experiences.

Check for updates

Duma, N, JCO, 2022

<https://meetinglibrary.asco.org/record/195368/video>



#LatinasInMedicine

Share stories | Amplify achievements | Open opportunities | Create connections




 Sun Dec 1
 1 PM EST

Live Mini-Interview
Johanna Vidal-Phelan, MD, MBA, FAAP
 Senior Medical Director-Pediatrics
 General Pediatrician, Hamilton Health Center



@jmvpm_d_phelan
 #LatinasInMedicine

“

*By using the hashtag #LatinasInMedicine we can identify tweets by and about Latina women in medicine and related health care professions, which in turn allows Twitter users to **interact** with each other, **amplify achievements**, **increase the visibility** of Latinas both personally and professionally, and **create a sense of belonging** to the community.*

”

#Latinas
in
Medicine



#LatinasInMedicine: Using the Hashtag to Build Community in Medicine

Briana Christophers, Narjust Duma, MD, Maria Carolina Mora Pinzón, MD

MEDICAL EDUCATION SURVEY

FOR #LATINASINMEDICINE
IN THE U.S.

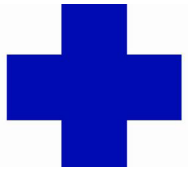
est. time: 15 minutes

Receive a \$5 Starbucks
Gift Card

Latinas
in
Medicine

- 54.5% of respondents (114/209) reported had negative interactions with patients/patient's family stemming directly from their ethnic identity

- **72.8% (147/202) reported experiencing discrimination from others within the medical field**



Gladys Rodriguez, MD
START Center for Cancer Care
San Antonio, Texas



Sometime in 2019 our pathways crossed ...



Breast Oncology | Published: 11 August 2022

Disparities in Primary Breast Cancer Stage at Presentation Among Hispanic Subgroups

[Nishwant Swami MPH](#), [Tiffany Nguyen MD](#), [Edward Christopher Dee MD](#), [Idalid Franco MD, MPH](#), [Yefri A. Baez MD](#), [Kaitlyn Lapen MD](#), [Lora Wang MD](#), [Neha Goel MD](#), [Brandon A. Mahal MD](#), [Oluwadamilola M. Fayanju MD](#), [Narjust Duma MD](#) & [Fumiko Chino MD](#) ✉

Annals of Surgical Oncology. 29, 7977–7987 (2022) | [Cite this article](#)



Cancer

ORIGINAL ARTICLE

Sexual Health Assessment in Women with Lung Cancer study: Sexual health assessment in women with lung cancer

[Narjust Florez MD](#) ✉, [Lauren Kiel BS](#), [Kelly Meza MD](#), [Zihan Wei MS](#), [Emanuele Mazzola PhD](#), [Ana I. Velazquez MD, MSc](#), [Idalid Franco MD, MPH](#), [Mary Jo Fidler MD](#), [Ivy Elkins ...](#) [See all authors](#) ▾

First published: 16 October 2023 | <https://doi.org/10.1002/cncr.35057>

SPECIAL SERIES: DISPARITIES IN CANCER CARE FOR HISPANIC-LATINX PEOPLE

Dónde Están? Latinx/Hispanic Representation in the Oncology Workforce: Present and Future

[Narjust Duma, MD](#)¹; [Ana I. Velazquez, MD, MSc](#)²; [Idalid Franco, MD, MPH](#)³; [Lauren Kiel](#)⁴; [Laura A. Levit, JD](#)⁵; [Caroline Schenkel, MSc](#)⁶; [Kelsey Kirkwood, MPH](#)⁷; [Sybil Green, JD](#)⁸; and [Gladys Rodriguez, MD](#)⁹

ASCO special articles

Check for updates

Founded in 2019



Florez Lab members are agents of change



FLOREZ LAB POSTERS #ASCO22

Professional Development and Education Advances

S. Beltrán Ponce
11041

Trainee and program director perspectives of parental leave and parenthood in oncologic specialties

D. Idossa
11041

Are we doing it right? Mentorship challenges for oncology fellows and early-career faculty from backgrounds underrepresented in medicine

I. Riano
11041

Evaluating the quality of clinical evidence in gastrointestinal cancers PubMed searches: How relevant are the results?

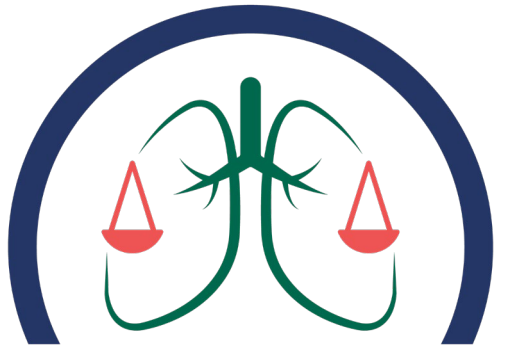
A. Velazquez
11041

Quality and content of online cancer information: An analysis of NCI-designated cancer center YouTube videos

“The majority of [our lab’s] work is on social justice because there are so many inequalities in cancer care and for women in medicine in general. We focus on finding interventions to address those inequalities and move the field forward.”

Narjust Duma, MD





Florez Lab

“

Why would I want to be ‘normal’ when I could be my own lively, passionate, and positive self?

— Coral Olazagasti

”

“

The impact of having someone who looks like me—a woman, an immigrant, an underrepresented minority—thriving in academic medicine, is hard to put into words.

— Dame Idossa

”

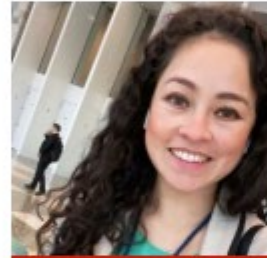
GUEST EDITORIAL



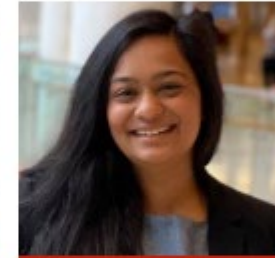
The Duma Lab seeks to change how mentorship works for underrepresented women in medicine



Coral Olazagasti, MD
*Hematology/oncology fellow,
Department of Medicine, Division of Hematology-Oncology,
Zucker School of Medicine at Hofstra/Northwell
Health Cancer Institute*

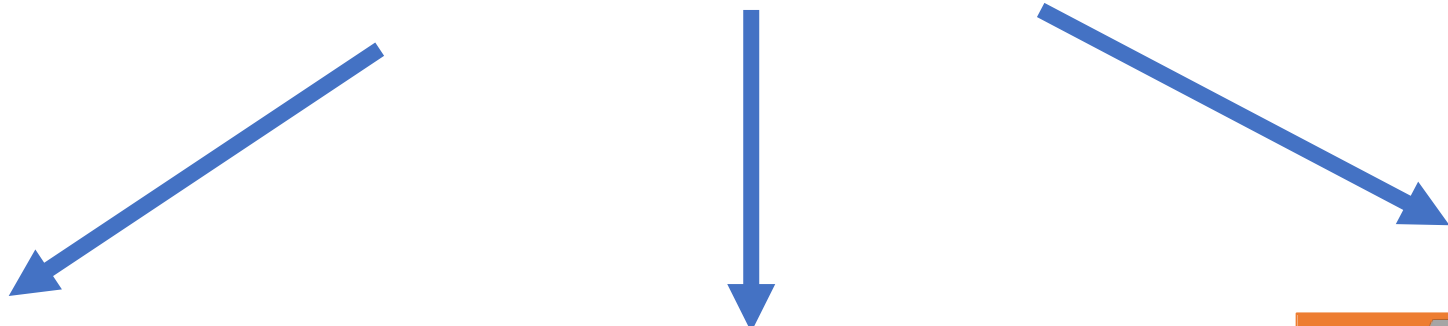


Carolina Bernabe, MD
*Hematologist, oncologist,
Essen Medical Health*



Shruti Patel, MD
*Hematology-oncology fellow,
Department of Medicine, Division of Hematology/Oncology,
Stanford University School of Medicine*





Tolerability of Cancer Immunotherapy from the Patient Perspective: Evaluating Symptomatic Adverse Events of Immune Checkpoint Inhibitors with Electronic PRO-CTCAE in a Diverse Patient Population with Lung Cancer



S T U D Y

The ePRO-CTCAE assessment (administered at baseline visit and every clinical visit for 6-8 weeks)

A longitudinal toxicity over time (ToxT) analysis to patient-reported AE data will characterize the toxicity and tolerability of ICIs from the patient perspective





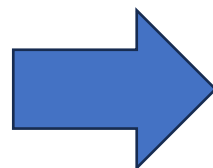
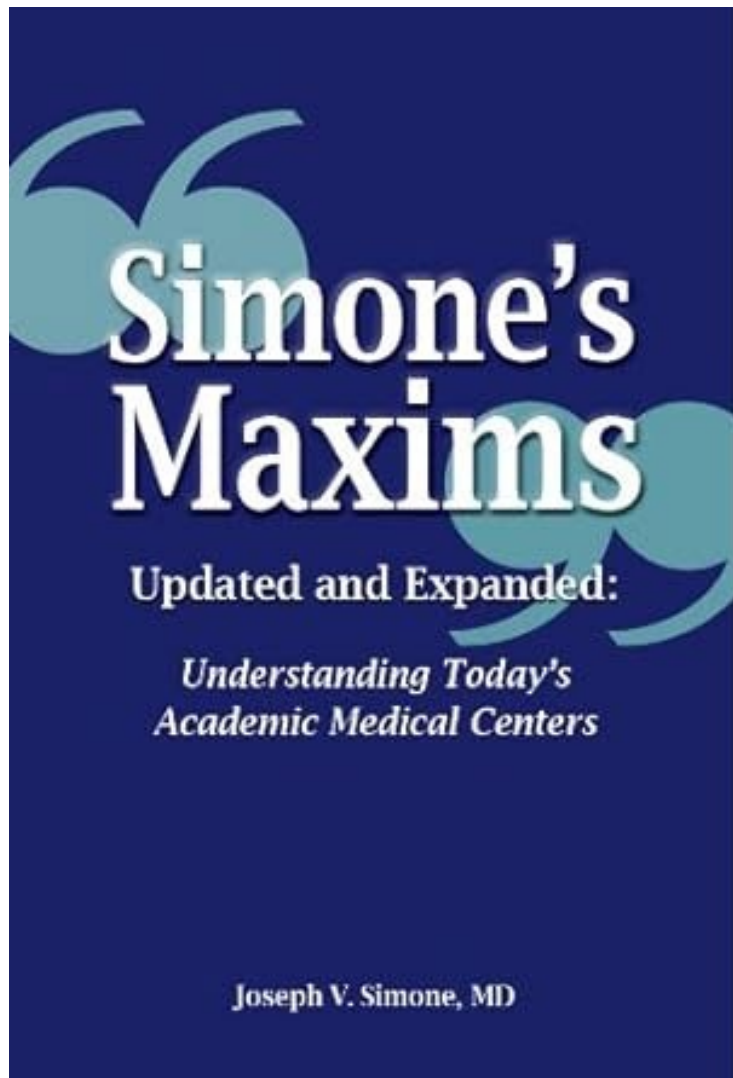
FhINCH

Fertility and Sexual Health effects of
Immune checkpoint inhibitors in young
women with Non-small cell lung Cancer and
melanoma



COMING SOON

Learned Lessons



comments and controversies

Understanding Modern Medical Centers: Beyond Simone—Intersectional Maxims for a New Era

Stephanie L. Graff, MD¹; Tanya Wildes, MD²; Narjust Duma, MD³; Don S. Dizon, MD¹; Noelle K. LoConte, MD⁴; Edith Mitchell, MD⁵; Martina C. Murphy, MD⁶; Edith A. Perez, MD⁷; Sarah M. Temkin, MD⁸; Pamela L. Kunz, MD⁹; and Karen M. Winkfield, MD¹⁰

INTRODUCTION

In 1999, Dr Joseph Simone published in *Clinical Cancer Research* what would famously become Simone's Maxims, a moniker Dr Simone¹ included in the title of the piece. For decades, the aphorisms provided in his work have circulated as truths that aspiring clinicians should understand to thrive in the ranks of academic medicine. Yet, since these truths were written, much has changed about the physician workforce and their relationship with institutions. Since 2003, half of the students entering medical school are women.² Today, women make up 40% of the oncology workforce, and increasing numbers of oncologists identify with underrepresented groups in medicine (URiM) including, but not limited to their race, ethnicity, sexual orientation and/or gender identity, socioeconomic background, immigration status, and intersectional combinations. Concurrent with these demographic changes, the practice of oncology has become increasingly complex, academic medicine increasingly a silo within niche or

people—sex, race, class, sexual orientation, physical ability, etc. It is with a lens of intersectionality that we reintroduce Simone's Maxims for a new era, reflective of the unique challenges and opportunities that have arisen in the intervening two decades.

INSTITUTIONS

*Original Maxim: Institutions don't love you back.*¹

Intersectional Maxim: Institutions and health care organizations don't love you back.

The truth of the original Simone Maxim is magnified for women, URiM, and persons with intersectional identities.⁵⁻⁷ The increased consolidation of institutions, both academic and not, into large organizations are, ever more, businesses in health care and has led to the depersonalization of health care workers. Clinicians have been reduced to chess pieces, and women and URiM are often the pawns (of note, we subsequently use institutions or organizations collectively).

Published online 09/27/2023

DOI: 10.1200/JCO.22.01060 Journal of Clinical Oncology 41, no. 7
(March 01, 2023) 1350-1358.

Simone JV. Understanding academic medical centers: Simone's Maxims. Clin Cancer Res. 1999 Sep;5(9):2281-5. PMID: 10499593.



Dana-Farber
Cancer Institute



HARVARD
MEDICAL SCHOOL



TABLE 1. Beyond Simone—Intersectional Maxims for a New Era

Institutions
Institutions and health care organizations don't love you back
Institutional timelines and personal timelines exist on a separate time/space continuum
Everyone's time and voice is valuable. Institutional leaders must respect time and encourage diversity of thought
Harassment and discrimination should not be tolerated and require formal investigation, consequences, remediation, transparency, and leadership
Leadership
Diverse leadership does matter
Change matters. The time it takes to enact a change is less relevant
Leaders should be chosen for their ability to inspire
In health care organizations, ego climbs uphill; muck flows downhill
Recruiting
People do not belong to classes
Homogeneity does not equate with team compatibility. Diversity makes us stronger
Contracts are meant to be negotiated
Networks are there to catch you—learn to develop and leverage them

Job changes

Review the facts; trust your gut

Every job relocation is due to a combination of “push and pull.”
The “push” will start the search. You may need a “pause” option for your safety before you find the “pull”

The first 18 months require focused, intentional effort for success

Maintaining career growth requires nutrients—mentorship, allyship, sponsorship, and coaching

Time is not a reason to stay

Career success requires cultural humility, negotiation, and compromise

Success

Our definitions of success need to evolve

Strong temptations to tolerate the status quo must be overcome

Medicine is both a noble calling and a regular job

Reimagining Simone's Maxims for Inclusive Healthcare

Since the initial publishing of Simone's Maxims, the proportion of under-represented groups in medicine (URiM) and women in the healthcare workforce has increased significantly



Can reimagining Simone's Maxims cater better to the increasing diversity in the healthcare workforce?



Modification of Simone's Maxims to align with key aspects of modern healthcare



The reimagined Simone's Maxims can enhance inclusivity and growth for URiMs and women in the workforce, thus promoting equitable healthcare for all patients

Let's Get Practical !

Top Tips to Survive as a Clinician Scientist

#1 Practice Gratitude – You have the best job in the world!



FIGHTING BIAS IN LUNG CANCER AND MEDICINE

Narjust Florez

THORACIC ONCOLOGIST, DANA-FARBER BRIGHAM
CANCER CENTER; FOUNDER, FLOREZ LAB



“I don’t think you need to wait for systemic change to change how you treat patients.”

Narjust Florez, MD

Healio



#2 Nobody can define your career but YOU



#3 YOU Belong



#4 Your Vision is YOUR Brand



#5 Define What Is Important To You?



TWENTY20.COM/@ANDREYALANSKY19



#6 Clearly define and negotiate Clinical vs. Research vs. Teaching vs. Administrative TIME



#7 Delegations and Collaboration



Administrative
Assistant Duties

#8 Clinical Support? Nursing? PA? Nurse navigator? All of that can be negotiated



#9 Schedule it! Every. Single. Detail

Sunday	Monday
12	13
8:00am	
	Clinic Day; Yawkey Building 10th FL, 4
	Lung Cancer Tumor Board https://partners.zoom.us/j/82901469381 Leo, Rachel
Revise specific aims and hypotesis	How to and which Spore resources to use for the grant



#10 Embrace Feedback

- Your team's feedback is not a reflection of you as a person or investigator
- Seek real and timely feedback



#11 Create a Sense of Community



#LatinasInMedicine
Share stories | Amplify achievements | Open opportunities | Create connections



Latinas in Medicine Sun Dec 1 1 PM EST

Live Mini-Interview
Johanna Vidal-Phelan, MD, MBA, FAAP

Senior Medical Director-Pediatrics
General Pediatrician, Hamilton Health Center


@jmvpm_d_phelan
#LatinasInMedicine



Find your true passion, not your mentor's



YOUR SWEET SPOT!



“

**GIVE
YOURSELF
GRACE**

”

LET'S

DISCUSS



**NATIONAL
CANCER
INSTITUTE**

www.cancer.gov

www.cancer.gov/espanol