

From: LCOM Office of the Dean <COMOfficeOfTheDean@med.uvm.edu>

Sent: Tuesday, December 11, 2018 3:30 PM

Subject: Office of Diversity & Inclusion Announcement ~ on behalf of Associate Dean Dr. Margaret Tandoh

Dear Colleagues,

I am pleased to share news of the appointment of **Anne Dougherty, M.D.**, as Gender Equity Liaison in the Office of Diversity and Inclusion (ODI).

Earlier this year, we announced the appointments of Maria Mercedes Avila, Ph.D., and Eileen CichoskiKelley, Ph.D., as Health Equity Inclusive Excellence Liaison and Academic Excellence Liaison, respectively, as part of our efforts to meet the goals outlined in the ODI's 2018-2023 [Strategic Action Plan](#). With Dr. Dougherty's appointment, effective November 1, we now have a full team in place to help meet our objective to "recruit, retain, mentor, and promote a diverse faculty workforce, including leadership, with specific emphasis on women, ALANA and URM, and LGBTQ faculty."

In this new role, Dr. Dougherty, who is an assistant professor of obstetrics, gynecology and reproductive sciences, is responsible for improving the experiences of women faculty at the Larner College of Medicine. She will have oversight for the development and implementation of programs aimed at increasing the number of women faculty hired and promoted, as well as supporting retention and improving job satisfaction among women faculty. She will work closely with Faculty Affairs at the Larner College of Medicine, the UVM Office of Institutional Research, and the national Association of American Medical Colleges to gather accurate data, and develop research to identify barriers to promotion, retention and promotion of women faculty.

An obstetrician and gynecologist, Dr. Dougherty joined the UVM faculty in 2013 after receiving her medical degree from UVM in 2009 and completing a residency at the UVM Medical Center. Dr. Dougherty is active in global health work in Uganda and Tanzania, where she not only cares for and advocates for her patients, but also teaches residents and medical students about the role of gender inequity in maternal morbidity and mortality and encourages them to take on an advocacy role for marginalized populations, regardless of gender, geography and socio economics. She is the 2018 recipient of the Larner College of Medicine's Leonard Tow Humanism in Medicine Faculty Award and was the keynote speaker at the Class of 2022's White Coat Ceremony. She was also the recipient of a Frymoyer Scholarship in 2014.

Please join me in congratulating Dr. Dougherty on her new role.

With best regards,

Margaret Tandoh, M.D., F.A.C.S.
Associate Dean for Diversity and Inclusion
Larner College of Medicine, University of Vermont

