

# WIMS Newsletter

## Letter from Carol Bradford, MD, MS, FACS Dean, College of Medicine

Happy New Year! I enter 2021 with a renewed hope for healing and cures, for normalcy and peace and for one day—hopefully soon—meeting each of you in person. For now, though, I am really honored to have the opportunity to prepare this written message for you.



As I reflected on what to write today, I was struck by WIMS' mission of promoting equity and advancement for our faculty by cultivating awareness, advocating for change and empowering women faculty to achieve personal and professional fulfillment. As you can imagine, all of that really resonates with me.

Given my own professional journey, diversity, equity and inclusion have always been a top priority for me. I am a strong advocate for providing to *all faculty* mentorship and ample opportunity to participate in rich programming and events designed for academic advancement. I am also passionate about ensuring equity in the promotion and leadership appointment process.

You—each and every faculty member—play a vital role on our teaching, research and health care teams. The incredible impact that you have on the lives of thousands of people every year is truly remarkable, and your academic advancement should reflect your myriad accomplishments.

As your dean, I am deeply committed to fostering your academic endeavors, and I am humbled to serve you on your path to professional and personal success and fulfillment.

I look forward to seeing you at future WIMS programming.

January 2021, ISSUE 13

To support the advancement of women in the College of Medicine, please donate to WIMS development fund # 315293

The Women's Academic Advancement Fund for Women in Medicine & Science (WIMS) supports initiatives within FAME to advance the full and successful inclusion of women within academic medicine, including but not limited to increasing the presence of women faculty as leaders in medicine and science within the College of Medicine, whether as educators, scientists and clinicians in academic or scientific centers, global initiatives, and community practices.

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### WIMS Mission Statement

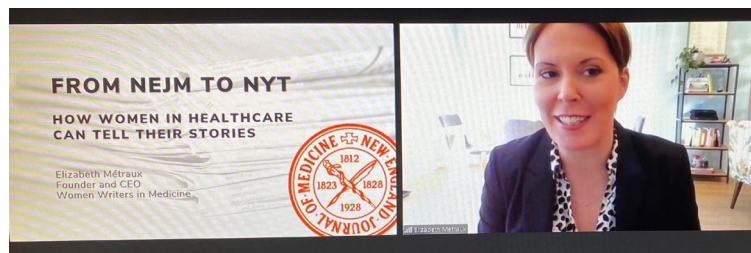
The mission of Women in Medicine and Science (WIMS) is to promote equity and advancement for faculty in the College of Medicine at The Ohio State University by cultivating awareness, advocating for change, and empowering women faculty to achieve personal and professional fulfillment.

## How Women In Healthcare Can Tell Their Stories

Elizabeth Metraux

January 7, 2021 12p-1p

This online event was sponsored by WIMS. Facilitated by Elizabeth Metraux, founder and CEO of Women Writers in Medicine, a community of writers and scientists dedicated to supporting various types of writing, this session focused on translating research-oriented forms into more mainstream media. Elizabeth previously worked for communications at the National Institutes of Health's Office of Workforce Diversity.



## WIMS Steering Committee Meeting

October 12, 2020 10a-11a

The monthly WIMS steering committee meeting occurred October 12, 2020 with special guest Dean Bradford. The WIMS steering committee members presented faculty data from OSUMC and Dean Bradford shared her views and perspective on gender equity. WIMS is grateful to Dean Bradford for her engagement and participation in the steering committee meeting.

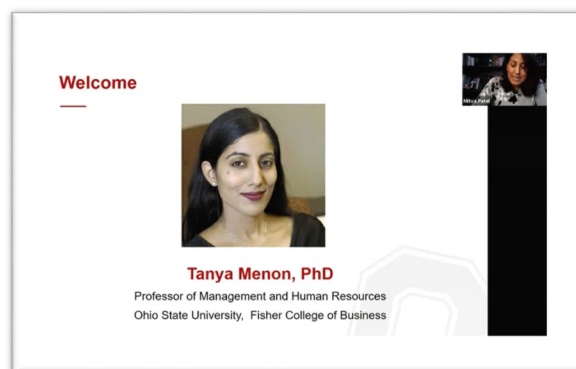


## Negotiating Your Net Worth

Tanya Menon, PhD

December 8, 2020 4-5:30p

This online event, hosted by WIMS and led by Fisher College of Business Professor Tanya Menon, taught participants to think in terms of cooperative and competitive strategies for creating value in negotiation. Through role play, participants gained feedback on how they approach negotiations & how and why those strategies work. Participants also applied these strategies to a salary context- which is a women's issue because of the wage gap in numerous professions.



# 2020 WIMS Annual Seminar

## Nancy Spector MD, Executive Director of ELAM

September 24-25, 2020

WIMS welcomed Nancy Spector, MD, Professor of Pediatrics, Associate Dean for Faculty Development at Drexel University College of Medicine and Executive Director of Executive Leadership in Academic Medicine (ELAM) as the 2020 WIMS Annual Seminar speaker. WIMS hosted the following 2 virtual speaking events by Dr. Spector: Achieving Leadership Gender Equity in Medicine: Collaboration Innovation, and the Imperative for Systemic Change (Sept 24, 2020 12-1:30pm) was a virtual session that featured an hour-long webinar followed by a Q&A session moderated by members of WIMS.

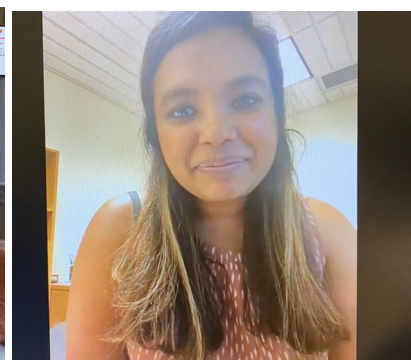


Gender Bias						
A Form of Unconscious Bias						
Introductions of Grand Rounds Speaker						
Introducer and Speaker	Speaker addressed by professional title		p-values from pairwise comparisons			
	n/N	%	FI-FS	FI-MS	MI-FS	MI-MS
Female, Female (FI-FS)	45/46	97.8%	0.46	<0.001	0.007	
Female, Male (FI-MS)	57/60	95.0%		<0.001	0.003	
Male, Female (MI-FS)	31/63	49.2%				0.001
Male, Male (MI-MS)	110/152	72.4%				

Files JA. Speaker Introductions at Internal Medicine Grand Rounds: Forms of Address Reveal Gender Bias. *Journal of Women's Health* 2017; 26(5): 413-419



The second event, Leading in Turbulent Times: Lessons from the Past and Present (Sept 25, 2020 12-1pm), was a virtual session that featured a webinar followed by a Q&A session.

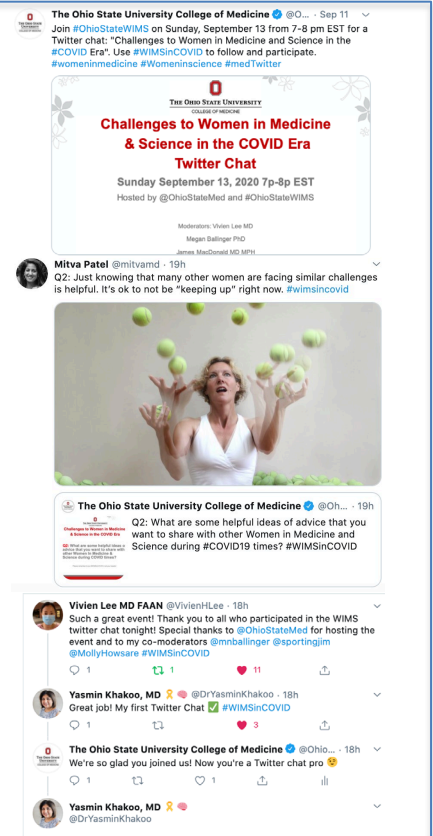


All FAME events are recorded and videos of past events are available at <https://mediasite.osu.edu/Mediasite/Catalog/catalogs/fame>

## #WIMSinCOVID TwitterChat

The first WIMS Twitter Chat occurred September 13, 2020 7-8p. Below are the following metrics:

- Tweets from @OhioStateMed promoting the Twitter chat generated:
  - 16,448 impressions
  - 385 engagements
  - 35 retweets
  - 48 likes
  - 26 hashtag clicks
- #WIMSinCOVID Twitter chat generated
  - 32,922 total impressions from @OhioStateMed's 19 total tweets (including tweets that promoted the event beforehand).
  - 1,093 total engagements
- #WIMSinCOVID hashtag generated an estimated 400,000 impressions from 100 tweets created by 22 contributors.
- @OhioStateMed gained 10 new followers the day of the Twitter chat.
- A Twitter Moment was created on the @OhioStateMed account to house all tweets from the chat for easy viewing in the future.
- Please join us for the next WIMS Twitter Chat- TBA



## Highlight on Accomplishments

WIMS congratulates the following faculty for their recent achievements.

- **Julie Teater MD**, Associate Professor of the Department of Psychiatry and Behavioral Health, was awarded the 2020 WIMS Emerging Leader in Healthcare Award. She will be using her award to attend the Harvard Macy program "Leading Innovations in Health Care and Education.
- **Sophia Tolliver MD MPH**, Assistant Professor of Department of Family Medicine, has been recognized as a 2021 Women WELDing the Way honoree. Each year WELD recognizes a diverse group of 12 women in the central Ohio community who are high impact leaders within their organizations, support the leadership development of other women, give time, talent and resources to their community, and invest in the growth of women-owned businesses.
- **Zarine Shah MD**, Associate Professor of the Department of Radiology, was appointed as Vice Chair for Diversity, Equity, and Inclusion in the Department of Radiology.
- **Marcia Nahikian-Nelms PhD RDN LD**, Professor, clinical and director of Academic Affairs in the School of Health and Rehabilitation Sciences, accepted a new role as director of Education for FAME.
- **Erica Bell PhD**, Associate Professor of the Department of Neurology, was appointed to the Faculty Experience Group and also was appointed the Administrative Director of the Neuroscience Research Institute.
- **Vivien Lee MD**, Professor of the Department of Neurology, graduated from the American Academy of Neurology Women leading in Neurology Program, Class of 2020-2021

## Behind the Scenes at WIMS: Data

Every newsletter, *Behind the scenes at WIMS* will explore a specific subcommittee in WIMS. This newsletter the focus is on the WIMS Data Subcommittee.

The Data Subcommittee (DSC) was founded in early 2019 under the leadership of previous co-chairs **Dr. Brandon Biesiadecki** (Professor and Vice Chair, Department of Physiology and Cell Biology), and **Dr. Bethany Panchal** (Associate Professor, Department of Family and Community Medicine, Vice Chair for Diversity, Equity and Inclusion, Associate Program Director, Family Medicine Residency Program). To allow new leadership to direct and grow the DSC, Beth and Brandon stepped down as co-chairs in 2020 following the completion of their term of service. Their leadership is greatly appreciated and is an essential foundation going forward.

We welcomed two new co-Chairs in 2020; in August, **Dr. Luanne Hall-Stoodley** (Associate Professor of Research, Microbial Infection and Immunity, Director, BSL3 Program), and in December, **Dr. Shasha Bai** (Assistant Professor of Research, Department of Biomedical Informatics, Director, Biostatistics Resource at Nationwide Children's Hospital). Under their leadership, the DSC will continue to work with the COM's Offices of Faculty Affairs, Research, and Diversity and Inclusion, to encourage an innovative and collaborative effort to support faculty of all ranks and tracks, with a particular emphasis on women and underrepresented minority faculty. We also look forward to working with Dean Bradford's Office.

The DSC carries out the important role of collecting and analyzing data to direct and support WIMS goals and initiatives. Our data initiatives help to provide the evidence that identifies gaps and procedures towards improving the COM, as well as celebrating its successes. Importantly, data provides more transparency and the opportunity for information sharing that empowers both the current and next generation of biomedical clinicians and scientists.

### Current Data Subcommittee Initiatives aligned with the WIMS Strategic Plan

- Build, validate and curate longitudinal databases of OSU COM leadership positions (Deans, Chairs, Division Chiefs, Center and Medical Directors) and faculty by rank, track, and department.
- Assemble results for COM leaders and department chairs on behalf of WIMS.
- Provide robust data analyses to benchmark with COMs in other Big Ten colleges and medical colleges nationwide.
- Provide deliverables regarding gender parity for OSU presentations and publications, for presentation at national conferences, and for publication in the national scientific and medical literature.

### Additional ongoing DSC projects included:

- An IRB application and secure storage of DSC databases.
- Collaboration with OSU Anti-racist Action Plan (ARAP) initiatives to facilitate the incorporation of URM and ethnicity as well as gender in the COM databases

### Future Initiatives for the WIMS Year 3 and 4 Year Strategic Plan

- Assemble an annual database for faculty retention by rank and gender.
- Track faculty promotion and tenure and faculty hiring at senior ranks.
- Work jointly with the COM Office of Research on gender pay analysis.

If you are interested in joining the DSC, or if you have ideas for new projects or initiatives please send an email to [fame@osumc.edu](mailto:fame@osumc.edu). We encourage faculty of all experiences in the COM to bring ideas and perspectives to help achieve equity at the college and university level.

### WIMS DSC Co-chair statements

*"As a team science biostatistician, I use statistical tools daily to analyze information, identify trends, and solve complex biomedical problems. In the DSC, I will apply my analytical insight to help formulate testable hypotheses, share tips with members about version control and annotation when working on multiple projects, and ensure we deliver professional-looking tables, listings and figures to WIMS and COM leadership. My vision for the DSC is to continue with this momentum built from previous co-chairs, and guide DSC eventually to make a broader impact on the issue of gender inequality nationally with data-informed decisions."* – **Shasha Bai, PhD.**

*"Physicians and biomedical scientists are driven to help people and to alleviate disease, but powerful social conventions can impede the fulfillment of these ambitions. Just as evidence-based medicine can lead to fundamental changes in disease paradigms, I envision the DSC providing the evidence-based foundation that leads to revelation, action, and policies that will promote gender parity and equality for underrepresented minorities. Dr. Oberyszyn observed that "data is the power behind the argument", and I look forward to how the DSC will help us to gain important insights and support WIMS and the OSU College of Medicine to achieve excellence in equity and inclusiveness"*. – **Luanne Hall-Stoodley, PhD.**



# Welcome New WIMS Members

WIMS welcomes our new members (new members bolded below).

## Advocacy

- Co-chairs: Shraddha Mainali MD and Susan Massick MD
- Advisory Board Members: Deb Larsen PhD, **Claire F Verschraegen MD, Zihai Li MD PhD**
- Members: Anita Afzali MD, Tamar Gur MD PhD, Courtney Collins MD, Jennifer McCallister MD, Jill Rafael-Fortney PhD, Leah Pyter PhD, Kristen Cole, Leslie Kim MD, Gloria Fleming MD, **Lanla Conteh MD MPH, Nicole Meschbach MD, Whitney Luke MD, Simiao Li-Sauerwine, MD**

## Awards

- Co-Chairs: Arwa Shana'ah MD and Erika Kemp OTD, OTR/L, BCP
- Advisory Board Members: Wendy Frankel MD, Sheryl Pfeil MD
- Members: Kedryn Baskin PhD, Maya Iyer MD, Carolyn Presley MD and Allison Quick MD, **Dayssy (Alex) Diaz Pardo, MD, Jessica Krok-Schoen PhD MA, Xiaoli Zhang PhD MS, Shelly Jain MD, Sarah Tapyrik MD, Catherine Chung MD, Amy Whitson MD, Nicholas Breitborde PhD**

## Data

- Co-chairs: Luanne Hall-Stoodley PhD and **Shasha Bai PhD**
- Advisory Board Members: Susan Koletar MD, Tatiana Oberyszyn PhD, **Mark Landon MD**
- Members: Brandon Biesiadecki PhD, Bethany Panchal MD, Sarah Heissler PhD, Ana Sarkar PhD, Sonal Pannu MBBS, Shu-Hua Wang MD MPH, Anne Sullivan MD, **Julia Agne MD, Jayalakshmi Balakrishna MD, Jose Bazan MD, Joici Job MD, Erin Stevens DO**

## Events

- Co-Chairs: Erica Bell PhD and Andrea Johnson MD
- Advisory Board Members: **Raphael Pollock MD PhD**
- Members: Sarita Maturu DO, Aubrey Moe PhD, Meng Welliver MD, **Martha Yearsley MD, Irina Castellanos PhD, Kymberly Gowdy MS PhD, Alison MacKinlay MD, Patricia Malerich MD, Douglas Chonko DO, Courtney Kauh MD, Sharanya Nama MD, Lynne Abruzzo MD PhD**

## Media

- Co-chairs: Vivien Lee MD and Megan Ballinger PhD
- Advisory Board Members: **Allan Tsung MD, Darwin Conwell MD**
- Members: James MacDonald MD MPH, Molly Howsare DO, **Sophia Tolliver MD, Nina Rai DO, Margaret Gatti-Mays MD, Jaclyn Caccese PhD, Christina Liscynesky MD, Pei-hui Lin PhD, Renuka Shenoy MD, Anita Ndife MBBS, Megan Conroy MD, Mitva Patel MD**

## Advisory Board

- Lauren Bakaletz PhD, Linda Cripe MD, Wendy Frankel MD, Janice Kiecolt-Glaser PhD, Susan Koletar, MD, Deborah Larsen PhD, Tatiana Oberyszyn PhD, J. Nwando Olayiwola MD MPH FAAFP, Sheryl Pfeil MD, Cheryl Lee MD, Ronald Harter MD, Timothy Pawlik, MD MPH PhD, **Raphael Pollock MD PhD, Darwin Conwell MD, Claire Verschraegen MD, Allan Tsung MD, Mark Landon MD, Zihai Li MD PhD**

## Women Who Conquer Cancer Award

Ensuring the next generation of female cancer researchers at Ohio State have the funding support they need is very important. Help support a young female investigator working at Ohio State through a donation to the 2021 Ohio State Women Who Conquer Cancer Young Investigator Award. This award will enable the recipient to launch a worthy project and establish a cancer research career at Ohio State. Consider making a donation to support a fellow buckeye and help us meet our fundraising goal of \$57,500. Link:

<https://p2p.conquer.org/womenwhoconquercancer/wwcc-osu-via-team>

## UPCOMING EVENTS

### JANUARY

#### Picture a Scientist Film Screening and Panel

January 27, 2021 12p-1p

Location: Online Only

The OSU Office of Research and The Women's Place are hosting a free screening and panel discussion on the film "Picture of a Scientist." The film will be available for viewing January 22-27, 2021. Registration deadline is 1/19/2021 and registration is required to receive the links to view the film and the panel presentation. The panel discussion will be January 27, 2021 12p-1p and will be a virtual university-wide conversation on the issues raised in the film. Link for details and registration: <https://research.osu.edu/free-screening-and-panel-discussion-on-the-film-picture-a-scientist/>

### FEBRUARY

#### Intersectionality of Race and Gender in Academic Medicine

February 16, 2021, 12-1p

Location: Online Only

Sponsored by WIMS. This webinar, led by Dr. Valencia Walker from Nationwide Children's Hospital, will include discussion of intersectionality, its relevance in academic medicine, and how improved awareness can contribute to meaningful action. [Register](#)

### MARCH

#### Annual Celebration of Women Faculty (WIMS)

March 3, 2021 530-730pm

Location: Online Only

The WIMS hosts the annual celebration of the achievements of the women faculty in the College of Medicine, with recognition of women who were promoted and new women faculty. Learn about the status of women in the College and hear from successful women faculty. [Register](#)

## Recommended reading:

#### Should her name begin with "Doctor"?

Link: <https://www.bmj.com/content/371/bmj.m4754>

#### The pandemic's gender effect: Women are disproportionately affected by the COVID-19 crisis

Link: <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/five-fifty-the-pandemics-gender-effect>

#### Female Doctors Spend More Time With Patients, But Earn Less Money Than Men

Link: <https://www.npr.org/sections/health-shots/2020/10/28/925855852/female-doctors-spend-more-time-with-patients-but-earn-less-money-than-men>

#### Even The Most Successful Women Pay A Big Price

Link: <https://www.npr.org/2020/10/20/924566058/even-the-most-successful-women-are-sidelining-careers-for-family-in-pandemic>

#### A Longitudinal Study of Gender Parity Trends of General Membership and Leadership in the Neurocritical Care Society between 2002 and 2019

Link: <https://link.springer.com/epdf/10.1007/s12028-020-01124-w>

#### Women Physicians and Promotion in Academic Medicine

Link: <https://www.nejm.org/doi/full/10.1056/NEJMsa1916935>

#### Leadership, recognition awards, and publication by men and women in the American Academy of Neurology

Link: <https://tinyurl.com/y5slctg9>

#### Study reveals gender bias in TA evaluations

<https://news.ufl.edu/2020/11/ta-bias/>

### WIMS Facebook group

All COM faculty are welcome to join the OSU WIMS Facebook group. To join, please use the link: <https://facebook.com/groups/OhioStateWomenInMedicine/>

For more information, please visit the WIMS webpage at <https://medicine.osu.edu/faculty/fame/our-programs/wims>