

# WIMS Newsletter

## Letter from Jill A. Rafael-Fortney, Ph.D. Professor and Vice-Chair of Research

The best thing about being a faculty member is that it is never boring. Every day is different and you can continually expand the scope of your reach to trainees, staff, other faculty and patients. As many faculty progress in their careers, the realization of many of their original career goals leads to a shift in focus towards mentoring and helping others achieve their goals. I have spent the past 30 years devoted to identifying and improving treatments for patients affected by Duchenne muscular dystrophy. However, as my original goals come closer and closer to reality, I have also become interested in helping students and junior faculty achieve their goals. When FAME Programs first started, they provided new resources for faculty to use to learn and grow in their careers.



I was already a tenured Associate Professor when this programming became available and had the opportunity to learn about topics that I had never before considered. A workshop given by author Sara Laschever opened my eyes to the art and science of negotiation. A tidbit of information that began to pivot my career was: Men apply for things (jobs, fellowships, grants, opportunities) when they have 60% of the qualifications, but women don't apply until they check off every single box. As with everything, there is an 80-20 rule where a percentage of men also show this hesitation. I also learned there was a whole "menu" of items beyond salary that can be negotiated. I started to realize that scientists spend so much time and energy on their research that they have historically received little other professional development.

The information that I learned from FAME sessions, made me realize that it would have been useful to be practicing these skills throughout my career. My colleague, Brandon Biesiadecki, and I decided to formulate a new NIH T32 training grant application that prepared cardiovascular scientists and clinician scientists for their future careers. We recognized that improvements in patient care required clinicians and scientists to communicate and work towards the common goal of translating medicine from bench to bedside and back. We also thought that being optimally successful required skillsets that were not taught at the bench. We formulated a training program with 2 goals: To provide multi-faceted cardiovascular research training to work in collaborative teams; and to enhance the numbers of outstanding researchers and leaders by providing training for the advancement of women to all trainees and improving the culture for women to succeed. As part of this funded training program, we developed "Leadership Skills and Advancement of Women" professional development workshops for both male and female trainees, where speakers cover topics including: Leadership Skills; Fellowships; Collaborations; Implicit Bias; Research Ethics; Interviewing; and Managing Energy Rather Than Time. We are hoping that these skillsets will change the trajectory of the trainees in this program and make their career paths even more fulfilling.

I have also dedicated time to recruiting and mentoring junior faculty. COM and FAME were generous enough to send me to attend an 18-month leadership course at the University of Michigan. As part of this course that will be completed in October 2020, I am working with a diverse team of leaders across academic medicine to develop a menu of mentoring topics with an emphasis on Associate Professors. I would be pleased to receive any input you may have on gaps you have identified that could be filled as we develop this project.

Taking advantage of a diversity of leadership opportunities that impact others can be fulfilling. However, it is crucial to not say yes to everything. The advice I have always given, even to first year graduate students is to: Say "yes" to tasks that give you energy, so you can use them as an excuse to say "no" to tasks that drain your energy. Happy people work hard, so do things that make you happy.

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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.

# Highlighted Events

## “Let Food Be Thy Medicine” Event

The Kitchen 231 E. Livingston Ave, Columbus

WIMS invited all faculty members to a fun and interactive off-campus event on November 6, 2019, 530p-8p for an evening of socializing and practicing healthy meal preparation. Professional chefs demonstrated cooking techniques and dietitians shared nutritional information



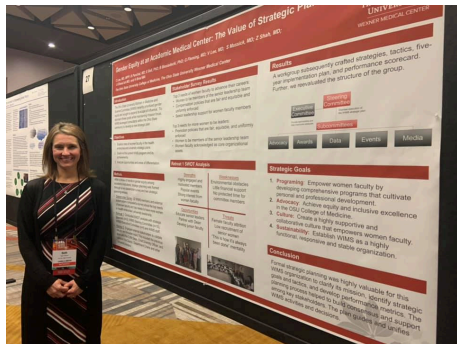
Photos by Dr. Clara Lee

## 2019 AAMC Annual Meeting

November 2019, Phoenix, AZ

The theme of the 2019 poster session at AAMC Group on Women in Medicine and Science (GWIMS) Annual Meeting was “Advancing Women in Medicine and Science”. OSU WIMS submitted an abstract titled “Gender Equity at an Academic Medical Center: the Value of Strategic Planning”.

Special thanks to Bethany Pachal, MD, Associate Professor of Clinical family Medicine, who presented the poster on November 9, 2019.



Wendy Horton, Pharm D, MBA, Chief Administrative Officer, spoke at AAMC 2019 annual meeting during an oral presentation titled "Moving From Analysis to Action: Faculty Salary



Equity as a Component of Gender Equity Strategies" on November 10, 2019. Her presentation highlighted elements of creating a supportive culture, including implicit bias training, advocates and allies, and family friendly policies such as lactation while on clinical duty, parental leave, back-up and emergency childcare services (juggle), and dependent care grants.

# 2019 Annual Meeting of the Women Faculty of the Ohio State University College of Medicine

October 16, 2019, 5-7 pm  
Ross Heart Auditorium

The 2019 Annual Meeting of the Women Faculty of The Ohio State University College of Medicine took place on October 16, 2019, 5-7p with a full house of women and a scientist, researchers, and physicians along with supportive male colleagues and senior leadership in attendance. This annual celebration of the achievements of the women faculty in the College of Medicine was well attended. The evening kicked off with meet-and-greet networking, followed by an open welcome from the

Center for Faculty Advancement Mentoring and Engagement



2019 Annual Meeting  
of the Women Faculty of  
The Ohio State University  
College of Medicine

Wednesday, October 16, 2019  
Ross Heart Hospital Auditorium



Director of Women's Academic Advancement (FAME) Clara Lee, MD, MPP (Plastic Surgery). Dean K. Craig Kent, MD provided opening remarks with the Dean's address.



This was followed by a presentation from Quinn Capers IV, MD Vice Dean of Faculty Affairs. Clara Lee, MD, MPP closed the meeting with a final thank you to those in attendance.



Each of the WIMS subcommittees gave report. Brandon Biesiadecki, PhD (Physiology and Cell Biology) and Bethany Panchal, MD (Family Medicine) presented on behalf of the Data committee. Luanne Hall-Stoodley, PhD (Microbial Infection and Immunity) and Sonal Pannu, MBBS (Pulmonary Disease and Critical Care Medicine) reported on the Status of Women Faculty. Aubrey Moe, PhD (Psychology) presented on behalf of the Events committee. Susan Massick, MD (Dermatology) and Gloria Fleming, MD (Ophthalmology) presented on behalf of the Advocacy committee. Arwa Shana'ah, MD (Pathology) presented on behalf of Awards committee. Megan Ballinger, PhD (Lung Transplant Program) presented on behalf of the Media committee.

WIMS would like to thank all those who attended and supported the event.

## Fond Farewell

WIMS wishes the following female colleagues best wishes. Their presence at OSU will be missed.

- Dr. Susan Moffatt-Bruce was appointed the new CEO of the Royal College of Physicians and Surgeons of Canada effective Jan 6, 2020.
- Dr. Subha Raman has accepted the position of Chief of Cardiology, Cardiovascular Institute Director, and Vice President for Cardiovascular Services at Indiana University.
- Heather Brod, Executive Director of FAME is resigning effective January 31, 2020 with future plans to launch a consulting business.

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### REMINDERS: WIMS available on SOCIAL MEDIA

#### WIMS Facebook group

All COM faculty (men and women) are welcome to join the OSU WIMS Facebook group. Trainees are welcome also.

To join, please use the link\*:

<https://facebook.com/groups/OhioStateWomenInMedicine/>

This is a Facebook group to foster support for OSU Women in medicine and science. The goal of the group is also to provide a forum for those working at OSU in the College of Medicine to share experience, stories, give advice, make connections, and form an online community.

#### Twitter:

WIMS hashtags: #OhioStateWIMS  
#WomenInMedicine #WomenInScience

WIMS committee members on Twitter:

- Clara Lee MD MPP @claranlee
- Vivien Lee MD @VivienHLee
- Erika Kemp OTD OTR/L BCP @KempErika
- Cheryl Lee MD @ctleeuro
- Susan Massick MD @OhioSkinDoc
- Bethany Panchal MD @BethPanchalMD
- Zarine Shah MBBS @zarineshahMD
- Mitva Patel MD @mitvamd
- Tatiana Oberyszyn PhD @TOberyszyn
- Megan Ballinger PhD @mnballinger



WIMS Data Committee



WIMS Media Committee

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The upcoming AAMC Early Career Women Faculty Leadership Development Seminar (EWIMS) July 11-14, 2020 in Minneapolis, Minnesota. The application process will open in mid-February. For more information click here: <https://www.aamc.org/professional-development/leadership-development/ewims>

## Behind the scenes at WIMS

Special thanks to FAME for supporting WIMS and especially to those who work tirelessly behind the scenes at WIMS. WIMS would like to recognize Deborah Pond and Emma Tippett for their incredible commitment and support to WIMS.

### Deborah Pond, Program Manager FAME

- Manages FAME/WIMS events
- Ensures learning objective/outcomes
- Markets FAME events



### Emma Tippett, Program Coordinator FAME

- Pulls and analyzes data that influences programming and strategic objectives
- Coordinates FAME/WIMS workflow
- Facilitates director leadership creating alignment to the strategic plan



## Highlight on Accomplishments

WIMS congratulates the following women faculty for their recent achievements.

- **Luanne Hall-Stoodley, PhD**, research associate professor of Microbial Infection and Immunity, was inaugurated into the Hall of FAME (photo)
- **Shraddha Mainali, MD**, assistant professor of Neurology, was appointed co-chair elect of the Neurocritical Care Research Central Research Operations Subcommittee.
- **Stacy Ardoin, MD**, associate professor of Pediatrics, was appointed to American College of Rheumatology Committee on Nominations and Appointments
- **Jennifer Bogner, PhD**, professor of Physical Medicine and Rehabilitation was awarded the Brain Injury Association of America William Fields Caveness Award.
- **J. Nwando Olayiwola, MD**, professor and chair of Family Medicine, was awarded The Harvard T.H. Chan School of Public Health bestowed its 2019 Public Health Innovator Award
- **Claire Verschraegen, MD**, professor of Medical Oncology, was selected by LEAD Oncology as its 2019 Woman Oncologist of the Year



## AAMC Mid-Career Women Faculty Leadership Development Seminar

Each year WIMS supports candidates for the AAMC Mid-Career Women Faculty Leadership Development Seminar (New Orleans, LA December 2019). This year's recipients for the AAMC seminar were Dr. Seuli Brill and Dr. Elise Berlan.

### Seuli Brill, MD

Associate Professor of Clinical Medicine

"I would like to express my deep appreciation to the WIMS committee for awarding me a scholarship to attend the AAMC Mid-Career Women Faculty Leadership Development Seminar in New Orleans, Louisiana. This 3.5 day conference exceeded my expectations both professionally and personally. Sessions were taught by amazing women leaders in academic medicine, with topics ranging from the intersection of personality and communication style, academic medical center financial structures, negotiation strategies to reach mutually beneficial outcomes, creating cohesive messaging, and strategic career planning for the future. In addition to the formal sessions, I developed many meaningful professional connections with women leaders in academic medicine from institutions across the country. I had many meaningful conversations through which I gleaned wisdom and support on how best to navigate real and

I gleaned many pearls of wisdom from peers and presenters alike. First, we must take time gather systematic, external feedback of our greatest strengths, not just our weaknesses, in order to grow and advance professionally. The Reflective Best Self exercise is one resource you can use to gain this feedback. Your sponsor and mentor networks need to be broad and diverse in order to stimulate professional growth. If your network is narrow, you should intentionally make time to expand it. Efficiently sharing what we do and why it is important can be difficult. Creating and presenting message maps can help. You can check out this helpful YouTube video from Forbes to get started. (<https://www.youtube.com/watch?v=phyU2BThK4Q>) I jotted down many other points of wisdom in my notebook. Don't multitask- it really is self-defeating to productivity and quality output. Say "yes" emphatically, but say "no" quickly and strategically. When you start new things, you must intentionally stop and delegate other things, no matter how challenging it seems. Do not prioritize your schedule, but schedule your priorities. When you start a program or initiative, focus on 3 strategic imperatives to direct your activities.

In addition to this wisdom, it was such a gift to be given space and time to focus on career development and refocusing. Please reach out to me if you would like to discuss this experience or impact of these lessons on your career ([Seuli.Brill@osumc.edu](mailto:Seuli.Brill@osumc.edu)). I would recommend this seminar and any of the AAMC faculty development seminars to anyone interested."



### Elise DeVore Berlan, MD, MPH, FAAP, FSAHM

Associate Professor of Pediatrics

"I thoroughly enjoyed my time at the AAMC Mid-Career Women's Faculty Leadership Development Seminar (#MWIMS2019). Although there was a tremendous amount of content, I found several sessions particularly useful. The most practical was the Plenary session on Personal Energy Management with the aptly named Dr. Jolene Bodily. My personal 'take homes' from that were the importance of starting your day with the most important work, taking breaks every 90 minutes, and eating lunch away from the computer. Lilly Marks spent an entire morning on health care economics / Challenges Funding the Academic Mission. This was a sobering wakeup to the reality facing our medical schools and academic leaders. In addition, Dr. Yolanda Wimberly instructed us on communication styles and the PACE palette; I found out that I am (...in fact) a "yellow" and shouldn't be ashamed of my drive to follow rules and organize, and instead use my understanding of the PACE palette to inform critical communications."



## UPCOMING EVENTS

### JANUARY

#### Women In White Coats

January 16, 2020, 6-8pm

Ross Heart Hospital Auditorium

Women in White Coats is an annual event for female physicians, researchers, and medical students to connect and share experiences specific to women in medicine. For more information:

<https://medicine.osu.edu/alumni/events/women-in-white-coats>

#### Healthcare Finance: From Bedside to Boardroom

January 27, 2020, 3-5pm

L045 James Hospital

OSUWMC financial experts provide an overview of healthcare finances including Medicare charges, introduction to the BPCI program and MACRA requirements. Hosted by WIMS. Register by January 24:

<https://ohiostate.csod.com/samldefault.aspx?returnurl=%252fDeepLink%252fProcessRedirect.aspx%253fmodule%253dlodetails%2526lo%253dbf4d825d-d847-4445-88f2-36684efe72ac>

### FEBRUARY

#### Reception for Dr. Carrie Sims, the inaugural Olga Jonnason Professor

February 12, 2020, 530-730pm

Location: TBD

This welcome reception for Dr. Carrie Sims, the inaugural Olga Jonnason Professor, will formally recognize this Professorship aimed at advancing women in surgery.

## Recommended reading:

**Females Are Less Likely Invited Speakers to the International Stroke Conference.**

Link:

<https://www.ahajournals.org/doi/10.1161/STROKEAHA.119.027016#.XhNVugif-sJ.twitter>

**When the Surgeon Is a Mom**

Link:

<https://www.nytimes.com/2019/12/20/science/doctors-surgery-motherhood-medical-school.html>

**Report: Women in the Workplace 2019**

Link: <https://womenintheworkplace.com/>

**Representation of women among scientific Nobel Prize nominees**

Link:

[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(19\)32538-3/fulltext#.XeaOi0KmUs8.twitter](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(19)32538-3/fulltext#.XeaOi0KmUs8.twitter)

**Gender Equity Among Award Recipients at US Annual Medical Education Conferences**

Link:

[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(19\)32538-3/fulltext#.XeaOi0KmUs8.twitter](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(19)32538-3/fulltext#.XeaOi0KmUs8.twitter)

New Yorker Sept 2019



“Somebody’s got to do it.”

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