

# WIMS Newsletter

## Elaine R, Mardis, PhD, FAACR

Co-Executive Director, The Steve and Cindy Rasmussen Institute for Genomic Medicine at Nationwide Children's Hospital  
Professor of Pediatrics and Neurosurgery

Dear WIMS Community,

I am truly honored to be featured in this issue of the WIMS newsletter! In September of 2016, I joined the faculty of The Ohio State University College of Medicine in the Department of Pediatrics, which means that my "day job" is at Nationwide Children's Hospital in the Abigail Wexner Research Institute. Specifically, I am the Co-Executive Director of The Steve and Cindy Rasmussen Institute for Genomic Medicine (or "IGM") which has a vision of introducing genomics into the practice of pediatric medicine.

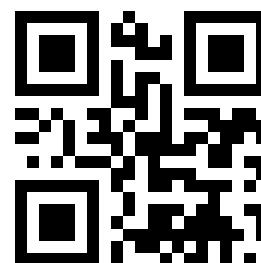
After 23 years of genomics-fueled basic discoveries at Washington University School of Medicine, beginning with the sequencing of the Human Genome, I was convinced that applying this gained knowledge could identify genomic underpinnings of disease for patients being cared for across many of our specialist medical practices. Six years on, my colleagues and I, with significant support from Nationwide Children's Hospital leadership, have successfully conducted a series of translational protocols that have introduced genomics-based diagnosis to pediatric cancer, epilepsy, overgrowth syndromes, biobehavioral health, rapid genome sequencing for critically ill children, and more. This approach to patient-centric research allows us to offer genomics-based clinical tests to diagnose children. In the process, we educate our participating physicians in the practice and applications of genomics while learning the challenges of their disciplines. Ultimately, the value of patient-centric research is the emergence of new hypotheses about disease mechanisms and, in turn, improved therapies and outcomes.

From a career perspective, I have always felt extremely lucky in having made the right career choices, largely in the absence of "a plan." Growing up in western Nebraska, I knew I wanted to be 'a scientist' (my role model father was a chemistry teacher), but I wasn't sure what path to follow. During my senior year at the University of Oklahoma, I was lucky to take a molecular biology course taught by Dr. Bruce Roe, who opened my eyes to this new discipline and invited me to join his laboratory to earn my Ph.D. Bruce learned Sanger sequencing during sabbatical in Fred Sanger's laboratory and his was the first U.S. lab to pursue the refinement and application of this technique at scale. Thus, I learned this important discipline at the emergence of genomics and coincident with the earliest efforts to decode the Human Genome. I think genomics is appealing to women because it is a newer scientific discipline and leadership roles are easier to obtain. I have experienced the value that a diverse and motivated team brings to "big science" projects, and I have realized great satisfaction from encouraging and mentoring the next generation of scientists. I feel especially fortunate to have assembled a new, diverse (>55% female!), and motivated team at IGM, whose commitment brings the power of genomics to our patients and families daily. When I have time to reflect on what has been accomplished, I am amazed but then immediately realize how much more we must do! As a person who has focused on the application of technology to genomic questions, I am so excited by the emergence of new platforms such as single cell sequencing and digital spatial profiling. These technologies hold new promise of further unlocking biological secrets of disease etiology and importantly, the earliest demonstrations of their potential have been published by many female scientists and engineers. Despite remaining challenges, I think the future is bright for women in medicine and research, as we contribute our perspectives, intellect, and vision to improving healthcare experiences and outcomes. I wish you all the best in achieving your goals!



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To support the advancement of women+ faculty in the College of Medicine, please donate to WIMS development fund # 315293 or use the QR code below to donate to WIMS.



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### WIMS Mission Statement

To promote equity, advancement, and retention of women-identifying and marginalized or minoritized gender faculty within the College of Medicine at The Ohio State University by cultivating awareness, advocating for change, enriching the broad academic culture, and empowering faculty to achieve professional fulfillment and success.



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER

# Announcements and Opportunities

## WIMS Ally Award Nominations are OPEN!

Nominations are now open for the WIMS Ally Award 2023. Any COM faculty member (individual) is eligible for nomination. This award requires at least two nominators which can be provided by colleagues, mentees, trainees, and/or staff members.

Please include specific examples on how this individual has: i) demonstrated a commitment to accelerating the advancement of women in medicine and science, ii) created environments where women from all backgrounds feel welcomed and valued, iii) completed actions to support the advancement of women in their field, organization, or community, and iv) addressed/corrected barriers to inclusion of woman within their field, organization, or community.

Please email nominations to [wims@osumc.edu](mailto:wims@osumc.edu) by Monday, April 3, 2023.

ADVOCATES  
& ALLIES

THE OHIO STATE UNIVERSITY

The Women's Place is a resource for university, community and corporate organization to learn more about allyship and gender equity. They are hosting Advocates and Allies training, which is an initiative that focuses on transforming the climate of OSU by enhancing men's engagement in gender equity work.

For more information, check out: <https://womensplace.osu.edu/initiatives-and-programs/advocates-allies>

They offer both in-person and virtual workshop options

## Applications NOW OPEN!

### AAMC Early Career Women Faculty Leadership Development Seminar

Hyatt Regency Boston, MA July 18-21, 2023

[Apply here!](#)

The seminar's curriculum will provide a foundation for modeling leadership behavior and will focus on critical skills and strategies to assist you as you prepare for academic advancement or promotion. OSU WIMS has funding to help defray costs if you are selected to attend.

Due to the content focus, applicants' CVs must include or highlight activities demonstrating progress towards academic promotion and engagement in leadership roles. The application period will remain open for no less than two weeks and will close once applications exceed program capacity

## Join WIMS!

WIMS has a new open membership model, open to all COM Faculty. We invite you to join us in our efforts, and our exciting upcoming activities. We have two levels of membership, either as a general member or as an Advocate/Ally member.

For more information please visit: <https://medicine.osu.edu/faculty/wims/membership>

In addition, if you would like to get more involved, we are accepting applications to become a subcommittee member

[Apply here!](#)



Interested in becoming a member of WIMS?

APPLY NOW

## WIMS Annual Speaker- Dr. Amy Acton



We were extremely honored and privileged to welcome Dr. Amy Acton to Ohio State University as our WIMS Annual Speaker on December 1, 2022. Dr. Acton is currently the President and CEO of Rivers and Parks Imagination Design (RAPID) 5. During her keynote lecture entitled, "The Leader We Wish We Had is YOU," Dr. Acton spoke about the lessons she learned in her role as the Director of the Ohio Department of Health and as cabinet member and advisor to the Governor of Ohio during an unprecedented crisis. She provided a behind the scenes look at what it was like to lead the COVID-19 response for 11.7 million patients and the leadership traits that are needed in the modern leadership toolbox. During her Q&A session she spoke about the challenges of prevention and how we have faced not only the virus, but also a contagion of fear, loneliness, unmooring, and collective trauma. She shared with us her antidotes to these experiences as well as her hopes and dreams for the future. Following the talk, Dr. Acton spent some time with OSU leaders and the WIMS steering committee.



## Let Food Be Thy Medicine: WIMS Networking Event at The Kitchen

On February 9, 2023, WIMS members gathered at The Kitchen to prepare and cook a meal together. Starting with appetizers and drinks, we were able to network, catch up with friends and meet new members in a fun and relaxed environment. Then, under direction of the executive chefs we worked together to prepare a delicious dinner of arugula salad, mac and cheese, pork medallions or mushrooms and roasted broccoli. In addition, we had a dessert of apple pie crisp with whipped topping. The highlight was having our own Dean Bradford cook with us at this event. Overall, it was a fun night full of good food and good memories.





## WIMS In Action

During this past winter, there was an unprecedented rise in the number of children suffering from numerous respiratory illnesses across the country. Wait times in pediatric emergency medicine departments was up to several days and hospital beds were at a minimum. WIMS wanted to show some appreciation to women-identifying physicians, trainees and nurses. WIMS partnered with NCH leaders to pay for chair messages. These free 20-minute messages were offered to faculty and trainees over several different days and times in the month of December to show our appreciation for the hard work of our pediatric colleagues.

## Congrats to the first cohort of RAPTIC Applicants!!!

Leena Nahata, MD  
Micah Skeens PhD APRN CPNP  
Janet Childerhose, PhD  
Kedryn Baskin, PhD  
Kristin Stanford Ph.D., F.A.H.A.  
Stephanie Zyck, MD  
Farah Khan, MD, MS  
Beatriz Hanaoka, MD, MSc  
Elise Berlan M.D., M.P.H., FAAP, FSAHM  
Norah Crossnohere, PhD  
Stephanie DiStasi, PT, PhD  
Amy Valesek, MD, MS



In a new program to help accelerate research projects that lead to application for IP and Commercialization as well as translational research, we have welcomed our first cohort of faculty researchers from across the College of Medicine to take part in a year-long accelerator program (Research Accelerator Program to Translate, Innovate, and Commercialize, or RAPTIC). This program will help to build professional networks, provide training and resources, as well as engage in individual and longitudinal coaching across this 2023 pilot cohort.

## Join us for an upcoming Tweet Chat celebrating International Women's Day!



We will be exchanging our intergenerational perspectives about mentorship, sponsorship, embracing equity, work-life balance and more! Join in on the discussion on **Monday, March 8<sup>th</sup> at 5-6 PM EST**



Follow us **@OhioStateWIMS** and use the hashtag **#OhioStateWIMS** to engage in the conversation! We look forward to a great discussion!

## Behind the Scenes @ WIMS: Data Subcommittee

Every newsletter, "Behind the Scenes @ WIMS" will explore a specific subcommittee in WIMS. This newsletter the focus is on the WIMS Data Subcommittee.

*The mission of The Ohio State University Women in Medicine and Science (OSU WIMS) is to promote equity and advancement for faculty in the College of Medicine (COM) by cultivating awareness, advocating for change, and empowering women faculty to achieve personal and professional fulfillment. The WIMS Data Subcommittee (DSC), started in 2019 under the leadership of co-chairs Dr. Brandon Biesiadecki and Dr. Bethany Panchal, carries out the important role of collecting and analyzing data to direct and support WIMS goals and initiatives. Our data initiatives provide the data driven evidence to identify gaps, raise awareness for improvement, and recognize and highlight growth and achievements toward gender equity within COM. Importantly, data generated by DSC provides more transparency and the opportunity for information sharing that empowers both the current and next generation of biomedical clinicians and scientists.*

### Co-chairs:

- Luanne Hall-Stoodley, PhD, Microbial Infection and Immunity
- Ana Sarkar, MS, PhD, Internal Medicine, Pulmonary, Critical Care and Sleep Medicine
- Shu-Hua Wang, MD, Internal Medicine Department, Infectious Disease Division.

### Data Subcommittee members:

- Sonja Chen, MD, Nationwide Children's Hospital, Dept of Pathology
- Brittney Keller-Hamilton, PhD, MPH, Internal Medicine, Oncology
- Scott Lenobel, MD, Radiology
- Xiaokui (Molly) Mo, PhD, Biomedical Informatics
- Erin Stevens, MD, Internal Medicine Palliative Medicine
- Lauren Southerland, MD, Emergency Medicine
- Anne Sullivan, MD, Orthopedic Surgery
- Kathy Tober, PhD, Faculty Affairs
- Ceren Yarar-Fisher, PT, PhD, Dept of Physical Medicine and Rehabilitation



### Advisory members:

- Mark Landon, MD, Chair, Obstetrics and Gynecology
- Tatiana Oberyszyn, PhD, Vice Dean for Faculty Affairs.

The OSU WIMS DSC works closely with the Office of Faculty Affairs and the Office of Diversity and Inclusion to encourage an innovative and collaborative environment that supports all faculty, with a particular emphasis on women identifying as women and underrepresented minority faculty.

The DSC welcomed a new co-Chair in January, Dr. Anasuya (Ana) Sarkar. *"I am honored to be part of the WIMS DSC community. I have always been passionate about promoting a culture of respect and equal opportunity for women in academics. I am excited to work alongside our amazing DSC committee members, co-chairs, advisory committee and WIMS leadership to promote and advocate for equity and gender equality to advance women faculty within OSU COM."*

*The Data co-chairs are guided by the drive to better understand any barriers to gender equity in the medical sciences. Just as evidence-based medicine can lead to fundamental changes in disease paradigms, the DSC provides an evidence-based foundation to inform WIMS in advocating for action and policies that promote gender parity, including the intersection of underrepresented groups and gender in academic medicine. We look forward to helping WIMS gain important insights that support the OSU COM in its goal to achieve excellence in equity and inclusiveness. – Luanne Hall-Stoodley, PhD; Ana Sarkar, MS, Ph.D and Shu-Hua Wang, MD.*

If you are interested in joining the WIMS DSC, or if you have ideas for new projects or initiatives please send an email to [wims@osumc.edu](mailto:wims@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.

Several new members joined the DSC last year and are working on our DSC initiatives: Sonja Chen, MD, Nationwide Children's Hospital, Dept of Medicine, Pathology; Brittney Keller-Hamilton, PhD, MPH, Internal Medicine, Oncology; Xiaokui (Molly) Mo, PhD, Biomedical Informatics; Erin Stevens, MD, Internal Medicine Palliative Medicine; Lauren Southerland, MD, Emergency Medicine; Kathy Tober, PhD, Office of Faculty Affairs; and most recently, Ceren Yazar-Fisher, PT, PhD, Dept of Physical Medicine and Rehabilitation.

#### **Data Subcommittee accomplishments and initiatives aligned with the WIMS Strategic Plan**

- Established an IRB for secure storage of data
- The State of Women Faculty at OSU COM 2021 White Paper Report detailing the percent of women-identifying faculty by rank and department and benchmarked against 2020 AAMC data and is included at the end of this newsletter. The report provides Department Chairs with data specific to their department and tenure initiating units on gender inclusion and equity in the COM.
- Generate data based annual snapshots *of the percent of women-identifying faculty by rank and department that is benchmarked against 2020 American Association of Medical College (AAMC) data* and present for the Annual celebration of women faculty. This year the DSC is providing data for the WIMS annual report that will be distributed in May
- Build, validate and curate longitudinal databases for OSU COM leadership positions (Deans, Chairs, Division Chiefs, Center and Medical Directors)
- Assemble and present analyses for COM leadership and department chairs on behalf of WIMS
- Provide reports on gender parity for OSU presentations and publications, for presentation at national conferences, and for publication in the national scientific and medical literature.

#### **Additional DSC projects and Initiatives for the WIMS**

- Analyses of 2022 data have begun. Our goals include comparing OSU COM with newer AAMC data that are anticipated to be released in March 2023 and comparing with other Big10 medical colleges.
- Assemble an annual database to track faculty retention by rank and gender as well as tenure vs clinical track and race/ethnicity.
- Track faculty promotion and tenure and faculty hiring at senior ranks
- Working with OSU Anti-racist Action Plan (ARAP) initiatives to facilitate the incorporation of under-represented groups and ethnicity data together with gender in COM databases
- Working with the OSU President Provost Council on Women (PPCW) Leadership workgroup.

### **Tell us about your accomplishments!**

OSU WIMS has our own twitter feed and we would like to promote the amazing work that is happening on campus. Please follow us @OhioStateWIMS

To help us gather relevant content (promotions, awards, and other exciting news) please fill out this intake form to notify us of these accomplishments!

Access the intake form here: <https://medicine.osu.edu/faculty/fame/our-pillars/wims>

### **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://www.facebook.com/groups/OhioStateWomenInMedicine/>.

## Highlight on Accomplishments

WIMS congratulates the following faculty for their recent achievements

**Maya Iyer, MD, MEd** clinical associate professor of Pediatrics was appointed Assistant Dean for Clinical Track Faculty in February 2023 and will work the career progression of clinical track faculty.

**Carolyn Presley, MD, MHS**, assistant professor of Internal Medicine in the Division of Medical Oncology, received the 2022 Rising Star Award from the LEAD Women Leaders in Oncology. The award celebrates the next generation of women physician leaders in oncology who contribute to their field and demonstrate a commitment to transforming the existing state of affairs.

**Maria (Maju) Brunette, PhD**, associate professor of Health Sciences in the School of Health and Rehabilitation Sciences and affiliated faculty in the Integrated Systems Engineering Department, has been selected as a judge for the 2023 American Association for the Advancement of Science Poster Competition to be held at their Annual Meeting in Washington, DC (March 2-5, 2023). Her contribution will be in the Medicine and Public Health category.

**Cheryl Lee, MD**, professor and chair of the Department of Urology and member of the Translational Therapeutics Program, received a Distinguished Service Award from the American Urological Association.

**Hafza Inshaar**, MD candidate Class of 2023, received the Dr. Clotilde Bowen Women of Excellence Award! This award celebrates Dr. Bowen, the first Black woman to graduate from the Ohio State University College of Medicine, and her legacy of excellence in leadership, service and humanism in medicine.

The Ohio Bureau of Workers' Compensation has awarded The **Ohio State University Wexner Medical Center** and **College of Medicine** a \$1.5 million grant for workforce safety innovations. The grant funds "The Buckeye Pause Bundle: Augmenting State of Mind and Body as the Ultimate PPE," a study led by coprincipal investigators and Ohio State researchers **Catherine Quatman-Yates, PhD**, associate professor of Health and Rehabilitation Sciences and Orthopaedics, and **Maryanna Klatt, PhD**, director of Integrative Medicine and professor of Family and Community Medicine. It will include the Mindfulness in Motion mind-body exercise prompting system that Dr. Klatt created.

**Camilla Curren, MD**, clinical associate professor of Internal Medicine, was recognized as a Distinguished Fellow in the 2023 Cohort of the National Academies of Practice, which comprises an incredible group of passionate, talented and collaborative people who firmly believe that close collaboration and coordination of different health care professions, aligned through a common vision, can advocate for patients and model excellence in interprofessional and preventive care.

**Kristy Townsend, PhD** will lead researchers at the **Wexner Medical Center** and **College of Medicine** in an awarded \$1.2 million from the W. M. Keck Foundation to explore the neural feedback loop between the brain and adipose (fat) tissue. **Townsend**, associate professor of Neurological Surgery, will employ advanced techniques to evaluate how and which lipids (fatty compounds that help maintain certain cellular functions) are communicated to the brain by nerves in adipose tissue in mouse models.

**Emily Patterson, PhD**, professor in the Division of Health Information Management and Systems in the School of Health and Rehabilitation Sciences, received the 2022 HFE Woman Mentor of the Year award. The HFE WOMAN Mentor of the Year Award recognizes the outstanding contributions made by an individual (man or woman) in the mentorship and professional advancement of women within the Human Factors and Ergonomics community.

**Jennifer Garvin, PhD, MBA, RHIA**, director and associate professor in the Division of Health Information Management and Systems in the School of Health and Rehabilitation Sciences, has been appointed to the U.S. Dept. of Veteran's Affairs (VA) and the Centers for Medicare and Medicaid (CMS) Data for Research Advisory Board.



## UPCOMING EVENTS

### **WIMS Health Athlete One Day Workshop**

As part of our ongoing focus on employee well-being we are offering a 1-Day Health Athlete workshop on April 27<sup>th</sup>, 2023

### **Annual Celebration of COM Women Faculty Save the date!**

May 10<sup>th</sup> 2023 from 5:30-7:30pm at the Ohio Union. Stay tuned for more event information and registration

### **Partner Equality Workshop by Kate Mangino**

Save the date-May 23<sup>rd</sup> 2023 from 3-5 pm in BRT 115. Partners are welcome to attend, stay tuned for event information and registration.

### **FAME United Emerging Leaders (FUEL)**

This 5-session program is designed for COM faculty interested in enhancing and developing their leadership skills.

[Find out more](#)

### **New Faculty Academy**

This one-year program is designed to orient all new COM faculty and provide them with tips and facts on how to navigate academic medicine and thrive in your faculty role at the College of Medicine.

[Find out more](#)

## Recommended reading:

[Women in medicine forging a path for equity](#)

[Global call to action for mothers in science: Action plan for funding agencies](#)

[Why women say no to leadership positions:](#)

[When resilience is cliché and resilience resources are taboo: how language and policies exacerbate mental health disparities](#)

[Scientists who are caregivers need more support](#)

[Leadership in science: how female researchers are break up the boys' club](#)

[Provision of Onsite Childcare in US Academic Health Centers: What Factors Make a Difference?](#)

[Couple don't have the same experience when both work from home:](#)

[Are you taking on too many non-promotable tasks?](#)

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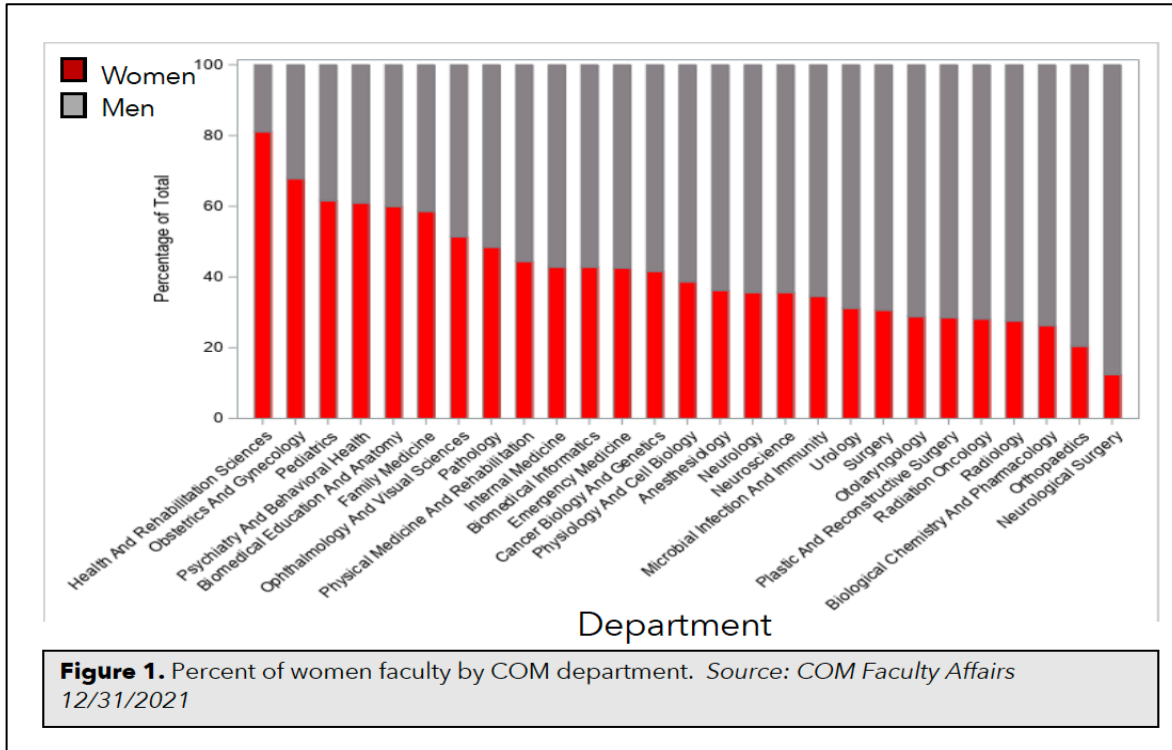
For more information, please visit the WIMS webpage at <https://medicine.osu.edu/faculty/fame/our-programs/wims>



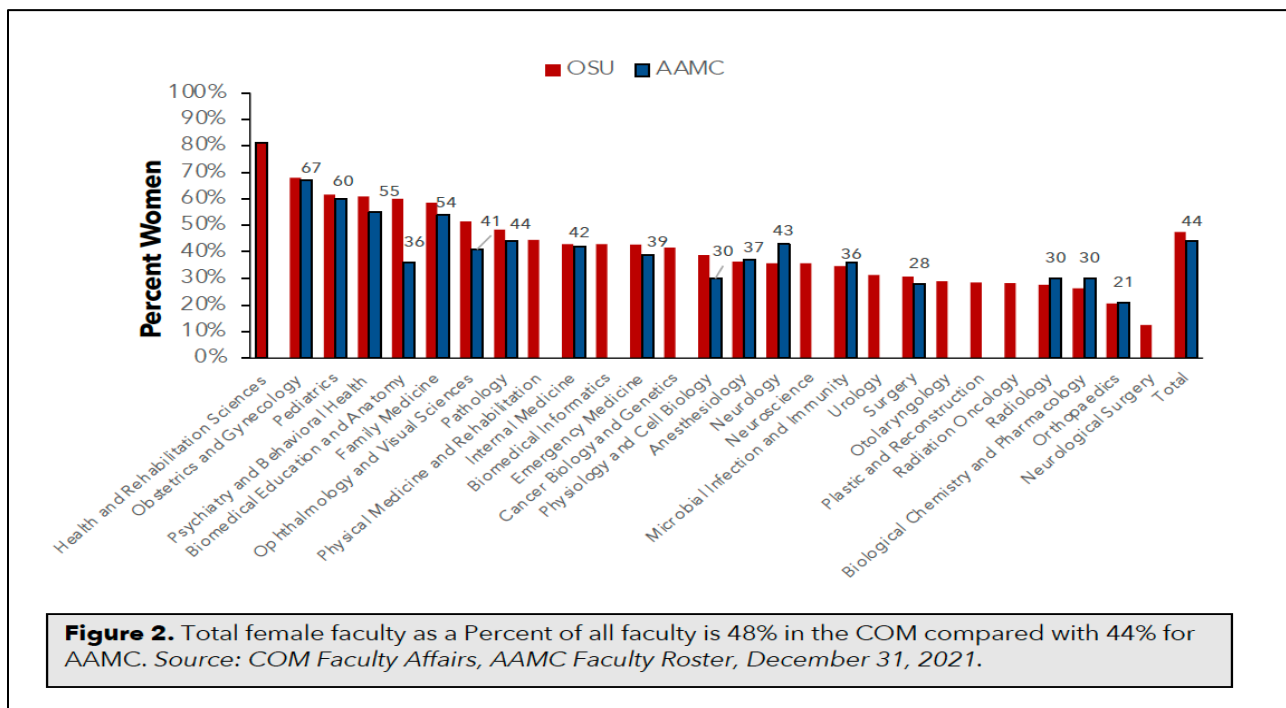
**The Ohio State University College of Medicine (OSU COM): The State of Women Faculty 2021 White Paper**

This report for COM Dept. Chairs and Leadership is a 2021 snapshot of the percent of women-identifying faculty by rank and department, benchmarked against 2020 American Association of Medical College (AAMC) data.

The percentage of women faculty at OSU COM varies across COM Departments, from <20% to 80% (Fig. 1).

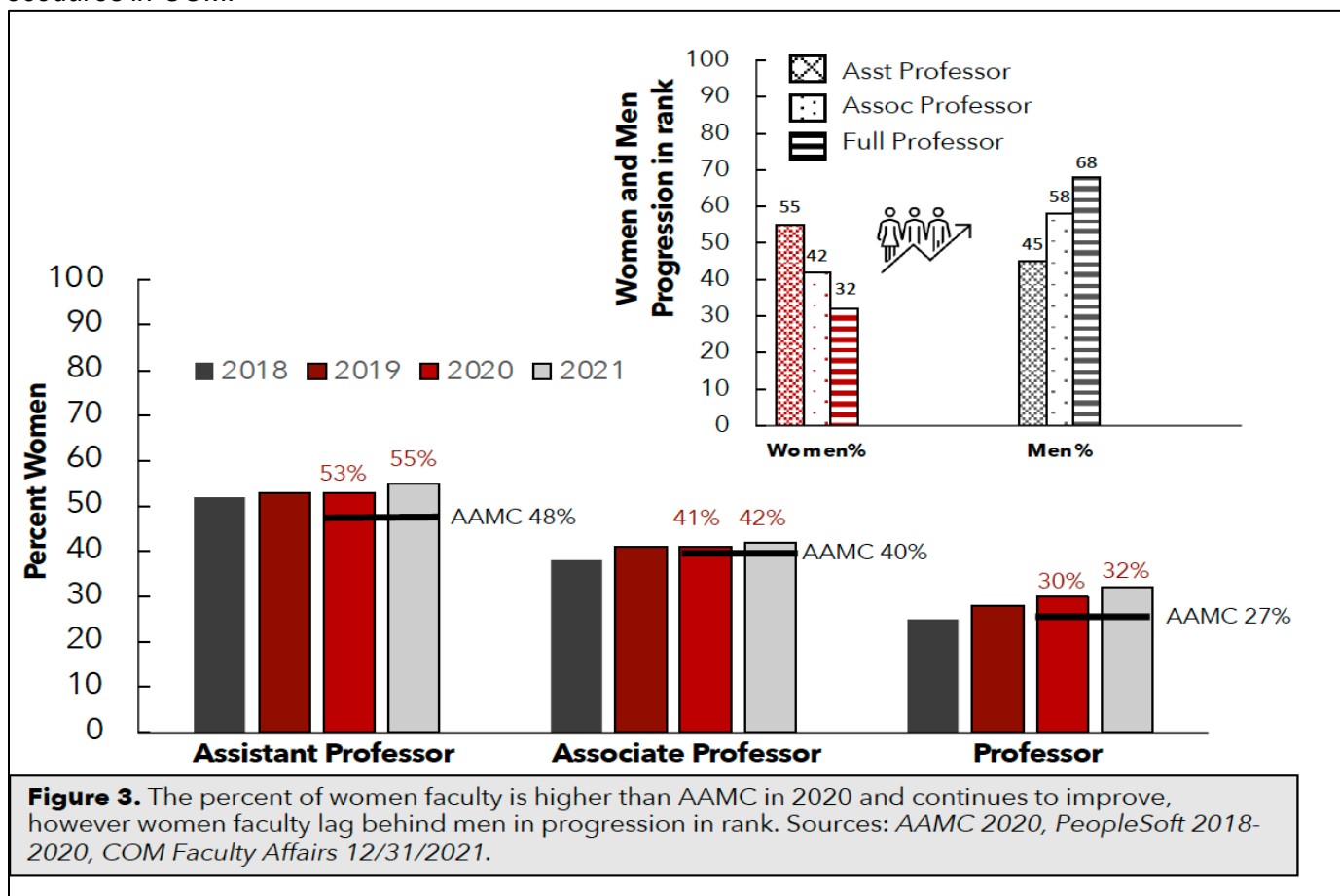


Across departments, the percentage of OSU COM women faculty (red) is generally higher than or near parity with AAMC (blue) (Fig. 2). Not all OSU COM departments have a comparator in the AAMC data (those without corresponding blue bars). Analysis of only the OSU COM departments with an AAMC benchmark revealed similar percentages of women faculty: 48% (OSU COM) v. 44% (AAMC).



Overall, the percentage of women faculty in the OSU COM was higher than 2020 AAMC data (**Fig. 3**). The percentage of women faculty in the COM has steadily increased from 2018 compared to the national average for Medical School women faculty in many departments, according to the 2020 AAMC data.

OSU COM data nevertheless indicate that progress still needs to be made to gain gender parity at higher ranks, as the share of women faculty decreases from 55% at the Assistant Professor rank to 32% at the Professor rank (**Fig. 3 inset**). Given the higher number of women at Assistant Professor rank, even when considering lag time to promotion, one would expect that OSU women faculty would be approaching parity with men. *This remains an area for further analysis and an opportunity for improvement by supporting effective promotion and retention procedures in COM.*



**Figure 3.** The percent of women faculty is higher than AAMC in 2020 and continues to improve, however women faculty lag behind men in progression in rank. Sources: AAMC 2020, PeopleSoft 2018-2020, COM Faculty Affairs 12/31/2021.

**Next steps:** Analyses of 2022 data will begin in 2023. These updated analyses will compare to newer AAMC data (anticipated release in March 2023). WIMS will follow this white paper with a more comprehensive Report on the Status of Women in the College of Medicine as part of our 2022 Annual Report. This will provide a basis for strategic planning on inclusion and equity in the COM going forward.

**Compiled on behalf of WIMS by the WIMS Data Subcommittee, January 2023.**

- **Co-chairs:** Luanne Hall-Stoodley, PhD, Microbial Infection and Immunity, Ana Sarkar, PhD, Internal Medicine, Pulmonary, Critical Care and Sleep Medicine, and Shu-Hua Wang, MD, Internal Medicine Department, Infectious Disease Division.
- **Committee members:** Lauren Southerland, MD, Emergency Medicine, Scott Lenobel, MD, Diagnostic Radiology, Xiaokui (Molly) Mo, PhD, Biomedical Informatics, Kathy Tober, PhD, Faculty Affairs, Brittney Keller-Hamilton, PhD, MPH, Internal Medicine, Sonja Chen, MD, Pathology, and Anne Sullivan, MD, Orthopedic Surgery.
- **Advisory:** Mark Landon, MD, Chair, Obstetrics and Gynecology, Tatiana Oberyszyn, PhD, Vice Dean for Faculty Affairs.