

# WIMS Newsletter

## Letter from Bella Mehta PharmD, FAPhA, Professor and Chair Pharmacy Practice and Science

For the past few years, each February, my husband and I give a joint lecture for an undergraduate honors course on resiliency in dual career marriages. As I share my story with the students, I think about the influence of mentors and leaders through my career trajectory and share pearls with students on the importance of having strong leadership models. I believe that same information can shape the advancement from junior to midcareer to senior faculty. The opportunities to make a difference and continually “lead from where you stand” is a choice and can be critical to individual and team success at every stage. Faculty leadership development is an ongoing and iterative process and it is important to start early.



Junior faculty are often confident in skillsets developed through their own graduate and professional training such as didactic teaching, scholarship and direct patient care. Initial years are spent in creating a niche or specialty area and designing ones academic “story” that weaves together emerging national expertise through the academic pillars of teaching, research and service. Early in the academic lifespan, junior faculty also cultivate new skills in areas such as practice management, establishing funded research programs, and leading and managing people. Time, effort and energy are focused on building the narrative and often leadership in the early career is focused on small “I” leadership roles. These roles can include serving as primary preceptors or program directors for residents and fellows, leading small projects or overseeing teams in clinic. Professional organizations become a key resource for leadership growth. By becoming active in state and national organizations, volunteering for or chairing committees, moderating sessions, and helping through a service oriented lens, junior faculty can build and grow their network and leadership skills. As a junior faculty member, consider using these experiences to listen, learn, and observe leadership styles. Small “I” roles may result in meeting professional mentors and sponsors. The pharmacists that I encountered and interacted with through organizations sometimes provided career advice, recommended me for service to national task forces or served as reviewers in my promotion dossiers. I sought mentorship and learned that leading from where you stand has impact and influence – all without a title needed.

During the transition from junior to midcareer faculty, consider enhanced learning about leadership and development of people. During that time in my career, I found I was ready to pursue more formal leadership roles and wanted to lead with a big “L” but wasn’t sure where to begin. One of our national pharmacy organizations offers an academic leadership fellows program through a competitive application and selection process. This program requires travel out of state for five days at a time for four weeks in a one-year timeframe. The program includes conducting self-assessments on leadership styles, learning about the leadership models including the four frames of leadership, considering case studies on real life ethical and moral dilemmas encountered by senior administrators in academia, in depth discussion at Gallup to learn about the full use of the Strength Finders tool and developing self-directed action plans. The program was an incredible opportunity to build my leadership foundation and I use the network still as a sounding board and to learn from.

As a senior faculty member, my leadership development journey focused in the higher education arena more broadly versus the pharmacy focused leadership journey I was on earlier in my career. We are fortunate to have many resources at OSU and finding your fit among them is important. When I was considering a career shift, I discussed with faculty that had been through programs at OSU and asked my Dean to nominate me for the President and Provost’s Leadership Institute (PPLI) (<https://womensplace.osu.edu/initiatives-and-programs/leadership-programs#ppli>).

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May 2020, ISSUE 11

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.



## Letter from Bella Mehta PharmD, FAPhA, Professor and Chair, Pharmacy Practice and Science

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PPLI is an 18 month long program offered as a partnership between OSU's The Women's Place and the Office of Human Resources. Its main mission is to create future higher education leaders with a focus on groups that have been underrepresented in key roles. Building from the experience of my previous program, participating in PPLI allowed me to develop a valuable team of colleagues through the entire university. In the program, a cohort of about twenty faculty meet monthly and learn from senior university leaders, discuss topics in the changing landscape of academia including Title IX, the #metoo movement, and the influence of social media in higher education. Other sessions may include book clubs, learning about budget and finance of the university and techniques around change management. Having small group time to dialogue with President Drake, Provost McPheron, Vice-Provost Wolfe and other university leadership is an unparalleled opportunity. My exposure to PPLI and The Women's Place introduced me to the President and Provost's Council on Women (PPCW). PPCW (<https://womensplace.osu.edu/ppcw>) is an advisory group consisting of faculty and staff whose main mission is to advocate for women and provide leadership in development of OSU policies and practices that have a positive impact on women and underrepresented minorities. To work alongside and learn from talented women from across the university and the medical center, has been a gift. Our task forces have worked to guide and influence policies on issues such as pay equity, flexible work arrangements and mentoring.

Leadership development is a journey that can span ones whole career. Whether you lead from where you stand or lead through a formal role, having faculty that choose to lead, influence and impact others is a key component to the success of academic institutions.

## Healthcare Finance: "From Bedside to Boardroom" Event

January 27, 2020 3-5 pm

L045 James

OSUWMC financial experts provide an overview of healthcare finances including Medicare charges, introduction to the BPCI program and MACRA requirements. All physicians need to understand the basic and changing nature of healthcare reimbursement in order to successfully demonstrate value over volume in patient care. Speakers included John Lindaman, financial controller at OSUMC, Deb Lowe, Administrative Director Revenue Cycle, and Dr. Susan Moffat Bruce, CEO of the Royal College of Physicians and Surgeons of Canada, who spoke remotely. This event was hosted by WIMS.



## Women In White Coats

January 16, 2020

Ross Heart Auditorium

Women in White Coats is an annual event where female physicians, researchers, and medical students connect and share experiences specific to women in medicine. The program began with a welcome from Alyssa Grovemiller and introduction of the keynote speaker, Dr. Clara Lee, director of WIMS. This was followed by dinner, networking, and mingling, closing remarks, and group photo (below). This evening of networking provided invaluable wisdom for the students and a unique opportunity for alumni, faculty and residents/fellows to give back to the physicians of tomorrow.

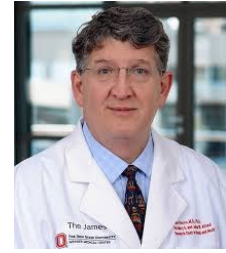


## WIMS Monthly Meeting

April 20, 2020

Zoom

Interim Dean, James Rocco MD PhD was the invited guest at the WIMS April Monthly Meeting. Dean Rocco discussed his vision of integration of women in leadership throughout COM using a multi-pronged approach including transparency of leadership and representation. His discussion was followed by a question and answer session.



### Highlight on Accomplishments

WIMS congratulates the following women faculty for their recent achievements.

- Clara Lee, MD MPP, and J. Nwando Olayiwola, MD MPH, FAAFP, are recipients of the 2020 Executive Leadership in Academic Medicine fellowship, a one-year program supporting the advancement of promising women leaders in their organizations. Link:

<https://wexnermedical.osu.edu/osuhealthbeat/lee-and-olayiwola-awarded-prestigious-elam-fellowships>



- Clara Lee, MD MPP was named as OSU liaison for the AAMC Gender Equity Initiative
- Zarine Shah MD, associate professor of Department of Radiology, was appointed Associate Director of WIMS

- Cheryl Lee MD, Chair of the Department of Urology, was elected to be Trustee of the American Board of Urology, which establishes and maintains standards of certification for urologists in the United States. She will serve a 6 year term.



- D. Michele Basso EdD PT, professor of School of Health and Rehabilitation Sciences and Cynthia Roberts PhD, professor of Ophthalmology, received the OSU 2020 Distinguished Scholar Award

- Anita Afzali MD MPH, associate professor of Department of Internal Medicine and medical director of The Ohio State University Inflammatory Bowel Disease Center, opened the new IBD center with a ribbon cutting ceremony on March 2020



- Gloria Fleming, MD, associate professor of Ophthalmology and Visual Science, was awarded the winner of the 2020 Ruth Bailey Faculty and Staff Award by Ohio State's Office of Diversity and Inclusion (ODI)



## Behind the Scenes at WIMS: Media

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

The Media subcommittee is co-chaired by Vivien Lee MD and Megan Ballinger PhD, and members includes James MacDonald MD MPH and Molly Howsare DO. The Media subcommittee is responsible for coordinating social media efforts (Twitter, WIMS facebook group), producing the WIMS newsletter, and maintaining the WIMS website.



On twitter, the WIMS hashtags are: #OhioStateWIMS #WomenInMedicine #WomenInScience.

### Vivien Lee MD

@VivienHLee

Vivien Lee MD FAAN is associate professor in the Department of Neurology. She is director of the OSUMC comprehensive stroke program, director of the neuro



inpatient service line, and director of the vascular neurology fellowship program. She is co-chair of the WIMS media subcommittee. Her research interests include acute ischemic stroke intervention (LVO with mild deficits) and turning 3 children (age 9, 5, 2) into responsible adults.

### Megan Ballinger PhD

@mnballinger

Megan Ballinger PhD is assistant professor in the Division of Pulmonary, Critical Care and Sleep Medicine in the Department of Internal Medicine. She has a research focus on pulmonary fibrosis. She is co-chair of the WIMS media subcommittee. Her family includes husband (Michael), twin boys (Mason and Micah, 9) and daughter (Maddie, 7).



### James MacDonald MD MPH

@sportingjim

James MacDonald MD, MPH is a Clinical Associate Professor at OSUCOM and practices pediatric sports medicine

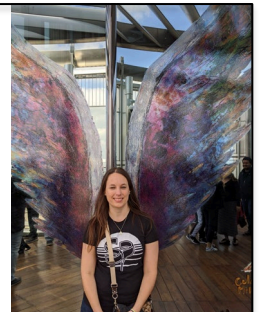


at Nationwide Children's Hospital. His research interests include pediatric back pain, concussion and physical inactivity. He is a Deputy Editor for the Clinical Journal of Sport Medicine and a member of the editorial board of the Journal of Dance Medicine and Science.

### Molly Howsare DO

@MollyHowsare

Molly Howsare is assistant professor in the Division of Pulmonary, Critical Care and Sleep Medicine in the Department of Internal Medicine. She spends 50% of her time working with the lung transplant team and 50% in general pulmonary critical care. She is interested in pursuing research in the development and treatment of diabetes after solid organ transplant.



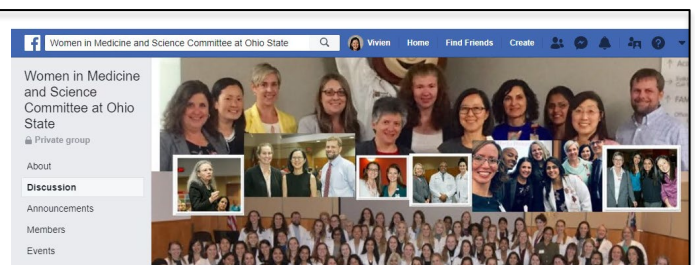
## WIMS Facebook group

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/>

This is a Facebook group to foster support for OSU Women in medicine and science.



## Announcements

- Ohio State recognizes that the coronavirus (COVID-19) pandemic has created circumstances that prevent or interrupt faculty progress toward professional and scholarly achievement. This problem is especially critical for faculty working toward tenure within a limited and specified timeframe. Therefore, OSUCOM is offering automatic approval for a one-year extension of the probationary period to all applicable tenure-track faculty. OSU COVID-19 P&T 1 year Tenure Clock Extension Form: <https://oaa.osu.edu/tenure-track-faculty-extension-tenure-clock-due-covid-19>
- National Institutes of Health (NIH) Early Stage Investigator (ESI) Status Can Be Extended Due to Disruptions From COVID-19. NIH Early Stage Investigator Extension Information for COVID-19: <https://nexus.od.nih.gov/all/2020/04/09/can-esi-status-be-extended-due-to-disruptions-from-covid-19/>

Please join us on our first upcoming Tweet Chat on the topic

## “New Challenges to Women in Medicine & Science in the COVID-19 Era”

Sunday May 31 7p-8p EST

Hosted by #OhioStateWIMS

Moderators: Vivien Lee MD

Megan Ballinger PhD

James MacDonald MD MPH

Use the hashtag #WIMSinCOVID to join the discussion (sort by latest)

*And please remember to put #WIMSinCOVID in all your tweets!*



<https://ottawacitizen.com/opinion/todays-letters-a-different-side-of-broadcasting-during-covid-19/>

## UPCOMING EVENTS

### MAY

#### WIMS TweetChat

May 31, 2020 7-8p EST

“New Challenges to Women In Medicine & Science in the COVID-19 Era”  
hosted by #OhioStateWIMS

### SEPT

#### 2020 WIMS Annual Spring Seminar: Nancy Spector MD, Executive Director of ELAM

This event is rescheduled to Sept 24-25<sup>th</sup>,  
2020

WIMS welcomes Nancy Spector, MD,  
executive director of Executive  
Leadership in Academic Medicine (ELAM)  
as this year’s spring speaker. ELAM was  
established in 1995 and is the premier  
leadership program for women faculty  
within academic medicine.

### NOTICE:

#### “Sharpening Your Negotiation Skills” Workshop with Tanya Menon

This event will be rescheduled from March  
2020 due to COVID19, date TBA

## Recommended reading:

### Sex Differences in Salaries of Department Chairs at Public Medical Schools

Link:

<https://jamanetwork.com/journals/jamainternalmedicine/article-abstract/2762575>

### The Pandemic and the female academic

Link: <https://www.nature.com/articles/d41586-020-01135-9>

### Sexual Misconduct in Academic Medicine

Link: <https://jamanetwork.com/journals/jama/article-abstract/2764683>

### Why Do Women Make Such Good Leaders During COVID-19?

Link:

<https://www.forbes.com/sites/camianderson1/2020/04/19/why-do-women-make-such-good-leaders-during-covid-19/#6855a81b42fc>

### Women Academics Seem to be Submitting Fewer Papers During Coronavirus

Link: <https://www.thelily.com/women-academics-seem-to-be-submitting-fewer-papers-during-coronavirus-never-seen-anything-like-it-says-one-editor/>

### Faculty salaries rise 2.3%, and new data spotlight gender gap

Link: [https://www.aamc.org/news-insights/faculty-salaries-rise-23-and-new-data-spotlight-gender-gap?utm\\_source=sfmc&utm\\_medium=email&utm\\_campaign=aamcnews&utm\\_content=newsletter&fbclid=IwAR2jyCJft9Y9BiwC-X99vWkJFT40R-MqXPZqN7pG7tkuh44-wVe96e6UhEw](https://www.aamc.org/news-insights/faculty-salaries-rise-23-and-new-data-spotlight-gender-gap?utm_source=sfmc&utm_medium=email&utm_campaign=aamcnews&utm_content=newsletter&fbclid=IwAR2jyCJft9Y9BiwC-X99vWkJFT40R-MqXPZqN7pG7tkuh44-wVe96e6UhEw)

### Nearly Half of Men Say They Do Most of the Home Schooling. 3 Percent of Women Agree

Link:

<https://www.nytimes.com/2020/05/06/upshot/pandemic-chores-homeschooling-gender.html?smid=tw-nytimes&smtyp=cur>

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