

WOMEN IN MEDICINE AND SCIENCE (WIMS) NEWSLETTER

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As I write this, fall is in the air—leaves are beginning to change, pumpkin spice is ubiquitous, and students are back in school. I have always viewed fall as a time of renewal and reflection. For much of our lives it was the start of a new academic year, filled with the hope and promise of what was to come. While most of us are no longer “official” students, our learning never ceases. We have the opportunity (and some might say, an obligation) to continue to grow and develop in our roles as scientists, physicians, educators, and leaders.

I often meet with early-career faculty who are eager to learn the “secret sauce” to becoming a leader. The true answer of course is found in the famous Glenda quote from “Wizard of Oz”—edited for my purposes: “*You’ve always had the [leadership], my dear, you just had to learn it for yourself.*” But harnessing that inner leadership is crucial — and may seem at times overwhelming. There are many, many books written on these topics but here are some nuggets to consider as your career develops:

- 1. Mentorship** is critical for success but what is a mentor? The truth is that anyone at any stage of career can be a mentor, and (as we are each unique) each of us can have many mentors (I encourage you to do so-- and to serve as mentor yourself)! You may have a career mentor, an academic mentor, a wellness mentor, a clinical mentor, a personal mentor. Each may bring you a completely different perspective.
- 2. Sponsorship** is very different from mentorship. A sponsor is typically a “well-connected” person who directly advocates for you and provides you with opportunities or connects you with key people. The value of sponsorship cannot be overstated, and you may need to seek out a sponsor to help advance your career. Interestingly, studies have shown that women are less likely to ask for sponsorship, and less likely to receive it. We have work to do here.
- 3. Coaching** enables you to be at your best. Like any world class athlete, we all need coaching. To this day, I utilize a coach to help me strategize and develop plans, and to deal with complex situations. A coach may help you talk through difficult discussions before they occur and may allow you to consider ways you might have better handled a situation. Coaching helps you develop insights into yourself, your leadership style, and enables you to learn from mistakes (and prevent future ones).
- 4. Leadership Development Opportunities** allow you to directly learn from other leaders and to network with colleagues. There are abundant leadership development courses and seminars both locally and nationally. I encourage you to take advantage of these as they can often be transformative.

WIMS is a valuable resource that can help you connect to the right people and provide you with these opportunities. We have an amazing community of truly brilliant successful women. Let’s all continue to empower each other to help us all achieve our goals. And bring on the pumpkin spice!

WOMEN IN MEDICINE AND SCIENCE
THE OHIO STATE UNIVERSITY COLLEGE OF MEDICINE

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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.

Announcements and Opportunities

[Critical Difference - Professional Development Grants | The Ohio State University \(osu.edu\)](#)

[NCI Funding Opportunities | OSUCCC – James](#)

[SWOG Cancer Research SEED Fund - The Hope Foundation](#)

[WIMS Emerging Leader in Healthcare Award – Nov. 30 Home | HealthBeat HUB \(onfirstup.com\)](#)



The **2023-2024 FAME Faculty Development Programs Catalog** is live! Go to this site to explore offerings:
<https://u.osu.edu/comfame/events/>



CommUNITYten
The Big Ten Academic Alliance
Women in Medicine and Biomedical Science Conference

BIG ACADEMIC ALLIANCE

Register Today
Early Bird Registration Ends December 31, 2023

THE OHIO STATE UNIVERSITY
COLLEGE OF MEDICINE

June 7-8, 2024
The Ohio Union
1739 N. High Street
Columbus, OH 43210

About the Event
A conference designed to lift and empower women in academic medicine and biomedical science through sharing resources, professional development, education and connection.

Please [Click Here](#), use QR code to right; or visit <https://event.me/LNQdvB> to access the registration and conference agenda
For more information, contact The Ohio State University Women in Medicine and Science at WIMS@osumc.edu

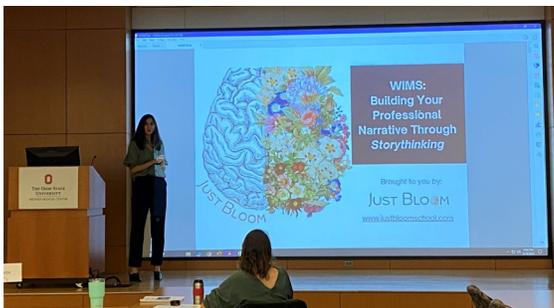
Early Bird Registration for **CommUNITYten** is now OPEN!
Register here: <https://event.me/LNQdvB>

WIMS Welcome/Welcome Back | August 31, 2023



WIMS held its second-annual 'Welcome, Welcome Back' event at the faculty club on August 29, 2023. All faculty in the College of Medicine were invited, with the event focused on welcoming new faculty who joined the college over the past year and introducing them to existing members through informal networking over hors d'oeuvres. At the event, WIMS announced its 2023 winners of the Engagement Award, which were Advocacy co-chair Dr. Susan Massick and Events co-chair Dr. Aubrey Moe, both of whom were lauded for their significant contributions to the WIMS mission through their exemplary service to the organization. Additional remarks were made by Vice Dean for Academic Affairs, Dr. Tatiana Oberyszyn, who reminded all of us to schedule time with ourselves for professional purposes (such as dossier preparation) and to utilize our vacation time. Dr. Oberyszyn also read remarks from Dean Bradford who praised the work of WIMS and was regretful that she could not attend this year. Supporting the theme of 'Better Together', attendees left with a small gift designed by WIMS member Dr. Patricia Malerich. This event is now a recurring event organized by the WIMS Events subcommittee members.

WIMS Townhall Featuring Sarah Lagrotteria from the Just Bloom School | September 19, 2023



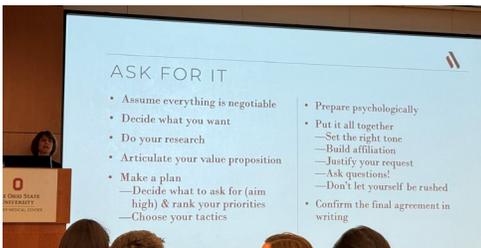
In September, WIMS held its first in-person 'Town Hall' since 2018. The event was held in the Biomedical Research Tower and was comprised of two portions. In the first time slot, Sarah Lagrotteria from Just Bloom School, presented a mini-workshop on crafting your professional narrative and their unique "storythinking" process as a means to prepare for writing. This introductory session was a sample of what Just Bloom does all over the country with military, companies, and undergraduate students - including those here at Ohio State, where her husband Angus Fletcher is a professor in the Project Narrative program and is also author of Wonder Works and co-founder of Just Bloom. Just Bloom is in discussions with WIMS to lead a more intensive deeper-dive workshop into storythinking at the BTAA CommUNITYten conference for Women in medicine and Biomedical Science, hosted at OSU June 7-8, 2024. Learn more about their work at www.justbloomschool.com. (Continued on Page X)

WIMS Townhall Continued

In the second portion of the Town Hall, attendees were invited to join representatives from all 5 WIMS Subcommittees to learn more about their work and gain professional development resources, and also to ask questions and provide input to WIMS. Media/Communications shared a guide to using social media in academic medicine (to be posted on our website soon), Awards shared a guide to writing a letter of nomination (also to be posted on our website soon), Data led a discussion on the annual report data on women in the college, Advocacy shared high-level findings from their recent survey of women-identifying faculty in the college, and Events discussed how to deliver programming that will engage advocates/allies, including an option of bringing advocates/allies to future events. WIMS will continue to alternate Zoom vs in-person Town Halls, which is one of many mechanisms for us to share our work with the community and receive input from our members and constituents.



WIMS Fall Speaker: Sara Laschever, October 24, 2023



WIMS was thrilled to host best-selling author and speaker Sara Laschever as our Fall Speaker for 2023. Sara's talk was quite prescient given the recent Nobel Prize in Economics awarded for work into gender pay gaps. Ms. Laschever's books examine why women do not ask for the resources they need and present strategies for improving one's negotiation skills to get what we want. In her presentation, Ms. Laschever encouraged the audience to assume everything is negotiable. She argued that when you bring data and a positive, cooperative intent into a negotiation, you can expect positive outcomes. Another big tip she shared was to build affiliation whenever possible. Connect with both men and women above you and ask a lot of questions. And never overlook administrative assistants because they know everything! If you have additional questions for Ms. Laschever, she welcomed us to reach out to her directly at sklasch@gmail.com with WIMS Fall Speaker in the subject line.

saraslaschever.com

<http://bit.ly/LascheverLinkedIn>

<https://twitter.com/#!/sklasch>

<https://www.facebook.com/WomenDontAsk>

Behind the Scenes @ WIMS: Media & Communications Subcommittee

Every newsletter, “Behind the Scenes @ WIMS” will explore a specific subcommittee in WIMS. This newsletter the focus is on the WIMS Media & Communications Subcommittee

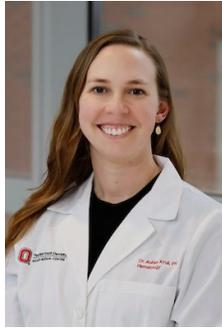
Subcommittee Mission: The mission of WIMS Media/Communications Subcommittee is to raise awareness of unique challenges women face in medicine and science and to amplify the inspiring work and impactful efforts of women in medicine and science at The Ohio State University College of Medicine both internally via newsletters and externally via Twitter.

Current Initiatives:

- Maintaining **@OhioStateWIMS** Twitter/X handle (over 1000 followers!)
- Organizing newsletters (released March 1, July 1, November 1)
- Highlighting upcoming initiatives for WIMS, such as the CommUNITYten event in June ‘24



Co-Chair Jaclyn Caccese, PhD



Co-Chair Ashley Krull, PhD



Mitva Patel, MD



Nina Rai, DO



Maria Julia (Maju) Brunette, PhD



Christina Liscynsky, MD



Renuka Shenoy, MD, MBA



Priyamvada Singh, MBBS



Rukya Masum, MD



Shafia Rahman, MD



Poorvi Hardman, DO



Jeanne Caligiuri, MD

Accomplishments of Women+ Faculty

Julie Johnson, PharmD, was appointed the director of the Center for Clinical and Translational Science (CCTS), associate dean for Clinical and Translational Research in The Ohio State University College of Medicine and associate vice president of Research for The Ohio State University. She will also hold the Dr. Samuel T. and Lois Felts Mercer Professorship of Medicine and Pharmacology.

The following faculty were named **Castle Connolly 2023 Top Hispanic and Latino Doctors**:

Jeanne Caligiuri, MD
Elizabeth M. Bonachea, MD
Ana Suelves Cogollos, MD
Martha Yearsley, MD
Cristiane Ueno, MD
Alexandra Diaz Pardo, MD

Congratulations to **Dr. Jaclyn Caccese** on receiving an R01 award from the NICHD entitled "Understanding the neurodevelopmental effects of youth tackle football participation."

The following faculty were named **Innovators in Medicine** by Dean Bradford:

Jennifer Woyach, MD
Sabrena Noria, MD, PhD
Michelle Nassal, MD, PhD
Sumithira Vasu, MD
Katharine Collier, MD
Ce Shang, PhD
Ann Scheck McAlearney, ScD, MS
Patricia T. Gabbe, MD
Sheryl Pfeil, MD, FACP, AGAF
Michelle Nassal, MD, PhD
Diane Gorgas, MD

Jennifer Roggenbuck, MS, CGC, a licensed genetic counselor and associate professor in the Division of Human Genetics at OSUWMC, led the creation of 35 evidence-based consensus guideline statements for genetic testing and counseling for patients with amyotrophic lateral sclerosis (ALS).

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>

Recommended Reading

Gender bias in reference letters for residency and academic medicine: a systematic review ^{FREE}

Shawn Khan, Abirami Kirubarajan, Tahmina Shamsheri, Adam Clayton, Geeta Mehta ✉

Author Notes

Postgraduate Medical Journal, Volume 99, Issue 1170, April 2023, Pages 272-278,

<https://doi.org/10.1136/postgradmedj-2021-140045>

<https://academic.oup.com/pmj/article/99/1170/272/7177392>

As we enter another season of medical education interviews, it's important to be aware of potential gender bias in reference letters, which can significantly impact career opportunities and advancement in medicine.



[Patients have better outcomes with female surgeons, studies find | Doctors | The Guardian](#)

[What We Know About the Effects of Remote Work - The New York Times \(nytimes.com\)](#)

[The pain doctors face in trying to build their families - STAT \(statnews.com\)](#)



[Susan Cain: The power of introverts | TED Talk](#)

[Building a psychologically safe workplace | Amy Edmondson | TEDxHGSE - YouTube](#)

Women in Medicine and Science (WIMS)



WIMS is...

- A dedicated OSUCOM faculty group promoting equity and advancement by cultivating awareness, advocating for change, and empowering women faculty to achieve personal and professional fulfillment.

Why Join WIMS?

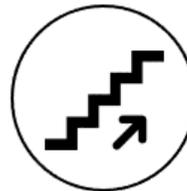
- Exclusive or early access to events and programming.
- Opportunities to meet mentors, colleagues, collaborators, and friends.
- Learn about resources, workshops, and trainings on campus and locally that will benefit your professional development.
- Support WIMS in advocating for programs and policies that enhance equity, advancement, and retention of women-identifying faculty.
- Membership Options - General Member, Advocate/Ally Member, or apply to join one of our 5 subcommittees (Data, Events, Media/Communications, Awards, Advocacy)
- Joining is easy and FREE, just scan the barcode

What does WIMS do?

Promote equity and parity



Identify and actively reduce barriers



Support promotion and leadership

Provide resources for mentorship, sponsorship, and career development



Improve the health and well-being of all faculty

Foster a positive culture and environment



@OhioStateWIMS



WIMS@OSUMC.edu



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