

# WIMS Newsletter

## Letter from Kim Tartaglia, MD, Director of Mentorship for FAME, Associate Professor of Clinical Medicine and Pediatrics

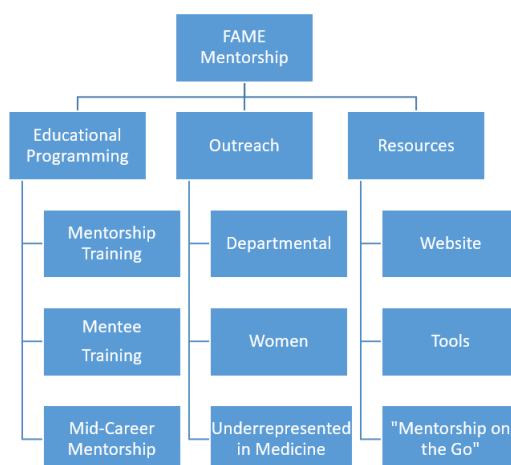
Happy Spring! As we look toward the summer with hope for backyard get-togethers and in-person events again, I want to thank WIMS for inviting me to write this letter and take a moment to offer renewed energy to mentorship programming through FAME. As the recently appointed director of mentorship for FAME, I was impressed to learn of all the wonderful offerings and activities provided by WIMS. With the stress and struggle of the pandemic falling more heavily on women and persons of color, mentorship and sponsorship have never been more important. I'm hopeful that we are just at the beginning of a robust collaboration between WIMS and mentorship programming at OSU.



Mentorship needs evolve over one's career and is different for a researcher vs clinician educator, as well as an assistant professor vs an associate professor. Mentorship is also a learned skill, for both the mentee and the mentor. Over the next year, the mentorship committee is planning to offer a variety of programming to meet the needs of the faculty and WIMS.

More than educational programming, the secret sauce for our mentorship program lies in outreach, personal connection, and easily accessible resources. The basic schematic (below) outlines the areas we hope to focus on in the short term, including outreach to departments, WIMS, and key stakeholders in diversity, equity and inclusion. The work we do must be collaborative and iterative, evolving to the needs of our faculty. If you have ideas on how to improve this collaboration, I'd be happy to hear from you personally, so reach out via email ([kimberly.tartaglia@osumc.edu](mailto:kimberly.tartaglia@osumc.edu).) and let's set up a coffee date, even if it has to be virtual!

I look forward to hearing from you soon.



May 2021, ISSUE 14

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.

### IN THIS ISSUE

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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.



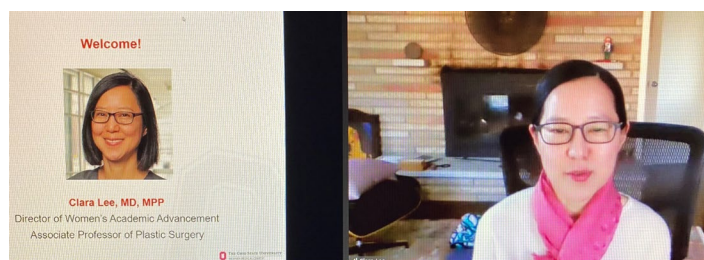
# Annual Celebration of Women Faculty

March 3, 2021 5:30-7 pm (virtual)



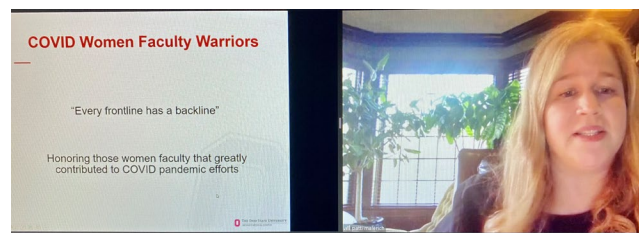
The WIMS annual celebration of the achievements of the women faculty in the College of Medicine was an online event this year, due to the COVID19 pandemic. This interactive virtual Zoom engagement was an opportunity to learn about the status of women in the college and hear from successful women in our college. We also recognize women who were promoted, new women faculty and women who had a pivotal role during the COVID pandemic.

The evening started with Andrea Johnson MD (Gastroenterology) introducing the Director of Women's Academic Advancement (FAME) Clara Lee, MD, MPP (Plastic Surgery) who gave opening statements.

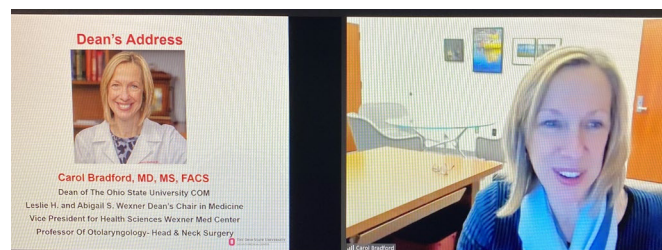


The Zoom audience was then broken up into smaller groups for the Virtual Breakout Session with WIMS members for networking. These interactive small group sessions were divided randomly to allow for socializing and meeting new colleagues on Zoom.

The participants were then re-joined into the main group and Patricia Malerich MD (Dermatology) presented the Recognition of COVID Women Faculty warriors, which listed the faculty by name and acknowledged their invaluable contributions to the medical center during the COVID 19 pandemic.



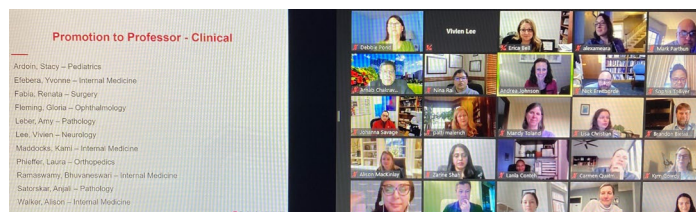
This was followed by the Dean's address by Dean Carol Bradford, who reflected on her prior career and her experience joining OSUMC.



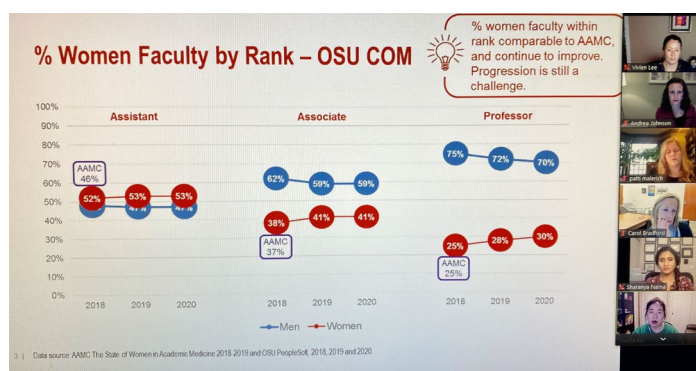


## Annual Celebration of Women Faculty (cont'd)

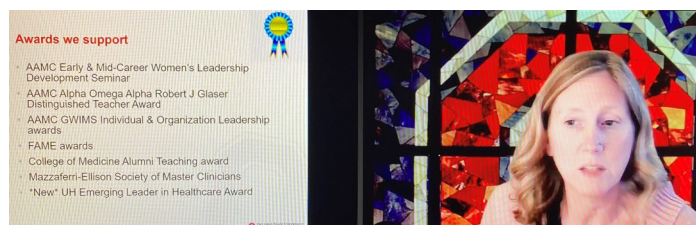
Andrea Johnson MD then presented the Recognition of Recently Hired & Promoted Women Faculty.



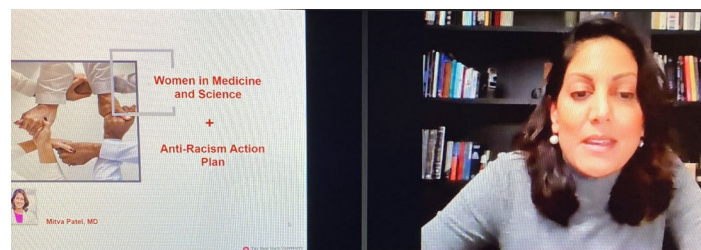
Each of the 5 WIMS subcommittees subsequently gave report. Sharanya Nama MD (Anesthesia Pain Management) presented on behalf of the Events committee. Shasha Bai PhD (Biomedical Informatics) and Anne Sullivan MD (Orthopedic Surgery) presented on behalf of the Data committee.



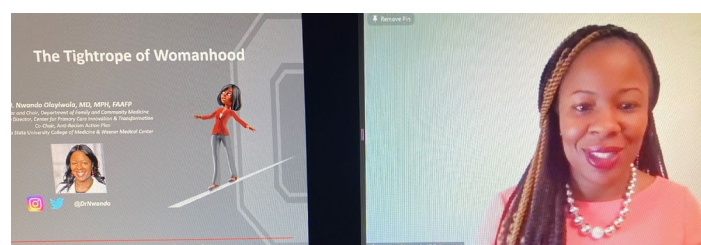
Courtney Collins MD (General Surgery) presented on behalf of the Advocacy committee. Erika Kemp OTD OTR/L BCP (School of Health and Rehabilitation Sciences) presented on behalf of Awards committee.



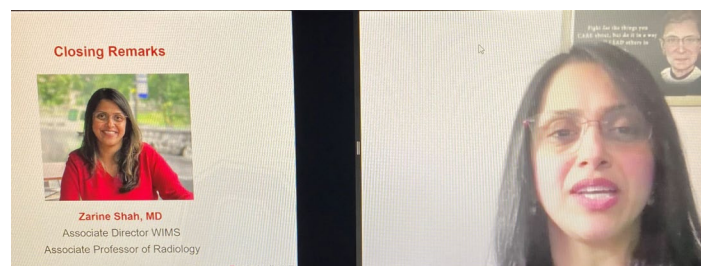
Megan Ballinger, PhD (Division of Pulmonary, Critical Care, and Sleep Medicine) presented on behalf of the Media committee. Mitva Patel MD gave report as the WIMS representative to Anti-Racism Action Plan (ARAP).



Nwando Olayiwola MD MPH (Chair, Family medicine) shared her inspirational presentation "The Tightrope of Womanhood".



Closing remarks were made by Zarine Shah MBBS (Associate Director of WIMS, Radiology) to end the programming.



WIMS would like to thank all those who attended and supported the event. Special thanks to the Events subcommittee for their hard work in organizing the event.

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

## #WIMSMentoring TwitterChat

The second OSU WIMS Twitter Chat occurred on March 25, 2021 7-8p (EST).



THE OHIO STATE UNIVERSITY  
WEXNER MEDICAL CENTER

### Women in Medicine & Science: Mentoring Twitter Chat

Thursday March 25, 2021 7p-8p EST

Hosted by @OhioStateMed and #OhioStateWIMS

#### Moderators:

Megan Ballinger PhD @mnballinger

James MacDonald MD MPH @sportingjim

Jaclyn Caccese PhD @jaclyn\_caccese

Mitva Patel MD @mitvamd

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

The Twitter chat generated:

- 29,053 impressions
- 880 engagements

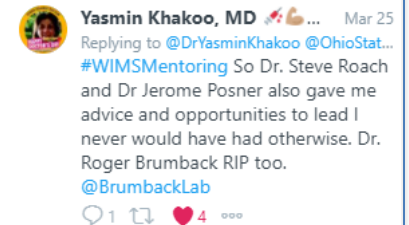
Special thanks to Megan Conroy MD for designing the OSU branded Twitter chat infographic below:

**How to participate in #OhioStateWIMS Twitter chat**

Before	During	DOs and DON'Ts
<p>Have your twitter account ready</p>	<p>Type #WIMSMentoring into search box</p> <p>Sort by "latest" and refresh frequently</p> <p>Questions are posted as Q1, Q2, Q3... Answers should be posted as A1, A2, A3...</p> <p>You can answer two ways: 1) Retweet as "quote tweet" then insert your answer as "A1: your answer here" OR 2) Start a new tweet with "A1"</p> <p>Engage with others' answers by replying to them</p>	<p>DO:</p> <ul style="list-style-type: none"><li>• Refresh often</li><li>• Respond to others answers, continue the conversation</li><li>• Check your notifications to see if someone has responded to you</li><li>• Re-tweet others' responses to amplify</li></ul> <p>DON'T:</p> <ul style="list-style-type: none"><li>• forget to include the hashtag #WIMSMentoring in your responses</li></ul> <p>Pro Tips:</p> <ul style="list-style-type: none"><li>• Collect images, links and media ahead of time</li><li>• Use Bitly.com to shorten links</li></ul>

Be sure to include the hashtag #WIMSMentoring in all of your replies

Thank you to OSU COM social media for hosting the event and to everyone who participated! Special thanks to our WIMS twitter chat moderators: Megan Ballinger PhD, James MacDonald MD MPH, Jaclyn Caccese PhD, Mitva Patel MD



There are so many reasons we disagree. Tell us, why is it important to have women mentors?  
#WIMSMentoring





## Behind the Scenes at WIMS: Events Subcommittee

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



- **Co-Chairs:** Erica Bell PhD and Andrea Johnson MD
- **Advisory Board Members** Raphael Pollock MD PhD
- **Members:** Sarita Maturu DO, Aubrey Moe PhD, 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

The mission of the Events subcommittee is to empower women faculty by developing comprehensive programs that cultivate personal and professional development.

Some of our recent Events highlights are:

### 2020 Annual Seminar – Dr. Nancy Spector

Dr. Spector, Executive Director of ELAM and Associate Dean for Faculty Development at Drexel University College of Medicine, virtually visited OSUCOM for two days with two one hour webinars and a workshop focused on: Achieving Leadership Gender Equity in Medicine: Collaboration Innovation, and the Imperative for Systemic Change.

### 2021 Annual Celebration of Women Faculty

Our first virtual Celebration of Women faculty event was an absolute success. Our committee spent countless hours planning for the event on Zoom with over 150 attendees partaking in breakout sessions and honoring our recently hired and promoted faculty as well as our women faculty that were recognized for the contributions during the COVID pandemic.

### Intersectionality Series: Advancing Gender Equity in Medicine Discussion Series

To celebrate Women's History Month, leaders of OSUWMC's Anti-Racism Action Plan (ARAP), WIMS, the Center for Primary Care Innovation and Transformation in the Department of Family and Community Medicine and The Black Women in Medicine coalesced resources and creativity to host a one-hour weekly discussion series during the month of March on "Advancing Gender Equity in Medicine." It was great celebrating Women's History Month together and having the opportunity to meaningfully collaborate with a diverse group of women to focus on this timely and important discussion series with the goal of better understanding the intersectionality of women by creating a space for solution-oriented discussion.

**Advancing Gender Equity in Medicine Discussion Series**  
Noon – 1 p.m. EST

**March 1 – Intersection of Race and Gender**  
Featuring Valencia Walker, MD, MPH

**March 8 – Muslim Women in Medicine and Science**  
Featuring Sondas Al Sad, MD, MPH, and Rana Elgazzar, MD Candidate

**March 22 – Intersectionality for Asian Women**  
Featuring Sophia Antoun, MA

**March 29 – Intersectionality of Gender Identity**  
Featuring Kim Doran

Presented by: The Ohio State University Wexner Medical Center's Anti-Racism Action Plan leaders, Women in Medicine and Science, the Center for Primary Care Innovation and Transformation in the Department of Family and Community Medicine, and The Black Women in Medicine.

**THE OHIO STATE UNIVERSITY**

## 2021 AAMC leadership development seminar for Women in Medicine and Science

Each year WIMS supports candidates for the AAMC Women Faculty Leadership Development Seminar. This year's recipient for the AAMC seminar was Dr. Shasha Bai.

### Shasha Bai, PhD

Assistant Professor of Research, Department of Biomedical Informatics, Director, Biostatistics Resource at Nationwide Children's Hospital.

Earlier this year, I had the great pleasure to attend the first-ever virtual AAMC Leadership Development Seminar for Women in Medicine and Science. Before sharing my wonderful experience with all of you, I would like extend my sincere gratitude to FAME and WIMS for creating this travel award, and for continuing the support the awardees during a year of unexpected turns and changes. At first, I was skeptical about the delivery of the virtual seminar compared to the in-person format that was offered in 2020 but cancelled due to the pandemic.



It turned out that, the three-day virtual event could not have gone any better. The positive influence and the great networking opportunity that came with the virtual format went far beyond what I could have imagined. From the get-go, we were told that the sessions would not be recorded. This strategy helped all of us to remain fully engaged and be present in the moment. Our pre-workshop reading and self-assessment kits successfully kept us curious about the workshops. Each day, we started with a workshop for all participants. We talked about how to stay on track when life goes off the rails, and how to be your own fierce self-advocate. The final day we had a leadership panel for supporting women in medicine and science, where three influential and highly respected facilitators sharing their most intimate and personal stories. The chat sessions for these workshops were lively, filled with raw emotions, relatable comments, fun proposals, and encouraging memos. The highlight was seeing the heart emoji's filling up the screen during the leadership discussion panel. Each afternoon, participants were divided into three cohorts and rotated through one of three workshops, with themes on "growing faculty resilience", "navigating changes", and "allyship". Each session I was exchanging thought-provoking questions and answers with my cohort, bonding through similar experiences under yet different circumstances. We wrapped up each day with small-group breakout sessions and discussed wellness and self-care, career advancement, balancing personal and professional endeavors, career transitions, and job satisfaction. I ended the seminar feeling revitalized by learning stories of women faculty all over the country who are fighting their struggles, making their positive impact, and advocating for their fellow women colleagues. Despite the lack of in-person communication, technology such as zoom does offer another advantage and promotes more discussion real-time. The best part of all is that I could turn off the camera, walk out of the study, and give my family a big hug right away. I would definitely recommend this seminar to any women faculty who is interested. It will be transformative for you, just as it did for me!

### 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.

- **Kim Tartaglia MD**, Associate Professor of Clinical Medicine and Pediatrics, was appointed Director of Mentorship in the Center for Faculty Advancement, Mentoring and Engagement (FAME).
- **Lynn Fussner MD**, Assistant Professor of Pulmonary, Critical Care, and Sleep Medicine, was awarded a grant from the Vasculitis Foundation for her work with ANCA-associated vasculitis.
- **Jennifer McCallister MD ATSF FACP FCCP**, Associate Professor of Pulmonary, Allergy, Critical Care, and Sleep, received the 2021 American Thoracic Society (ATS) Outstanding Educator Award
- **Ashley Pariser MD**, Assistant Professor of Medical Oncology and **Bhuvaneshwari Ramaswamy MD**, Professor of Medical Oncology, were awarded an 100k award from the Lilly Foundation to advance the Living Well with Advanced Breast Cancer Clinic
- **Kristen Roberts PhD RDN LD CNS**, Assistant Professor of Health and Rehabilitation Sciences, was selected as Ohio's 2021 recipient of the Outstanding Dietetic Educator Award, Outstanding Dietetics Educator for the North Central Region from the Academy of Nutrition and Dietetics, and a Fellow for the American Society of Enteral and Parenteral Nutrition
- **Amy Darragh PhD OTR/L FAOTA**, Associate Professor of Health and Rehabilitation Sciences, has been awarded the Colorado State University OT Distinguished Alumni Award. She was also elected Chair of the University Senate Faculty Council.
- **Mitva Patel MD**, Assistant Professor of Radiology, was elected Chair of the Social Media Committee for the Society of Breast Imaging
- **Valerie Grignol MD**, Assistant Professor of Surgery, was named as Social Media Ambassador for Society of Surgical Oncology 2021
- **Priya Dedhia MD PhD**, Assistant Professor of Surgery, was awarded the Society of Asian Academic Surgeons Junior Faculty Award travel grant
- **Anita Afzali MD MPH**, Associate Professor of Gastroenterology, received the 2020 Helio Gastroenterology Social Media Influencer award
- **Megan Ballinger PhD**, Assistant Professor Pulmonary Critical Care and Sleep Medicine, received the Top Reviewer award from American Journal of Respiratory Cell and Molecular Biology
- **Camilla Curren MD**, Associate Professor of Clinical Medicine, was named Longitudinal Practice Preceptor of the Year by Lead.Serve.Inspire. Curriculum Awards
- **Aneesa Das MD**, Associate professor of Pulmonary Critical Care and Sleep Medicine, was named chair of the International Conference Committee for CHEST 2023
- **Payal Desai MD**, Associate Professor of Hematology, Director of Sickle Cell Research, was appointed as the new co-chair of the Sickle Cell Disease Coalition's Research & Clinical Trials Working Group. She also received the 2021 Lumley Interdisciplinary Research Award from the OSU College of Engineering
- **Sarah Ehrman MD**, Assistant Professor of Palliative Medicine, was named co-chair elect for the American Academy of Hospice and Palliative Medicine Combined Clinicians Forum
- **Heather Hampel MS LGC**, Professor of Clinical Human Genetics, was elected as the new secretary/treasurer of the National Society of Genetic Counselors
- **Kami Maddocks MD**, Associate Professor of Hematology, was named a member of the American Society of Hematology's Subcommittee on Clinical Trials
- **Sonal Pannu MD**, Assistant Professor Pulmonary Critical Care and Sleep Medicine, was elected president of the Ohio chapter of the Society of Critical Care Medicine
- **Erin Scott MD**, Assistant Professor of Palliative Medicine, was named chair-elect of American Academy of Hospice and Palliative Medicine Fellowship Director's Special Interest Group
- **Manisha Shah MD**, Professor of Medical Oncology, was named a member of the American Thyroid Association Annual Meeting Planning Committee

## UPCOMING EVENTS

### MAY

#### **Picture Communication Workshop (2): – How to Increase Your Reputation and Promote Yourself**

May 18, 2021, 4-5pm

Location: Online Only

In part two of this two-part series, you'll discover both traditional and non-traditional methods for promoting yourself in academic medicine and your field. Whether you're the world's biggest extrovert or prefer a more introverted approach, the instructor will share several tactics to help you succeed in a way that fits your personality. Participants should have completed part 1 on April 20 to prior to this session. [Register](#)

#### **Responding to Explicit Bias from Patients**

May 19, 2021, 10-1130am

Location: Online Only

Healthcare professionals have been uncertain about how best to respond when confronted with explicit bias from a patient and/or family member. Does the "customer is always right" motto apply to the healthcare setting? Confronting explicit bias has not been included in medical training curricula and this CME offering helps to fill that void. [Register](#)



Signe Wilkinson (b 1950). How Can I make Sure My Child Won't Suffer from the Wage Gap Between Men and Women? Have a Boy, 1988 (Library of Congress)

## Recommended reading:

#### **Evaluation of Progress Toward Gender Equity Among Departmental Chairs in Academic Medicine.**

Link: <https://t.co/rzjTngkNVu?amp=1>

#### **Pandemic burnout is rampant in academia.**

Link: <https://www.nature.com/articles/d41586-021-00663-2>

#### **Gender and the Dynamics of Economics Seminars**

Link:

<https://web.stanford.edu/~pdupas/Gender&SeminarDynamics.pdf>

#### **The unequal impact of parenthood in academia**

Link:

<https://advances.sciencemag.org/content/7/9/eabd1996>

#### **Gender Differences in Publication Authorship During COVID-19: A Bibliometric Analysis of High-Impact Cardiology Journals**

Link:

<https://www.ahajournals.org/doi/10.1161/JAHA.120.019005>

#### **Gender-Based Discrimination and Sexual Harassment Among Academic Internal Medicine Hospitalist.**

Link:

<https://www.journalofhospitalmedicine.com/jhospmed/article/234424/hospital-medicine/gender-based-discrimination-and-sexual-harassment-among>

#### **Representation of Women on National Institutes of Health Study Sections**

Link:

<https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2776437>

#### **Black women in medicine—rising above invisibility**

Link:

[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(21\)00302-0/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(21)00302-0/fulltext)

#### **Global tuberculosis awards must do better with equity, diversity, and inclusion**

Link:

<https://www.thelancet.com/journals/lancet/article/PIIS0140-6736%2820%2932627-1/fulltext?rss=ves>

For more information, please visit the WIMS webpage at

<https://medicine.osu.edu/faculty/fame/our-programs/wims>