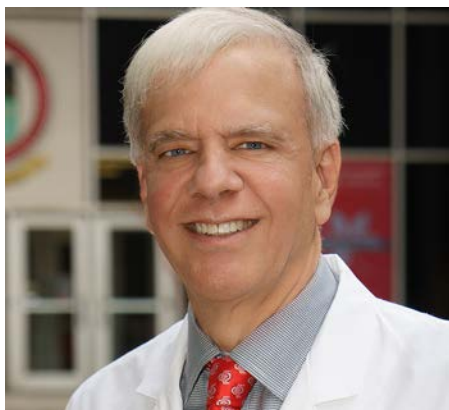


WIMS Newsletter

Letter from K. Craig Kent, MD Dean, College of Medicine

I have been extremely impressed by the remarkably talented and passionate individuals who serve on the Women in Medicine and Science Committee (WIMS). The committee has been engaged in strategic planning over the past several months and I have had the pleasure of being part of this process.

Ohio State's new Strategic Plan provides a clear vision for our collective future, affording countless opportunities to imagine and realize amazing new heights. In the next five to seven years, our campus will boast a new Health Sciences building that will house the College of Medicine, a state-of-the-art biomedical research tower, a new hospital tower and several new ambulatory centers.



However, our success will not be related to facilities but to the individuals who care for our patients, teach the next generation of medical professionals and make breakthrough discoveries. To fuel the spirit of these individuals, we'll continue to enhance the experience of our current faculty and attract new talent—with significant emphasis on advancing women, whose clinical and scientific endeavors are pushing the boundaries of patient care, discovery and knowledge.

Additionally, our commitment to prioritizing the success of women in the College of Medicine at Ohio State must be explicit in our policies, practices and culture. The importance of these efforts has been brought to light through our recent culture activities sponsored by the McKinsey consultants. Our efforts are now directed toward identifying opportunities to enrich the experience of our talented women faculty. There are many possibilities. One thought, for example, is to require strong female representation in all faculty recruitment search committees.

I very much look forward to the next seven to 10 years of growth and success at the Wexner Medical Center and a strong and productive partnership with WIMS.

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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.

IN THIS ISSUE

- Letter from K. Craig Kent, MD Dean, College of Medicine
- Highlighted Events- Women in Healthcare Symposium , WIMS steering committee retreat, WIMS annual speaker Carol Bates, MD
- AAMC early career seminar
- Highlight on accomplishments
- Upcoming events
- Recommended reading

WIMS Mission Statement (updated)

The mission of Women in Medicine and Science (WIMS) is to promote equity and advancement for all 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.



THE OHIO STATE UNIVERSITY
WEXNER MEDICAL CENTER

Women in Healthcare Symposium

July 11, 2018 8a-11am, Hyatt Regency Columbus



The Healthcare Businesswomen's Association (HBA) Columbus chapter held its inaugural Women in Healthcare Symposium on July 11, 2018. HBA is a global organization committed to further the advancement of women in the healthcare industry by providing education and advocacy, and building career networks and business connections.

Over 200 healthcare professionals came together to discuss topics on gender parity and diversity. This event featured keynote addresses by Mike Kaufmann, CEO of Cardinal Health, and Stefanie Johnson, Associate Professor, University of Colorado Leeds School of Business, and author of the often-quoted Harvard Business Review article "If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired." OSU had a strong presence at the symposium with OSU's Executive Director of Faculty Affairs & FAME Heather Brod, current president of the Columbus HBA chapter, providing opening remarks, Dr. Quinn Capers as a panelist discussing gender parity and unconscious bias, and Dr. Susan Moffatt-Bruce closing out the program. Thirty faculty members from the College of Medicine were in attendance thanks to the gracious sponsorship of Dean Kent and FAME. We are grateful to the Dean's office for purchasing these tickets on behalf of WIMS.

To view the supplement:

<https://media.bizj.us/view/img/10976277/women-in-healthcare-symposium-supplement.pdf>



WIMS steering committee retreat



WIMS recently held a strategic planning retreat June 1, 2018 to:

- Analyze the current state of women faculty nationally and in the College of Medicine
- Plan for and develop strategies to support the continued growth of women faculty in leadership roles and in overall faculty representation in the medical center and College of Medicine, including
- Increase mentorship and sponsorship opportunities between senior and junior faculty
- Evaluate policies that support work-life balance and equal compensation
- Engage in work culture events and opportunities to better the culture for women faculty
- Ensure alignment with the university and health enterprise strategic plans



The WIMS steering committee wants to hear from you! Please plan to attend the first WIMS Town Hall on September 6, 2018.

All are invited to share ideas, comments, and concerns about the status of women faculty in the OSU College of Medicine. The goals of this session are to open communication with the WIMS steering committee and WIMS executive committee, to create a forum for discussion, and to build new relationships among colleagues.

WIMS Annual Symposium 2018

Equity for Women in Academic Medicine: From Talk to Action

Speaker: Carol Bates, MD

August 23, 2018 730a-830a, 170 DHLRI



The WIMS Annual Symposium speaker was Carol Bates, M.D., Associate Dean for Faculty Affairs at Harvard Medical School and past Chair of the steering committee of the Group on Women in Medicine and Science for the Association of American Medical Colleges (AAMC).

During her visit to OSUMC, Dr. Bates met with key leadership figures at OSU and also had lunch with the members of the WIMS steering committee.



The WIMS steering committee would like to recognize Erica Bell PhD and Brandon Biesiadecki PhD for their work in bringing Dr. Bates to campus.



This special medical grand rounds sponsored by WIMS was open to all faculty and certified for 1 AMA PRA Category 1 Credit.

Link to view the video of event:

<https://mediasite.osu.edu/Mediasite/Catalog/catalogs/ame>



"Three-fourths of a penny for your thoughts..."

AAMC Early-Career Women Faculty Leadership Development Seminar

Each year WIMS supports candidates for the AAMC Early-Career Women Faculty Leadership Development Seminar (Jul 21-24, 2018 in Westminster, CO). This year's recipient for the AAMC seminar was Shraddha Mainali, MD

Shraddha Mainali, MD
Assistant Professor, Neurology

I would like to start by thanking the WIMS committee for the registration award to attend the AAMC Early-Career Women Faculty Professional Development Seminar. The seminar was held at the Westin in Westminster, CO this year. The first day of this 3.5 days long seminar started with the Myers-Briggs personality assessment test followed by detailed discussion about each personality type. It was a great way to start the seminar because it helped the attendees understand and accept each other's personalities and also provided a great topic to start a conversation with someone new. Seating arrangements were made based on common grounds (region of practice, research interest and field of work) which also made networking easy. The seminar was filled with lots of interesting and inspiring talks on issues specific to women in academic medicine as well as other topics like time management, leadership styles, ways to navigate difficult conversations and strategies for effective communication. Furthermore, we had break-out sessions on many important topics including tips for enhancing CV, developing a portfolio for academic promotion, ways to improve scholarship, email management etc. Speakers were all very accomplished women in their own field who not only gave great talks but also remained available and approachable. We also had the opportunity to network with and learn from the GWIMS steering committee members who gave some great advice. Breaks were appropriately scheduled in between the lectures and the overall meeting environment was very collegial and uplifting, which made connecting with other attendees from various backgrounds seamless. A few of us even drove to Boulder for a morning hike and were able to watch the beautiful sunrise. A group of us also went to Denver for dinner and drinks and had the opportunity to connect at a more personal level and establish friendship. Overall, I received a lot of great advice and felt very inspired by this meeting to forge ahead as a woman leader in academic medicine. I recently gave Neurology grand rounds on some of the skills that I learnt at this seminar and I would be happy to talk to and share my experience with anyone interested. Bottom-line, I would encourage you all to apply for and attend this seminar.



The upcoming Mid-career Faculty Leadership Development Seminar will be Dec. 1-4, 2018 in Atlanta, GA. Application process will continue through Sept 12, 2018. For more information, please visit:

<https://www.aamc.org/members/leadership/catalog/323118/mid-careerwomenfacultyleadershipdevelopmentseminar.html>

Highlight on Accomplishments

WIMS congratulates the following women faculty for their recent achievements.

- **Lynne Abruzzo, MD, PhD**, Professor of Pathology, College of Medicine Distinguished Professor
- **Lisa Keder, MD**, Professor of Obstetrics and Gynecology, Center for FAME Distinguished Mentor
- **Christina Arnold, MD**, Associate Professor of Pathology, Center for FAME Career Development Award for Clinicians
- **Erica Bell, PhD**, Associate Professor of Radiation Oncology, Center for FAME Career Development Award for Researchers
- **Christina A. Arnold, MD**, Associate Professor of Pathology, was named Vice-Chair of the Rodger C. Haggitt Gastrointestinal Pathology Society's Education Committee
- **Rebecca Jackson, MD**, Professor of Endocrinology, Diabetes and Metabolism, was granted a \$25-million Clinical and Translational Science Award by NIH
- **Jennifer McCallister, MD, ATSF, FACP**, Associate Professor of Pulmonary, Critical Care and Sleep Medicine, was elected president to the Association of Pulmonary and Critical Care Medicine Program Directors (APCCMPD).
- **Jill Rafael-Fortney, PhD**, Professor of Physiology and Cell Biology, was granted \$1.95 million to define the functions of mineralocorticoid receptors (MR) in skeletal muscle injuries by the National Institute of Arthritis and Musculoskeletal and Skin Diseases
- **Jennifer Bogner, PhD**, Bert C. Wiley Professor of Physical Medicine and Rehabilitation, was awarded a \$3-million grant by the National Institute on Disability, Independent Living, and Rehabilitation Research
- **Heather Hampel, MS, LGC**, Professor and Associate Director of the Division of Human Genetics, was selected as the recipient of the 2018 Niehaus, Southworth, Weissenbach Award and Visiting Professorship in Clinical Cancer Genetics
- **Courtney Lynch, PhD, MPH**, Associate Professor of Obstetrics and Gynecology and of Epidemiology, was elected president of the Society for Pediatric and Perinatal Epidemiologic Research

UPCOMING EVENTS

SEPTEMBER

We are all WIMS: We want to Hear from You

Sept 6, 2018, 5-6:30pm

H1213 Ross Heart Hospital Auditorium
(*Room change*)

The steering committee for WIMS invites all faculty to a Town Hall meeting to share ideas, comments, and concerns about the status of women faculty in the OSU College of Medicine.
Register by Sept 4.

OCTOBER

Understanding and Responding to Impostor Syndrome by Dr. Valerie Young

October 4, 2018, *time TBA*

H1213 Ross Heart Hospital
Dr. Valerie Young has spoken at over 85 colleges internationally and is author of the award winning book "The Secret Thoughts of Successful Women." She will lead a dynamic session packed full of practical strategies for interrupting impostor syndrome on campus.

Annual Meeting of Women Faculty

October 10, 2018, 5-7:30pm

H1213 Ross Heart Hospital Auditorium
An annual celebration of the achievements of the women faculty in the College of Medicine.

Recommended reading

Impostor syndrome—when self-doubt misjudges achievement.

Link: <https://www.sciencedirect.com/science/article/pii/S0191886918302435?via%3Dihub>

Why Aren't There More Indra Nooyis?

Link: <https://www.theatlantic.com/business/archive/2018/08/pepsi-indra-nooyi/566936/>

It Is Time for Zero Tolerance for Sexual Harassment in Academic Medicine.

Link: <https://www.ncbi.nlm.nih.gov/pubmed/29116986>

Sex Bias Is Increasingly Prevalent in Preclinical Cardiovascular Research: Implications for Translational Medicine and Health Equity for Women. A Systematic Assessment of Leading Cardiovascular Journals Over a 10-Year Period

Link: <https://www.ahajournals.org/doi/abs/10.1161/circulationaha.116.026668>

A doctor said the gender pay gap is fair because women in medicine 'don't work as hard.' He apologized.

Link: https://www.washingtonpost.com/health/2018/09/02/texas-doctor-says-gender-pay-gap-is-fair-because-women-dont-work-hard/?noredirect=on&utm_term=.3d46bd30eba9



"I knew it—seventy-eight per cent of what male ghostbusters make."

Link: <https://www.newyorker.com/cartoons/daily-cartoon/daily-cartoon-wednesday-january-28th-ghostbusters-gender-pay-gap>

For more information, please visit the WIMS webpage at

https://medicine.osu.edu/faculty/fame/programs/advancement_of_women/pages/index.aspx