

# WIMS Newsletter

## Letter from Zarine Shah MD, Associate Director of WIMS, Associate Professor, Radiology

I am an Associate Professor in Radiology, specializing in abdominal imaging. I have been at OSU since 2006, starting as a research fellow, and transitioning to clinical fellowships and then to faculty in the department of Radiology, division of abdominal imaging. Radiology is an exciting field with constant innovations in technology and so there is never a dull moment during my clinical work day. My colleagues, and now my friends in the department, as well as clinical colleagues, have been an amazing team to work with.

About 5 years into my clinical faculty position, there was a call to apply for a position as a member of WIMS. I instinctively put in my application and joined this group of about 10 women faculty.

Through WIMS I have met passionate and enthusiastic colleagues and together, we have worked to strengthen the organization and bring it to its current structure. With the vision from WIMS director Dr. Clara Lee, the executive COM leaders on the advisory board and the support from FAME, this group has now grown to approximately 60 faculty members.

Over the years, my role in WIMS has evolved. I have served as co-chair for the WIMS events committee and recently, in February, accepted the position of Associate Director of WIMS. This has been a wonderful leadership opportunity for me, and I am able to continue to work with the same group of colleagues and friends, and learn from Clara and other leaders in FAME and the COM. I have heard that “people are not born as leaders” and that “leadership is a skill that can be developed”. I also personally believe that leadership is an art that we can each make our own and cultivate in our own style. This is something that I am living right now. Everything I do in my role with WIMS is a step towards my development as a leader. What makes this a great opportunity and fit for me is that the core values that WIMS works towards are in alignment with mine. FAME has great career development programs and I was able to participate in the Faculty Leadership Institute program which it hosts with the Fisher College of Business. This widened my network within the COM and helped me develop skills that will be very useful not only for my career, but also to tackle any situation that may threaten to de-rail ‘normal’ functioning. I am a member of the President and Provost’s Council on Women (PPCW) –an organization of women from across the university, working together to change workplace culture and eliminate gender discrimination. Working with the PPCW has improved my understanding of the university outside of the COM and allowed me to work with colleagues from varied disciplines.

Very shortly after I started as the Associate Director of WIMS, COVID-19 hit. This pandemic made us realize that the work we have set out to do is very important -- more so now than ever. The new challenges that women in academia across the world are facing have amplified the barriers to academic advancement and fulfillment of our career aspirations. This altered academic landscape did not stop the work WIMS has been doing, in fact it made us come together to work harder and pivot our focus and address these new challenges. The last few months have been busy and productive for every sub-committee on WIMS focusing on these issues that we are dealing with today. The WIMS/Faculty council COVID taskforce led from the front and has been a driving force in making recommendations to alleviate some of the barriers to academic advancement and to think of innovative solutions to the challenges we all face. In collaboration with leaders from the COM in both clinical and basic science disciplines, and with support from our Vice Deans and Interim Dean, there has been positive change. One example of this was an automatic extension of the tenure clock without the need to apply for the extension. Some of this work will be shared at a national level during the upcoming Tweetchat hosted by the social media committee- hopefully inspiring other institutions to do the same.



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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.

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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 Zarine Shah MD Associate Director of WIMS

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The second pandemic of racial inequity that we are living through right now is another place for WIMS to advocate for change – if women of color do not have equity, women do not have equity. The passion and dedication of the faculty on WIMS impresses me and is energizing. It is clear that no obstacle is a deterrent to the work we are doing. Instead, we have gained strength and momentum and I am so proud to be a part of this incredible organization and have the ability to lead and learn from them.

WIMS of course stands for Women in Medicine and Science, but for me it also resonates with

**Wonderful, Incredible, Magnificent and Strong!!**



WIMS steering committee zoom meeting 8/2020

## Highlight on Accomplishments

WIMS congratulates the following faculty for their recent achievements.

- Carol R. Bradford MD, will become the next Dean of the medical college and vice president for Health Sciences at The Ohio State University Wexner Medical Center, beginning Oct. 1
- Sabrena Noria MD, assistant professor of Surgery, has been appointed as the Department of Surgery's inaugural vice chair of Diversity, Equity, and Inclusion
- Leon McDougale MD MPH, chief diversity officer for Wexner Medical Center, and associate dean for Diversity and Inclusion and professor of Family and Community Medicine at the College of Medicine, became president of the prestigious and historic National Medical Association.
- Gloria Fleming MD, professor of Ophthalmology and Visual Science, Clinical Vice Chair of Diversity, Inclusion, Equity, and Talent was awarded the 2020 Distinguished Diversity Enhancement Award by the Office of Human Resources and the Senate Diversity Committee.
- Brandon Biesiadecki, PhD, associate professor of Physiology and Cell Biology, and Gloria Fleming MD, professor of Ophthalmology, were appointed WIMS members at large
- Shraddha Mainali MD, assistant professor of Neurology, was appointed co-chair of the WIMS Advocacy subcommittee
- Luanne Hall-Stoodley PhD, research associate professor of Microbial Infection & Immunity, was appointed co-chair of the WIMS Data subcommittee



## Behind the Scenes at WIMS: Advocacy

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

Under the leadership of FAME and WIMS director Dr. Clara Lee and associate director Dr. Zarine Shah, WIMS has strived to promote equity for all COM faculty with its mission to cultivate awareness, advocate for change and empower women faculty. The Advocacy Subcommittee focuses on issues pertaining to gender equity as well as career advancement and on solutions for achieving promotion and retaining academic faculty talent. From WIMS town halls and faculty feedback, it is clear that all faculty in academic medicine face challenges in balancing academic research, education and teaching, and clinical duties, and the COVID-19 pandemic has added another element to the mix.



Recent initiatives by the Advocacy Subcommittee:

- Examining search committees and identifying best practice recommendations to insure an equitable and transparent search process, to garner a diverse candidate pool, and to assemble diverse faculty to serve on search committees
- Identifying best practices for mentorship and sponsorship of junior faculty and creating opportunities for women to attain leadership roles and enhance their academic profile
- Examining the associate-to-full professor pathway and addressing any potential barriers to promotion. Faculty retention is paramount to avoid the “leaky pipeline” of faculty departures and to facilitate career development to attain senior academic rank and leadership opportunities.
- Facilitating building a national reputation at all ranks, with measures that Faculty Affairs, Chairs, and individual faculty can undertake to enhance one’s national profile. Based on the Advocacy’s COM faculty survey data, the national reputation is consistently cited as the most rigorous criteria for promotion.

Advocacy works with COM’s Office of Faculty Affairs, the Office of Diversity and Inclusion, and OSU’s The Women’s Place to foster a supportive and collaborative environment in support of all faculty, and, in particular, women and underrepresented minority faculty.

Thank you to outgoing co-chair Dr. Gloria Fleming (professor, Ophthalmology) and welcome to new co-Chair Dr. Shraddha Mainali (assistant professor, Neurology). If you are interested in joining the Advocacy subcommittee, please send an email to [fame@osumc.edu](mailto:fame@osumc.edu). We would love to have more faculty join the group and bring ideas and perspective to help achieve equity at the COM.

Susan Massick, MD  
Advocacy Subcommittee Co-Chair



Gloria Fleming, MD



Shraddha Mainali, MD



Susan Massick, MD

# Announcements

## WIMS Call for New Members


On behalf of the Women in Medicine and Science (WIMS) committee, we invite you to become a member. The WIMS committee is divided into five subcommittees (Advocacy, Awards, Data, Events and Media), and all subcommittees are seeking new members. Open to all College of Medicine faculty, applicants should be willing to serve a two-year term with the option of a second term. Subcommittee members are expected to attend scheduled subcommittee meetings (generally held monthly) and assist with projects throughout the year. We emphasize mentorship, sponsorship and the cultivation of leadership opportunities for our members. [View details about the subcommittees and more information about WIMS.](#)



If you are interested in becoming a WIMS member, email [fame@osumc.edu](mailto:fame@osumc.edu) by Friday, Sept. 11. Be sure to provide a paragraph describing your interest in gender equity in academic medicine and why you would like to become a part of WIMS. Please indicate which subcommittee(s) interests you. If you aren't sure which subcommittee to join, you can state that. We look forward to hearing from you.

## WIMS Tweetchat

The WIMS Tweetchat in May was postponed in support of BLM protests. We have reschedule the OSU WIMS tweet chat for Sept 13, 2020 7-8p EST (see below).



**THE OHIO STATE UNIVERSITY**  
WEXNER MEDICAL CENTER

## Challenges to Women in Medicine & Science in the COVID Era Twitter Chat

**Sunday September 13, 2020 7p-8p EST**  
Hosted by @OhioStateMed and #OhioStateWIMS

Moderators: Vivien Lee MD  
Megan Ballinger PhD  
James MacDonald MD MPH  
Molly Howsare DO

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

## UPCOMING EVENTS

### SEPT

#### **WIMS TweetChat “Challenges to Women In Medicine & Science in the COVID-19 Era”**

Sept 13, 2020 7-8p EST

Hosted by #OhioStateWIMS and @OhioStateMed. Use the hashtag #WIMSinCOVID to join the discussion (sort by latest)

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

Sept 24-25<sup>th</sup>, 2020

WIMS welcomes Nancy Spector, MD, Professor of Pediatrics, Associate Dean for Faculty Development at Drexel University College of Medicine and Executive Director of Executive Leadership in Academic Medicine (ELAM) as this year’s speaker. WIMS is hosting virtual speaking events by Dr. Spector below:

#### **Achieving Leadership Gender Equity in Medicine: Collaboration Innovation, and the Imperative for Systemic Change**

Sept 24, 2020 12-1:30pm Online only

This virtual session will feature an hour-long webinar followed by a Q&A session moderated by members of WIMS. [Register](#).

#### **Leading in Turbulent Times: Lessons from the Past and Present**

Sept 25, 2020 12-1pm Online only

This virtual session will feature a webinar followed by a brief Q&A session. [Register](#).

#### **ELAM Information Session**

Sept 25, 2020 230-330pm Online only

Executive Leadership in Academic Medicine (ELAM) was established in 1995 and is the premier leadership program for women faculty at associate or full professor ranks within academic medicine. Each year, WIMS facilitates a competitive process to select Ohio State’s nominees. Facilitated by Nancy Spector MD, executive director of ELAM. [Register](#).

### NOTICE

#### **Annual Meeting of Women Faculty (WIMS)**

The WIMS annual celebration of the achievements of the women faculty in the College of Medicine is postponed until the Spring 2021.

## Recommended reading:

#### **Gender Differences in Endowed Chairs in Medicine at Top Schools**

Link:[https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/2769766?utm\\_source=twitter&utm\\_campaign=content-shareicons&utm\\_content=article\\_engagement&utm\\_medium=social&utm\\_term=083120#.X02ihVnEoKA.twitter](https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/2769766?utm_source=twitter&utm_campaign=content-shareicons&utm_content=article_engagement&utm_medium=social&utm_term=083120#.X02ihVnEoKA.twitter)

#### **Representation of Women in Cardiovascular Clinical Trial Leadership**

Link:<https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/2769766>

#### **Women in Science May Suffer Lasting Career Damage from COVID-19**

Link:<https://www.scientificamerican.com/article/women-in-science-may-suffer-lasting-career-damage-from-covid-19/>

#### **Gender and Invited Authorship in the Journal of Pediatric Urology**

Link:[https://www.goldjournal.net/article/S0090-4295\(20\)30869-4/fulltext](https://www.goldjournal.net/article/S0090-4295(20)30869-4/fulltext)

#### **Unequal effects of the COVID-19 pandemic on scientists**

Link:[https://www.nature.com/articles/s41562-020-0921-y.epdf?sharing\\_token=0EAehZHACwwhww506RK5aNRqNOjAjWel9jnR3ZoTv0O7PVg9T73ioZLt1op0rTpbz2IM-AdQlzZZ2P03FUXmJlisyiqsdKsZBVKsCzHdgM1JsGr7IZdmORSUiZ2rmPzPYdAhHavO6s73y-pbA9iplwwmfZZ3IIQLf7HMM15dvExRDSvTIHECDbS-FuYbfPI7x](https://www.nature.com/articles/s41562-020-0921-y.epdf?sharing_token=0EAehZHACwwhww506RK5aNRqNOjAjWel9jnR3ZoTv0O7PVg9T73ioZLt1op0rTpbz2IM-AdQlzZZ2P03FUXmJlisyiqsdKsZBVKsCzHdgM1JsGr7IZdmORSUiZ2rmPzPYdAhHavO6s73y-pbA9iplwwmfZZ3IIQLf7HMM15dvExRDSvTIHECDbS-FuYbfPI7x)

#### **Gender equity in interstitial lung disease**

Link:[https://www.thelancet.com/journals/lanres/article/PIIS2213-2600\(20\)30310-6/fulltext#sec1](https://www.thelancet.com/journals/lanres/article/PIIS2213-2600(20)30310-6/fulltext#sec1)

#### **Challenges for the female academic during the COVID-19 pandemic**

Link:[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(20\)31412-4/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(20)31412-4/fulltext)

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