

WIMS Newsletter

Kristy Townsend, PhD

Associate Professor

Department of Neurological Surgery

Director, Women in Medicine and Science



Dear WIMS Community,

I have been so honored and excited to join the OSU College of Medicine (COM)'s Women in Medicine and Science (WIMS) as the current Director for a 3-year term that began in January 2022.

I work alongside Vice Dean for Faculty Affairs Dr. Tatiana (Tania) Oberyszyn, Director of Faculty Affairs Operations Kathleen Tober, our new WIMS Associate Director Dr. Maya Iyer, a pediatric ER physician at Nationwide Children's Hospital, as well as our superb group of subcommittee co-chairs.

This organization has a significant history of positively impacting the lives of women faculty, and I look forward to continuing this legacy as WIMS grows into the future. This is a particularly relevant time for an organization like WIMS, when the COVID-19 pandemic has created notable and measurable challenges for women (and other under-represented or potentially marginalized) academics. WIMS has the opportunity now, with institutional support and key internal partnerships, to regain some of the equity that has been lost over the past couple of years.

COVID has taught us just how fragile our success in academia can be, when we are challenged by extensive caretaking duties (childcare, elder care, self care, etc.), laboratory shutdowns, a strained healthcare system, shifting to online teaching and mentoring, and missing our usual network of colleagues and conferences. Whether we experienced impacts in clinical care, research, or teaching, the future will need to reimagine what institutional support looks like as we seek to reset programs and policies that serve to increase the number of women (and those identifying as women, gender-fluid, or non-binary) in academic leadership positions, their promotion and retention, and their achievement of career success and satisfaction.

WIMS not only strives to create a network of colleagues and professional support in the college, but we also will proactively partner with internal campus groups and external groups with similar missions to generate novel and impactful programming to address physician burnout, increase research productivity, and support equitable teaching resources. Please reach out to me directly, or to the WIMS email alias (wims@osumc.edu), if we can provide any support in your academic journey in the COM. We look forward to working with you to make OSU a national leader in supporting women academics in science and medicine.

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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.



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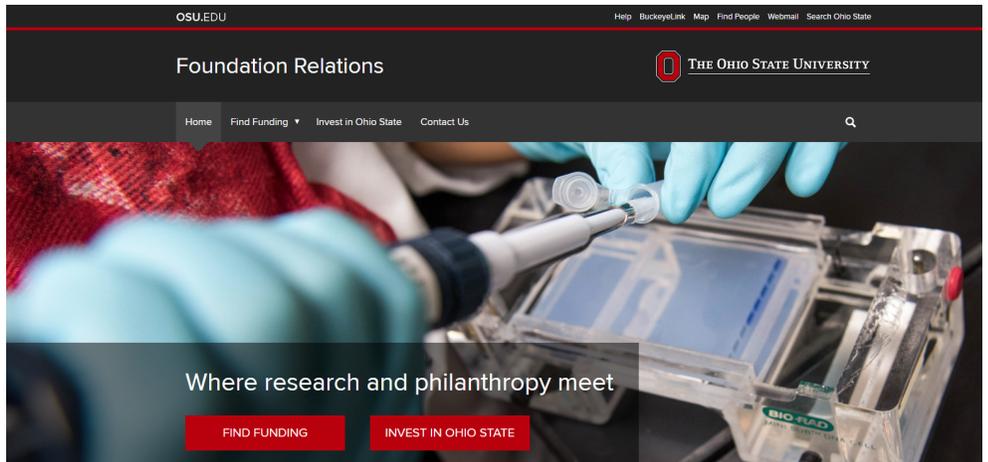
WEXNER MEDICAL CENTER

Announcements

Interested in finding new funding opportunities?

Learn how to align with priority funding opportunities by working with the Office of Foundation Relations to identify grants targeted at Women in Medicine and Science or other special research topics. Further information can be found at the following link: <https://foundationrelations.osu.edu/>

For more information, please contact:
Brianna Yauk
(yauk.2@osu.edu)
Director of Foundation relationships at Wexner Medical Center & College of Public Health



Join WIMS!

WIMS has a new open membership model, open to all COM Faculty, and we invite you to join us in our efforts or to simply 'opt-in' to stay up to date on our events and offerings through our email newsletters. Learn more at: <https://medicine.osu.edu/faculty/wims/membership>

We are now soliciting new members for the following categories:

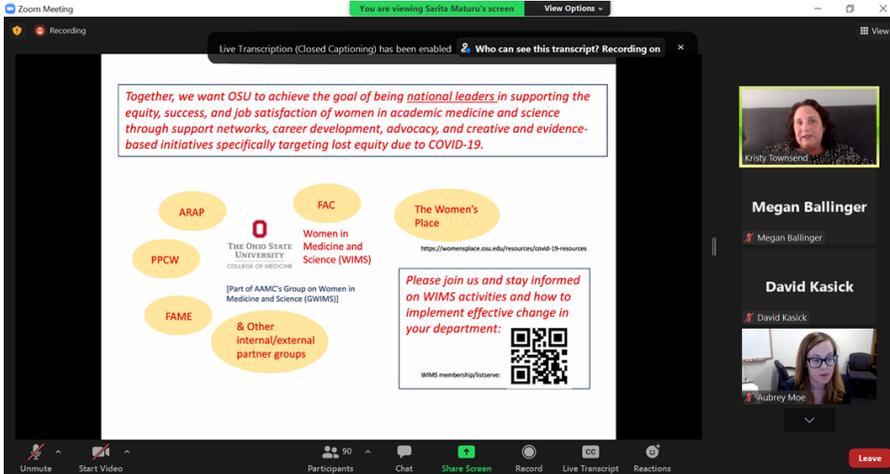
- General Member: receives WIMS email updates (additional opt-in to our email list-serve, separate from current newsletters and Faculty Matters updates), can attend all open WIMS meetings/town halls and general member meetings, can attend all WIMS events]
- Advocate/Ally Member: agrees to support the mission of WIMS, receives WIMS emails, can attend open WIMS meetings/town halls and WIMS events that are open to the entire COM faculty
- Subcommittee Member: same as General Member, plus actively involved in at least one WIMS subcommittee, see website for details of subcommittees you can join!



Interested in becoming a member of WIMS?

APPLY NOW

2022 Annual Celebration of Women Faculty



The Annual Celebration of Women Faculty, organized and hosted by the WIMS Events sub-committee, took place on Wednesday, May 11th. Although this event was still virtual, it was attended by over 90 participants. Dr. Kristy Townsend's welcome address spoke about the need to move beyond the data and towards solutions in the post-pandemic world to focus on the challenges encountered by women in medicine and science in academia.

To highlight the many extraordinary accomplishments of the women faculty at the OSU College of Medicine, there were several sections of awards and accolades. Over 60 women were recognized as 'COVID Warriors' for their roles in helping the medical center navigate the challenges associated with the pandemic. We welcomed the 150+ new women faculty hired over the past year. In addition, congratulations were offered to the 60 women who were promoted over the past year. Finally, WIMS announced the recipients of our first Outstanding WIMS Engagement Award to Drs Clara Lee and Zarine Shah, for their amazing leadership and guidance of the WIMS program through the last several years.



Outstanding Women in Medicine and Science (WIMS) Engagement Award

2022 Awardees:

Dr. Clara Lee

- Associate Professor, Department of Surgery, OSU College of Medicine and OSUWMC
- Vice Chair for Research, Department of Surgery, OSU College of Medicine



Dr. Zarine Shah

- Associate Professor, Department of Radiology, OSU College of Medicine and OSUWMC
- Vice Chair for Diversity Equity and Inclusion



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The night concluded with the keynote lecture from Dr. Tamar Gur, Assistant Professor at OSUCOM. Dr. Gur spoke on the 9 Truths and 1 Lie about Succeeding as a Women in Science and Medicine.

Keynote Speaker



Tamar L. Gur, MD, PhD

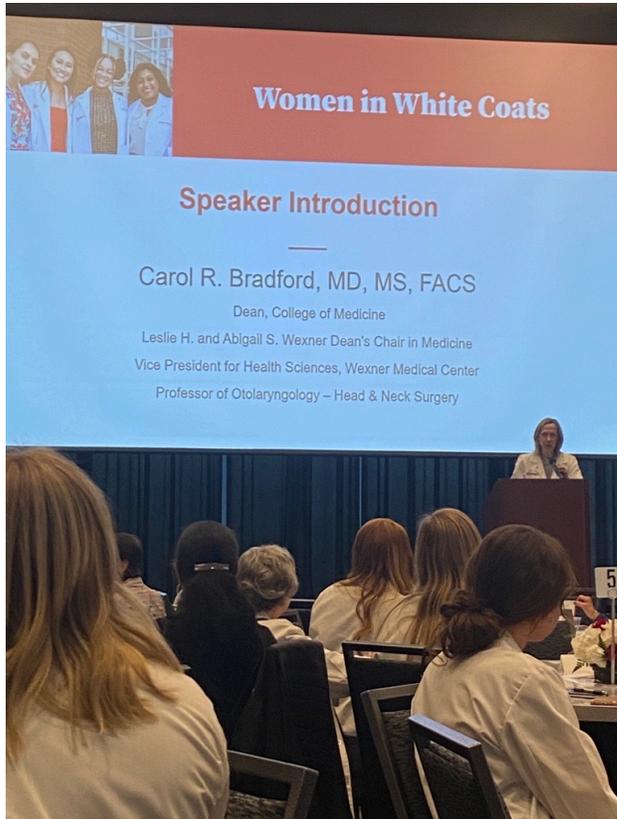
Assistant Professor of Psychiatry & Behavioral Health, Neuroscience, and Obstetrics & Gynecology
Associate Director, Medical Scientist Training Program
Faculty Director, ASPIRE Medical Research Program

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Couldn't join us? No problem, the main session of annual seminar as well as all FAME events are recorded and videos of past events are available at

<https://medicine.osu.edu/faculty/fame/programs-and-videos>

2022 Annual Women in White Coat Celebration



The Annual *Women in White Coat Celebration* was held on Monday April 4th. All women-identifying physicians were invited to join for an evening of inspirational keynotes from Carol Bradford, MD, dean of the College of Medicine, and Executive Vice President and Provost Melissa L. Gilliam, MD, MPH and networking with current female students.

The White Coat Ceremony takes place during the formal convocation welcoming for first-year medical students at orientation. It includes recitation of the Hippocratic Oath and the presentation of white coats to each student as a symbol of entry into the medical profession.



Get Involved by Joining Faculty Council!

The Faculty Council Bylaws outline the organization and operation of the faculty council and the process by which faculty appointments are made to senate committees. The purpose of Faculty Council is to provide a forum for discussion and action on matters of academic and educational policy. Look out for emails from your division/department in how to get involved in this important group!

Behind the Scenes @ WIMS: Advocacy

Every newsletter, "Behind the Scenes @ WIMS" will explore a specific subcommittee in WIMS. This newsletter the focus is on the WIMS Advocacy Subcommittee.

The Advocacy Subcommittee focuses on issues pertaining to equity and on solutions for achieving promotion, supporting career advancement, and retaining academic faculty talent. Faculty in academic medicine face challenges in balancing academic research, education and teaching, and clinical duties, and Advocacy's mission is to advocate for change and to foster a collaborative and supportive environment for all faculty, particularly for women and underrepresented minority faculty.



Susan Massick, MD
@SusanMassickMD
Associate Professor
Div of Dermatology,
Dept of Internal Medicine
WIMS Advocacy Co-Chair



Zarine Shah, MD
@ZarineShahMD
Associate Professor Division of Abd
Imaging
Vice Chair, DEI Department of Radiology
WIMS Advocacy Co-Chair
Chair Elect- PPCW



Madalina Butnariu, MD



Lanla Conteh, MD



Leslie Kim, MD



Nidhi Krishna, MD



Simaio Li-Sauerwine, MD



Jennifer McCallister, MD



Jill Rafael-Fortney, PhD



Subhdeep Virk, MD, DFAPA



Lindsay A Sobotka, DO



Lisa Hickman, MD



Alexa Meara, MD

Highlight on Accomplishments

WIMS congratulates the following faculty for their recent achievements

Ashley Larrimore, MD, clinical assistant professor of Emergency Medicine **was** were recently recognized with awards at the Ohio Department of Public Safety EMS Star of Life event.

Laxmi Mehta, MD, clinical professor of Internal Medicine, and **Pari Pandharipande, MD, MPH, FACR**, professor and chair of Radiology, are the 2022 recipients of the Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM®) program award, a one-year fellowship designed for senior women faculty with high potential for advancement in an executive leadership role.

Clara Lee, MD, associate professor of Plastic and Reconstructive Surgery, and **Dana McTigue, PhD**, professor of Neuroscience, are this year's 2022 ELAM® graduates or "ELUMS."

Carmen Quatman, MD, PhD, associate professor of Orthopaedics, **Vidya Raman, MD**, clinical professor of Anesthesiology, and **Meredith Lind, MD**, clinical associate professor of Otolaryngology, were selected for The Executive Leadership in Health Care program, a year-long, part-time fellowship intended for women in mid-career to senior-level leadership positions in U.S. and Canadian health systems

Lauren Southerland, MD, associate professor of Emergency Medicine, is a recipient of the American Geriatrics Society Jeffrey H. Silverstein Memorial Award for Emerging Investigators in the Surgical and Related Medical Specialties, for innovating work in emergency models of care for older adults

Melissa Quinn, PhD, clinical assistant professor of Biomedical Education and Anatomy, was selected by the medical student Class of 2022 as Professor of the Year, the college's highest teaching award that marks a career of excellence in medical education.

Julie Bishop, MD, clinical professor of Orthopaedics, was named Team Physician of the Year by the Ohio Athletic Trainers' Association.

Mireia Guerau-de-Arellano, PharmD, PhD, associate professor of Health and Rehabilitation Sciences, has been making great efforts to make the research environment more inclusive to diverse populations, particularly by raising awareness about microaggressions and promoting allyship.

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>

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/>.

UPCOMING EVENTS

August 17th, 4-6 PM

WIMS Inaugural Welcome and Welcome Back Event (In person)

Please join us for an evening of networking for new, returning and prospective WIMS members

September 27th, 12-1:30 PM

Join us for an interactive workshop about “Disrupting Bullying in Academic Medicine” with Drs. Maya Iyer, Reshma Jagsi, Nancy Spector and Shanta Zimmer.

Invitations from Vice Chairs to follow.

Recommended reading:

Operational Constraints and Gender Biases: A Qualitative Analysis of Physician Parenting Experiences

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8994438/>

Scientific Collaborations are Precarious Territory for Women

https://www.nature.com/articles/d41586-022-01204-1?utm_source=Nature+Briefing&utm_campaign=7331504792-briefing-dy-20220503&utm_medium=email&utm_term=0_c9dfd39373-7331504792-43298665

To Delegate or not to Delegate: Gender differences in Affective Associations and Behavioral Responses to Delegation

<https://journals.aom.org/doi/10.5465/amj.2016.0662?deliveryName=DM188788>

To advance equity for women, use the evidence

<https://www.nature.com/articles/d41586-022-01045-y>

How women and identify male allies in the workplace

https://hbr.org/2022/05/how-women-can-identify-male-allies-in-the-workplace?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_actsubs&utm_content=signinnudge&deliveryName=DM191212

Why parental burnout is a ‘public health issue’ – and moms are most at risk

<https://www.today.com/parents/parents/parental-burnout-study-moms-rcna27389>

When moms out-earn their husbands, their reward is more housework

<https://www.washingtonpost.com/lifestyle/2022/05/02/housework-divide-working-parents/hy>

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