

WIMS Newsletter

Exclusive Interview with Heather Brod, “Glass Breaker”

WIMS is pleased to congratulate Heather for being recognized as a 2019 Women Glass Breakers. Heather Brod is currently Executive Director of FAME at the Ohio State University College of Medicine. She also serves as president of the Healthcare Businesswomen's Association (HBA) Columbus Chapter and serves on the Association of American Medical College's Group on Faculty Affairs Membership and Nominating subcommittee.



Q: *The President & Provost's Council on Women Glass Breakers honor is awarded to women leaders at the Ohio State University who "empower other women and help them open doors to opportunity". WIMS is extremely proud and excited that you are recognized for this prestigious award as a 2019 honoree. For those who are not familiar with Glass Breakers, tell us about the award and what it means to you.*

A: The award is such an honor. Being publically acknowledged as a woman who empowers other women is the best thing I could ever be recognized for. This is a core value and it's humbling to be appreciated for this!

Q: *Tell us about your background/career path and how you ended up where you are currently.*

A: My background is untraditional. I earned my bachelors and masters degrees in art history with the intention of becoming a curator. Prior to coming to OSU, I worked for several years managing a private art collection. The market collapse in 2008 prompted me to consider other career opportunities, so I looked to higher education, as I previously worked in higher ed between undergrad and grad school. At this point, I honestly wasn't thinking about a new career direction, only stability, while I figured out what to do with my life. About a year after I arrived as program manager, our dean and vice deans identified a need for a comprehensive faculty development program and I was given a stretch assignment as a member of the task force. I discovered that I have a real passion and interest in this work, both in program building and in talent development, so that is one of the happiest accidents of my life. Once our program went live, I became the administrator and then grew the program and became its executive director.

Q: *What past experiences inspired you or motivated your interest in promoting gender equity and advocacy?*

A: My primary inspiration is my friends. I am fortunate to have many amazing authentic women as friends. I'm a better person because of what I learn from them, and because we empower and challenge one another. What motivates me to advocacy is that I value fairness, and inequity simply is not fair.

Q: *In your opinion, what is the best way to address the challenge of attaining equity in the workplace for all.*

A: I think the best way address equity is through partnership with men. Men, in particular white men, hold the majority of positions of power and our work systems are designed to perpetuate this. I don't believe this is intentional, it's simply maintaining the status quo, and everyone stands to benefit if gender stereotypes are mitigated. Organizationally, I think we need more measured accountability for hiring and advancement, and policies and practices that ensure equality of opportunity to build pipelines. Culturally, I think we can redefine success in a more inclusive way and build our incentives and rewards from that.

Q: *Currently you serve as Executive Director of FAME, and as such, are very involved in every aspect of WIMS. What are your thoughts about WIMs and where you envision the organization's future?*

A: WIMS is wonderful and I'm so appreciative and impressed with the leadership of Dr. Clara Lee and all of the members of the WIMS steering committee. WIMS provides an important community for women, with networking and developmental opportunities, as well as advocacy for changes to bring about equity. I see WIMS evolving to be more influential in policy-making and holding leaders accountable to actually implementing practices that create equity, mitigate bias and also measuring those results. I also envision WIMS at the table when leadership appointments are being considered.

Q: *Do you have any recommendations or words of advice for young women starting their career path?*

A: Know what you value and be true to those values. Take chances, step outside your comfort zone. Follow-through on what you commit to.

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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

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- Special Announcement: WIMS social media accounts are live

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.



THE OHIO STATE UNIVERSITY

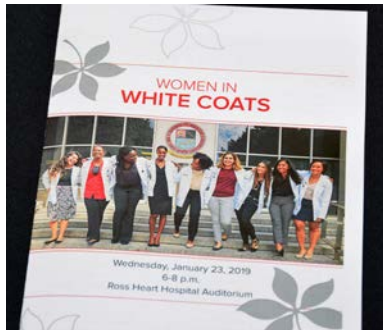
WEXNER MEDICAL CENTER

Highlighted Events

Women In White Coats

January 23, 2019, 6-8pm

Ross Heart Hospital Auditorium



Women in White Coats is an annual event for female physicians, researchers, and medical students. This year's event was well attended and allowed participants to connect and share experiences specific to women in medicine.



Persuasion (hosted by WIMS)

March 6, 2019, 4-6p

L045 James Cancer Hospital

This session, facilitated by OSU power and persuasion expert Tanya Menon, PhD, Associate Professor of Business, discussed ways to become a more powerful persuader at work using psychologically validated principles of influence, and also addressed the unique challenges women face in this regard.

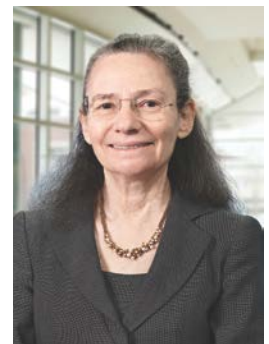


Faculty Profile: Dr. Clara Bloomfield

May 1, 2019 12p

L045 James Cancer Hospital

Dr. Bloomfield is Distinguished University Professor of Internal Medicine and holds the William Greenville Pace III Chair in Cancer Research. She is a former director of the OSU Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Solove Research Institute.



Dr. Bloomfield is a leukemia researcher and senior advisor to the OSU cancer program. She has received numerous honors and awards and is a member of the prestigious National Academy of Medicine. FAME Faculty Profiles, allow senior faculty members to share the wisdom of their experiences with colleagues from throughout the medical center.

2019 WIMS Spring Seminar

March 20, 2019, 12-1p
L035 James Auditorium



Erica Bell, PhD, co-chair of the WIMS events committee, introduced Professor Audrey Murrell. Professor Murrell discussed mentoring and diversity from an organizational perspective and moving beyond the “mentor myth” towards mentoring relationships. Professor Murrell discussed how strategic mentoring can enhance diversity related objectives in an organization. At the end of the discussion, Professor Murrell took questions from the audience. Special thanks to the WIMS event committee for their work in organizing the event.

Professor Audrey Murrell was invited to be the Annual 2019 WIMS Spring Seminar Speaker. Professor Murrell is Associate Dean within the College of Business Administration and also the Director of the David Berg Center for Ethics and Leadership at the University of Pittsburgh. Dr. Murrell conducts research on mentoring, careers in organizations, workplace/supplier diversity, and social issues in management.

This event was co-sponsored by WIMS, The Women’s Place, and the OSU COM Office of Diversity & Inclusion. Professor Murrell’s lecture titled “Mentoring, Diversity and Organizational Effectiveness” was simultaneously live-streamed to Nationwide Hospital.



Link to video:

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



Get Involved in WIMS!

WIMS welcomes the new subcommittee members

Advocacy

- Co-chairs Gloria Fleming MD, Susan Massick MD
- Executive Sponsors: Deb Larsen PhD, Susan Moffatt-Bruce MD PhD MBA
- New members: Anita Afzali MD, Shraddha Mainali MD, Tamar Gur MD PhD, Courtney Collins MD, Jennifer McCallister MD, Jill Rafael-Fortney PhD, Leah Pyter PhD, Kristen Cole, Leslie Kim MD

Awards

- Chair Arwa Shana'ah MD
- Executive Sponsors: Wendy Frankel MD, Sheryl Pfeil MD
- New members: Carolyn Presley MD, Kedryn Baskin PhD, Leslie Appiah MD, Allison Quick MD, Erika Kemp OTD, OTR/L, BCP

Data

- Co-chairs Brandon Biesiadecki PhD, Bethany Panchal MD
- Executive Sponsors: Susan Koletar MD, Tatiana Oberyzyzn PhD
- New members: Sarah Heissler PhD, Susheela Tridandapani PhD, Ana Sarkar PhD, Shasha Bai PhD, Sonal Pannu MBBS, Shu-Hua Wang MD MPH, Luanne Hall-Stoodley PhD, Ritu Salani MD

Events

- Co-chairs Zarine Shah MBBS, Erica Bell PhD
- New members: Sarita Maturu DO, Aubrey Moe PhD, Andrea Johnson MD, Meng Welliver MD, Mitva Patel MD

Media

- Chair Vivien Lee MD
- New members: James MacDonald MD MPH, Brian McMichael MD, Amanda Pannu MD, Megan Ballinger PhD

Highlight on Accomplishments

WIMS congratulates the following women faculty for their recent achievements.

- **Miriam Freimer, MD**, professor of Neurology, was elected fellow of the American Academy of Neurology
 - **Lanla Conteh, MD, MPH**, assistant professor of Gastroenterology, Hepatology and Nutrition, was recognized by the National Minority Quality Forum as a 2019 40 Under 40 Leader in Minority Health.
 - **Bhuvanewari Ramaswamy, MD**, associate professor of Medical Oncology, was awarded by the NIH a 5-year \$2.2-million R01 grant to study the biological link between increased risks of triple negative breast cancer in non-breastfeeding women
 - **Carolyn Presley, MD**, assistant professor of Medical Oncology, was awarded 2019 Health in Aging Foundation New Investigator Award
 - **Jill Rafael-Fortney, PhD**, professor of Physiology and Cell Biology and of Biological Chemistry and Pharmacology, was selected as a candidate for the fourth cohort of the Rudi Ansbacher Women in Academic Medicine Leadership Scholars Program
 - **Anastasia Fischer, MD**, associate professor of Pediatrics, was elected vice president by the American College of Sports Medicine
 - **Clara Lee, MD, MPP**, associate professor of Plastic and Reconstructive Surgery, was awarded the Society of University Surgeons Mid Career Award
 - **Zobeida Cruz-Monserrate, PhD**, assistant professor of Gastroenterology, Hepatology and Nutrition was awarded by the NIH an R01 grant for her project, *Role of Lipocalin 2 in Pancreatic Cancer*
 - **Janice Kiecolt-Glaser, PhD**, professor of Psychiatry, was selected by the American Psychosomatic Society as the 2019 recipient of the Distinguished Scientist Award
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UPCOMING EVENTS

JUNE

FAME: Book Discussion- Power of Habit

June 18, 2019 12p

Meiling 233

In this book, the author explains how and why habits are developed and how they can be changed. Brown bag lunch session. Register at Buckeye Learn by June 17.

OCTOBER

Annual Meeting of Women Faculty (WIMS)

Wednesday October 16, 2019 5-7pm

Ross Auditorium

Save the date for the 2019 Annual meeting of Women Faculty.

Recommended reading

Crucial Role of Women's Leadership in Academic Stroke Medicine: You Can't Be What You Can't See

Link:

<https://www.ahajournals.org/doi/10.1161/STROKEAHA.118.024788?platform=hootsuite>

I Want What My Male Colleague Has, and That Will Cost a Few Million Dollars

Link: <https://www.nytimes.com/2019/04/18/magazine/salk-institute-discrimination-science.html>

Trends in the Proportion of Female Speakers at Medical Conferences in the United States and in Canada, 2007 to 2017

Link:

https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2730476?utm_source=twitter&utm_campaign=content-shareicons&utm_content=article_engagement&utm_medium=social&utm_term=041319#.XLFrpb_RjV.twitter

Time's Up Takes on Sexual Abuse and Discrimination in Healthcare

Link: https://www.instyle.com/times-up-healthcare-launch?utm_source=twitter.com&utm_medium=social&utm_campaign=social-share-longform



"I come to you with a message from the land of diversity."

<https://garnetnews.com/2016/02/18/gender-bias-in-the-media/>

For more information, please visit the WIMS webpage at https://medicine.osu.edu/faculty/fame/programs/advancement_of_women/pages/index.aspx