

WIMS Newsletter

Letter from Sally V. Rudmann, PhD, MLS (ASCP) SBB, Faculty Ombudsman

In recent years, institutions of higher education have become more committed to addressing the concerns of faculty in a way that offers options to typical policy/rule-based grievance processes. A process by which faculty can share their concerns “off the record” and explore possible solutions can frequently avoid more egregious options. Such approaches to addressing concerns is often referred to as “alternative dispute resolution”. Theoretically, if problems are addressed early before they become more complex, this can result in more amicable solutions and a more positive workplace environment. The Faculty Ombudsman position at OSU, created in 2010, provides a resource for faculty who are experiencing concerns related to their roles at the University. I am privileged to have been able to serve as the Faculty Ombudsman since my appointment in 2017.

The creation of the International Ombudsman Association (IOA) in July 2005 has been fundamental to the development of principles of practice:

(<http://www.ombudsassociation.org/home.aspx>). At OSU, we conform to the four practice standards of the IOA:

confidentiality, independence, neutrality, and

informality. Everything that comes to the Ombudsman’s office is treated as confidential and off the record. The only exception to this is if there is imminent risk for bodily harm or, in rare cases when a state and/or federal law requires that it be reported. We do not keep records except for occasional personal notes, which are destroyed when the interaction is complete. The office is independent from any other office/department at the university and the ombudsman does not have a reporting line as such. This means that the ombudsman does not represent the university, the faculty, or any other body. The ombudsman is impartial, neutral and unaligned and does not serve as an advocate. The ombudsman functions informally and therefore does not participate in any formal procedure/process (as an example the grievance procedure). The ombudsman is there to listen to your concerns and help you understand the options that are available to you.

The ombudsman’s function is to listen; to help faculty re-think and, if necessary, re-frame issues; to aid in the identification of responsible solutions; to identify related university policies/procedures/resources; and, with permission, seek third-party intervention. Ombudsman functions are detailed in the IOA Standards of Practice.

http://www.ombudsassociation.org/IOA_Main/media/SiteFiles/IOA_Standards_of_Practice_Oct09.pdf

More information on the Faculty Ombudsman’s function at OSU can be found on the following site: <http://ombudsman.osu.edu/>. The site includes annual reports from the office that list the most common categories of problems and concerns that are brought to the office. Most concerns require multiple interactions and some research on my part. If you or a colleague have a concern that you feel could be addressed by the type of informal problem-solving approach offered by the Ombudsman’s office, please contact me by e-mail at: rudmann.1@osu.edu. Generally I am on campus one day per week but my hours are flexible.



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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.

Highlighted Events

WIMS Town Hall Meeting

September 6, 2018, 5-6:30pm

Ross Heart Hospital Auditorium

The steering committee for WIMS invited 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. This session allowed open communication with the WIMS steering committee and WIMS executive committee, and allowed a forum for discussion and to build new relationships among colleagues. Special thanks to Zarine Shah, MBBS and Arwa Shana'ah, MD for coordinating this event.



Faulty Profile with Wendy Frankel, MD

December 10, 2018, 12-1p

L045 James Cancer Hospital

Dr. Wendy Frankel understands what having a career here at the COM entails and has mentored many faculty members to achieve greatness. Dr. Frankel began her career as an Assistant Professor at The Ohio State University College of Medicine.



She is currently the Chair of the Department of Pathology. In 2011, she received the College of Medicine's Distinguished Professor Award. She serves on the WIMS Executive Committee and is also the Director of the GI/Liver Pathology Fellowship. FAME Faculty Profiles, allow senior faculty members to share the wisdom of their experiences with colleagues from throughout the medical center.

Link to video:

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

WIMS Social Media Workshop – Part II

January 14, 2019

BRT 115

This Social Media Workshop was a follow up to last year's highly-popular WIMS social media session from April 2018. In this 90 minute session, faculty and staff experts shared strategies for harnessing the power of Twitter, LinkedIn and Doximity to create impact and build reputation. Kelly McDonald (senior social media director) gave an update on the planned University social media policy roll out expected in March. Speakers Christina Arnold MD, Darrell Gray II MD, MPH, and Drew Shirley, MD discussed how the visibility and networking that social media provides can be career-transforming and reviewed hands-on tips to maximize professional usage.



Special thanks to Zarine Shah, MBBS and Arwa Shana'ah, MD for coordinating this event.

Link to video:

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

2018 Annual Meeting of the Women Faculty of the Ohio State University College of Medicine

October 10, 2018, 5-7:30pm

Ross Heart Auditorium



The 2018 Annual Meeting of the Women Faculty of The Ohio State University College of Medicine took place on October 10, 2018 with a full house of women scientist, researchers, and physicians along with senior leadership in attendance. This annual celebration of the achievements of the women faculty in the College of Medicine was well attended.



Vivien Lee, MD (Neurology) provided an overview on the status of women in the college feature data and statistics on women faculty and promotion. Susan Massick, MD (Dermatology) reported on the WIMS Town Hall Meeting Update that occurred in September 2018.



The evening kicked off with meet-and-greet networking, followed by open a welcome from the Director of Women's Academic Advancement (FAME) Clara Lee, MD, MPP (Plastic Surgery).



Erica Bell, PhD (Radiation Oncology), Gloria Fleming, MD (Ophthalmology) and Bethany Panchal, MD (Family Medicine) presented an overview on the newly-debuted WIMS 5-year strategic plan. Brandon Biesiadecki, PhD (Physiology and Cell Biology) presented information on the new WIMS subcommittee structure and provided instructions on how to get involved with WIMS. Dr. Clara Lee closed the meeting with a final thank you to those in attendance. WIMS would like to thank all those who attended and supported the event.



Dean K. Craig Kent, MD also provided opening remarks with the Dean's address. This was followed by a presentation by Zarine Shah, MBBS (Radiology) who highlighted events sponsored by WIMS over the past year, including the 2018 WIMS Annual Symposium titled "Equity for Women in Academic Medicine: From Talk to Action" by Speaker Carol Bates, MD from Harvard.



WIMS Announcement

Get Involved with WIMS

On Tuesday, January 15, 2019 in Prior 400, the Women in Medicine and Sciences (WIMS) steering committee invited all faculty to attend its monthly meeting. At this meeting the WIMS mission, events, and workings of the committee were reviewed. Also presented were specific opportunities to participate in WIMS activities and sub-committees. The following are the WIMS sub-committees open for new members. If you are interested in joining one of these subcommittees or need more information, please contact the chairs of the subcommittee.

The WIMS Subcommittees

- **Advocacy**
 - co-chairs Gloria Fleming, MD Gloria.Fleming@osumc.edu
 - Susan Massick, MD Susan.Massick@osumc.edu
- **Awards**
 - chair Arwa Shana'ah, MD Arwa.Shanaah@osumc.edu
- **Communications/Media**
 - chair Vivien Lee, MD vivien.lee@osumc.edu
- **Data**
 - co-chairs Brandon Biesiadecki, PhD Brandon.Biesiadecki@osumc.edu
 - Beth Panchal, MD Bethany.Panchal@osumc.edu
- **Events**
 - co-chairs Zarine Shah, MBBS Zarine.shah@osumc.edu
 - Erica Bell, PhD Erica.Bell@osumc.edu

We want you! Please consider joining one of the WIMS subcommittees (men and women!)

Highlight on Accomplishments

WIMS congratulates the following women faculty for their recent achievements.

- **Sheryl Pfeil, MD**, Professor of Gastroenterology, Hepatology, and Nutrition, was chosen by The Alpha Omega Alpha Honor Medical Society as its president-elect of its national organization.
 - **Cynthia Sieck, PhD, MPH**, Assistant professor of Family Medicine, was awarded a \$2.27-million grant by the NIH for her study "Total Engagement and Activation Measure (TEAM): Developing a Measure of the Capacity for Patients to Engage in Their Health Care."
 - **Cynthia Fontanella, PhD**, Associate professor of Psychiatry and Behavioral Health, was awarded a \$1.7 million grant by the NIH for her study "Identifying Periods of High Risk and Predictors of Suicide for Youth in Public Child Serving Systems."
 - **Amalia Cochran, MD**, Professor of Surgery, was inducted by The Academy of Master Surgeon Educators for the American College of Surgeons (ACS) into its inaugural class of associate members.
 - **Diana Greene-Chandos, MD, FNCS**, Assistant professor of Neurology, was elected as chair of The Women in Neurocritical Care group, a section of the Neurocritical Care Society.
 - **Jean Starr, MD**, Professor of Vascular Surgery, was elected as its second ever female president by the Midwestern Vascular Surgical Society.
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AAMC Mid-Career Women Faculty Leadership Development Seminar

Each year WIMS supports candidates for the AAMC Mid-Career Women Faculty Leadership Development Seminar (Atlanta, GA December 2018). This year's recipients for the AAMC seminar were Dr. Shu-Hua Wang and Dr. Michelle Isley.

Shu-Hua Wang, MD, PharmD, MPH&TM, FIDSA

Professor of Medicine, Medical Director, Ben Franklin TB Program, Division of Infectious Diseases

"I would like to thank OSU WIMS, FAME, and Infectious Disease Division for support to attend the three-and-a-half day AAMC Mid-Career Women Faculty Professional Development Seminar in Atlanta, GA in December. The seminar was excellent and many of the speakers were not only pioneer leaders in academics but inspiring role models for women faculty in medicine and science. The sessions covered organizational leadership skills and topics such as communication skills and influences (we took the color palette personality test), sponsorship (versus mentorship), negotiation, resilience and wellness and academic funding. Smaller interactive group sessions help attendees to network; further develop skills on how to advance in academic medicine and science.

For me there were several eye opening revelations! It allowed me to think about academic medicine in a different light. Whether we realize this or not, we are all leading by example every day. We are very committed to patient care, dedicated to educating the fellows/residents/students and passionate about research but we do not always visualize or recognize the potential of our own career paths. Whether we are seeking to be a "leader" in academic medicine or not, it made me more aware of my own actions (or non-actions). I learned a lot of valuable tips/lesson that can be applied not just toward my career goals but toward other areas of my life as well. I hope that everyone will have the opportunity to attend a local or national WIMS leadership conference. I would also definitely encourage junior faculty to attend the early career-development seminar- it can be life changing!"



Michelle Isley, MD

Associate Professor, Obstetrics & Gynecology

"I recently participated in the AAMC Mid-Career Women Faculty Leadership Development Seminar in Atlanta, Georgia, and I would like to thank WIMS for their support. I found this to be an incredibly valuable experience. The seminar was particularly well timed for me, having recently taken on a leadership role within the medical center I was looking for resources for additional career and skills development. This 4-day seminar provided a platform for me to meet and network with other women in various leadership roles. There were interesting and interactive sessions on persuasive communication, negotiation, resiliency, and change management, to name a few.

In one of the most interesting sessions, we all used the PACE® Palette to score ourselves and determine our "color" and preferred ways of communication. The session then went into how to and brain-stormed the best ways to approach a problem based on the "colors" of the individuals involved. Now I walk around trying to identify what "color" everyone is, because this will help me communicate more effectively. I met fellow obstetrician/gynecologists, but also women in other specialties in academic departments across the country. The seminar provided a safe space to talk about the challenges and best communicate with others in the different color groups and helped to explain why certain approaches may work better or worse depending on someone's preferred communication styles. We worked in small groups through various cases successes that we all face in academic medicine, especially as women. I have already recommended this seminar to several colleagues since my return and strongly recommend it for anyone moving into a leadership position or wanting to make a change in their academic career."



UPCOMING EVENTS

JANUARY

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 to connect and share experiences specific to women in medicine. For more information:

<https://medicine.osu.edu/alumni/events/Pages/Women-in-White-Coats.aspx>

MARCH

Persuasion (hosted by WIMS)

March 6, 2019, 4-6pm

L045 James Hospital

This session, facilitated by OSU power and persuasion expert Tanya Menon, PhD, Associate Professor of Business, will help you become a more powerful persuader at work using psychologically validated principles of influence, and also will address the unique challenges women face in this regard. Register by Mar 4.

2019 WIMS Spring Seminar

Save the Date: March 19 & 20

Location TBA

Professor Audrey 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 "Why Mentoring Matters" will be co-sponsored by WIMS, The Women's Place, and the OSU COM Office of Diversity & Inclusion.

Recommended reading

'Enough Is Enough': Science, Too, Has a Problem With Harassment

Link: <https://www.nytimes.com/2018/11/19/science/gender-harassment-science-universities.html?nytapp=true&smid=nytcore-ios-share>

There's gender bias in medical research. Here are 3 keys to fix it.

Link: <https://www.ama-assn.org/practice-management/physician-diversity/theres-gender-bias-medical-research-here-are-3-keys-fix-it>

Perspective Recognizing Blind Spots — A Remedy for Gender Bias in Medicine?

Link: <https://www.nejm.org/doi/full/10.1056/NEJMp1802228>



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