

WOMEN IN MEDICINE AND SCIENCE (WIMS) NEWSLETTER

Issue 25 – JANUARY 2025

Exciting Changes Ahead for WIMS in 2025

**WIMS Media & Communications
Subcommittee Co-Chairs**



Dear WIMS Community,

As we look ahead to 2025, we are excited to announce updates and transitions within The Ohio State University College of Medicine's Women in Medicine and Science (WIMS) leadership and initiatives. These changes will position WIMS to continue its mission of promoting equity and advancement for women faculty while embracing new opportunities for growth and impact.

First, we extend our heartfelt gratitude to Dr. Kristy Townsend, who will conclude her impactful three-year term as WIMS Director at the end of 2024. Dr. Townsend's leadership has been instrumental in advancing gender equity and empowering women faculty across our institution.

We are delighted to announce that Dr. Maya Iyer will step into the role of WIMS Director in 2025. As Associate Director over the past three years, Dr. Iyer brings a wealth of experience, enthusiasm, and dedication to this position, and we are excited about her plans to further enhance the WIMS mission. Joining Dr. Iyer is Dr. Aubrey Moe, who will assume the role of WIMS Associate Director. Dr. Moe has served as the co-chair of the Events Subcommittee and has demonstrated a strong commitment to fostering community and engagement within WIMS.

Another exciting development is the evolution of the Media and Communications Subcommittee into the Outreach and Communications Subcommittee. This newly expanded group will consist of two synergistic components:

- 1) Communications Team: Continuing the vital work of social media engagement, newsletter releases, and other communications, such as our Communications Champions program.
- 2) Outreach Team: Focusing on developing programming, partnerships, and collaborations with community organizations to advance gender equity on a broader scale and serve our local community.

WOMEN IN MEDICINE AND SCIENCE
THE OHIO STATE UNIVERSITY COLLEGE OF MEDICINE

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To support the advancement of women+ faculty in the College of Medicine, please donate to the WIMS development fund # 315293 or use the QR code below to donate to WIMS.



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WIMS Mission Statement

To promote equity, advancement, and retention of women-identifying and marginalized or minoritized gender faculty within the College of Medicine at The Ohio State University by cultivating awareness, advocating for change, enriching the broad academic culture, and empowering faculty to achieve professional fulfillment and success.

(Cover Letter continued)

Together, these teams will amplify WIMS's impact both within Ohio State and beyond, ensuring that our message and mission reach a wider audience, while fostering meaningful connections with our surrounding communities. In addition to the current Media and Communications co-chairs, the Outreach and Communications Subcommittee will be joined by new co-chairs Drs. Susan Massick, Pilard Hanna, and Cristiane Ueno.

Finally, we are proud to share that Dr. Maya Iyer and Dr. Jaclyn Caccese were awarded the Joan F. Giambalvo Fund for the Advancement of Women grant to study allyship. This work, entitled "Allyship in Action: A Novel Social Media Initiative on Sharing Stories of Allyship to Promote Gender Equity," will feature WIMS/OSUCOM faculty advocates and allies on social media. The project aims to cultivate allyship and promote gender equity by sharing impactful stories through social media platforms.

As we embark on this new chapter, we are energized by the opportunities ahead and appreciative of the ongoing support and involvement of our WIMS community. Let's continue working together to empower, uplift, and inspire!

Happy Holidays,
Co-Chairs, WIMS Media and Communications Subcommittee

Announcements and Opportunities

Updated OSU Policy on Parental Leave following Stillbirth

The Ohio State University has instituted a new parental leave policy for parents who experience a stillbirth. The birthing parent may now take up to 6 weeks of paid leave, and the non-birthing partner may take 2 weeks of paid leave.

Paid Time Off, 6.27
University Policy

Want to advance your scholarship?
Snacks & Scholarship
Ugly Hour
Join these awesome opportunities from the Health Professionals Education and Research (HPEER) Collaborative!



Emerging Leader in Healthcare Award

The OSU Women in Medicine and Science Committee (WIMS) will grant, on a competitive basis, an award of up to \$4,000 for any college of medicine faculty member seeking to strengthen their health care leadership, professional or career development, and/or business acumen skills, through a major healthcare leadership opportunity. Faculty meeting the criteria below are eligible to nominate themselves for this award.

Emerging Leader in Healthcare Announcement 2024.pdf

Events



WIMS members new and returning enjoyed the **WIMS Welcome / Welcome Back** event held at the OSU Faculty Club in August 2024. We were joined once again by Dean Bradford who recognized the important work WIMS does within OSU and externally. WIMS Director Kristy Townsend and Associate Director Maya Iyer also presented awards to WIMS members and celebrated the accomplishments of our organization over the past year.

Save
the
Date!



Don't miss the **WIMS Spring Speaker!**
Dr. Julie Silver will join us on 4/3/2025

Dr. Silver is associate chair of the Department of Physical Medicine and Rehabilitation at Harvard Medical School. She is an award-winning writer who has written many books that focus on healing including *After Cancer Treatment: Heal Faster, Better, Stronger* and *What Helped Get Me Through: Cancer Survivors Share Wisdom and Hope*. Her work has been featured in hundreds of media outlets including The CBS Early Show, The Today Show, Parade, NPR, USA Today, The Boston Globe and Prevention Magazine.

Behind the Scenes @ WIMS: Data Subcommittee

The mission of Women in Medicine and Science (WIMS) is to promote equity and advancement for faculty in the College of Medicine (COM) at The Ohio State University by cultivating awareness, advocating for change, and empowering women faculty to achieve personal and professional fulfillment. The WIMS Data Subcommittee (DSC), started in 2019 under the leadership of co-chairs Dr. Brandon Biesiadecki and Dr. Bethany Panchal, carries out the important role of collecting and analyzing data to direct and support WIMS goals and initiatives. Our data initiatives provide the data driven evidence to identify gaps, raise awareness for improvement, and recognize and highlight growth and achievements toward gender equity within COM. Importantly, data generated by DSC provides more transparency and the opportunity for information sharing that empowers both the current and next generation of biomedical clinicians and scientists.

Co-Chairs:

Ana Sarkar, MS, PhD, Internal Medicine, Pulmonary, Critical Care and Sleep Medicine

Lauren Southerland, MD, Emergency Medicine

Sonja Chen, MD, Nationwide Children's Hospital, Dept of Medicine, Pathology

Data Subcommittee members:

Brittney Keller-Hamilton, PhD, MPH, Internal Medicine, Medical Oncology

Kathy Tober, PhD, Faculty Affairs

Ceren Yazar-Fisher, PT, PhD, Dept of Physical Medicine and Rehabilitation

Julia Agne, MD, Palliative Medicine

Erin Stevens, MO, Palliative Medicine

Katherine Bline, MD, Pediatrics, Critical Care

Megan Keiser, PhD, Neurological Surgery

Erin Goodhue, DO, Pathology

Advisory members:

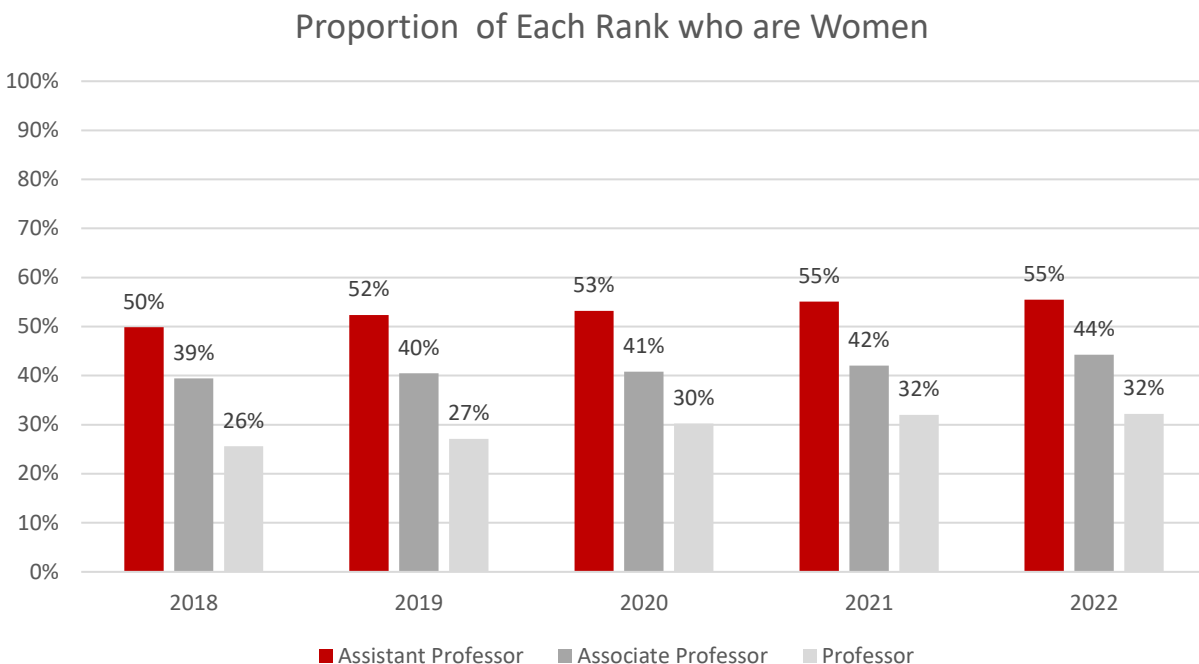
Mark Landon, MD, Chair, Obstetrics and Gynecology

Luanne Hall-Stoodley, PhD, Microbial Infection and Immunity

Tatiana Oberyszyn, PhD, Vice Dean for Faculty Affairs

Behind the Scenes @ WIMS: Data Subcommittee (cont'd)

Work Outputs: This past year we analyzed human resources faculty data from 2018-2022, providing reports stratified by gender, track (clinical and tenure), rank, and department. The proportion of women faculty overall increased from 43% to 48%. While the total proportion of women faculty is increasing, a gender gap remains especially at the highest levels. The proportion of full professors who are women increased from 26% to 32%, but for faculty on the clinical track, 9.3% (96/1022) of women are at the professor level compared to 17.1% (159/929) of men.



Data Subcommittee Goals:

- Analyze faculty time-in-rank, overall and stratified by gender, to identify potential programs and policies to equitably improve the promotion process.
- Contextualize 2018-2022 faculty data with faculty development initiatives in the College of Medicine and publish the findings in a manuscript.
- Investigate potential barriers to promotion and tenure for faculty overall and stratified by gender.

The WIMS Data Subcommittee appreciates the assistance of the Office of Faculty Affairs and will also continue to provide benchmarks using AAMC and other national datasets. If you are interested in helping, we meet monthly on the third Wednesday of the month at 10am. Email wims@osumc.edu if you would like more information or reach out to any of the co-chairs.

Accomplishments of Women+ Faculty



Congratulations to our WIMS Engagement Award Winners for 2024!
Dr. Megan Ballinger, PhD &
Dr. Jaclyn Caccese, PhD



Dr. Elaine Mardis was named one of Research.com's Best Female Scientists! She is ranked No. 35 in the U.S. and No. 56 in the world! The rankings are based on publication data. [Best Female Scientists in the World 2024 Ranking | Research.com](#)



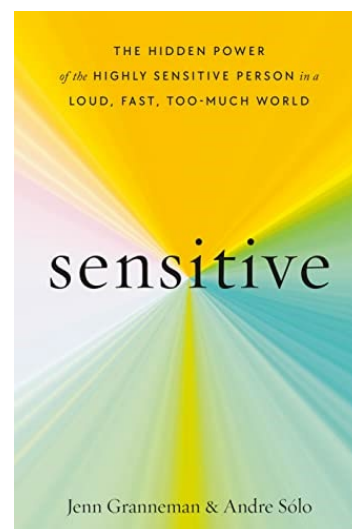
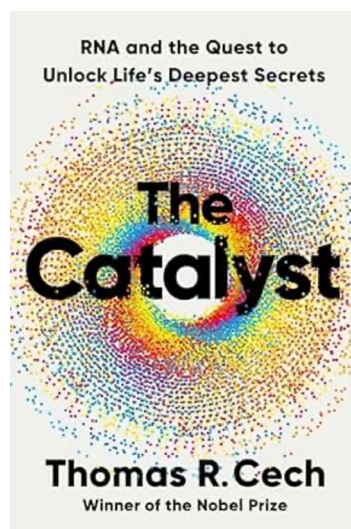
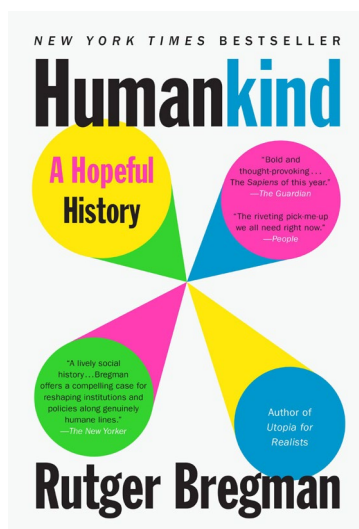
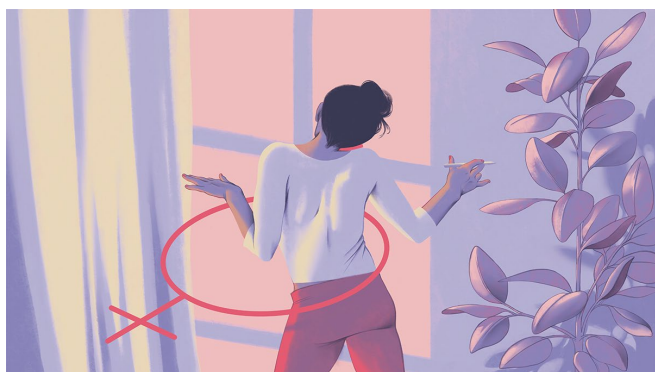
Dr. Ashley Cetnar, PhD, DABR, received the Karen Doppke Award for Women in Medical Physics from the Physics Division of MGH Radiation Oncology. [Ashley Cetnar is the 2024 winner of the "Karen Doppke Award for Women in Medical Physics" - OncoDaily](#)

Recommended Reading

[Advancing Gender Equity in Academic Medicine | AAMC](#)

Structural Issue What structural inequity are we trying to address?	Focus Area How are we trying to address it?
Traditional leadership ideals and biased evaluations	Leadership, promotion, and advancement of all marginalized genders into power positions
Dominant culture norms	Engaging all allies in addressing exclusive and harmful norms
Not valuing work equally	Addressing pay inequities and other institutional structures that impact compensation

[How Biases About Motherhood Impact All Women at Work](#)



Women in Medicine and Science (WIMS)



WIMS is...

- A dedicated OSUCOM faculty group promoting equity and advancement by cultivating awareness, advocating for change, and empowering women faculty to achieve personal and professional fulfillment.

Why Join WIMS?

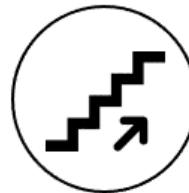
- Exclusive or early access to events and programming.
- Opportunities to meet mentors, colleagues, collaborators, and friends.
- Learn about resources, workshops, and trainings on campus and locally that will benefit your professional development.
- Support WIMS in advocating for programs and policies that enhance equity, advancement, and retention of women-identifying faculty.
- Membership Options - General Member, Advocate/Ally Member, or apply to join one of our 5 subcommittees (Data, Events, Media/Communications, Awards, Advocacy)
- Joining is easy and FREE, just scan the barcode

What does WIMS do?

Promote equity and parity



Identify and actively reduce barriers



Support promotion and leadership

Provide resources for mentorship, sponsorship, and career development



Improve the health and well-being of all faculty

Foster a positive culture and environment



@OhioStateWIMS



WIMS@OSUMC.edu