

# WIMS Newsletter

## Lanla F. Conteh MD, MPH, MBA

**Associate Professor of Medicine, Department of Internal Medicine  
Health System Medical Director, Endoscopy  
Director, Hepatology  
Director of GI Quality  
Program Director, Transplant Hepatology Fellowship  
Division of Gastroenterology, Hepatology and Nutrition**

It is a tremendous honor to be able to share a piece of my story with the WIMS community. One of my favorite quotes comes from the great Maya Angelou who said, “people will forget what you said, people will forget what you did, but people will never forget how you made them feel”. I constantly remind myself that even my toddler yearns to be heard and to be respected. Mutual respect is not an aspiration; it is an expectation. Collaboration and accountability are equally important. I am a servant leader and have always strived to lead by example. As I grow up, one of most resounding pieces of advice I have received, is to always be a physician first and never lose sight of the providers at the forefront of patient care. For me to preach the importance of starting the first procedure case on time as this impacts the efficiency of the rest of the day, I too must be held accountable to the same metrics.

My personal motto, both professionally and personally, is to have grit and grace in all circumstances. We must assume good intent and recognize that most people show up every day aiming to put their best foot forward. Along the same lines, we must also be resilient in those moments when our best is simply not good enough. I learned this lesson early. I was born and raised in Sierra Leone where I spent the first decade of my life. Due to political instability, my family was repeatedly destabilized. I grew up along the west coast of Africa, attending high school in The Gambia. We arrived in the United States seeking stability. I was able to attend college and beyond. I learned the importance of grit and the importance of not allowing obstacles to impede progress and the goals we set for ourselves. I learned flexibility and that home is where you make it. I strongly believe that the diversity of my environments and the ability to navigate different cultures, both internationally and nationally, have served a crucial foundation in my development. We can look at life’s experiences as tragedy. Or we can relish in the lesson learned. I was privileged to be raised in a family that taught love and resilience. A family that valued education and showed me that material possessions were just that, material. However, my education could never be taken away and could serve as building blocks to rebuild if all else was lost.

June 2023,  
ISSUE 20

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



### IN THIS ISSUE

- Dr. Lanla Conteh’s Letter
- Announcements and Opportunities to Get Involved
- Past Events
  - Annual Celebration, May 10<sup>th</sup> 2023
  - Partner Equity Workshop by Kate Mangino, May 23<sup>rd</sup> 2023
  - Health Athlete One Day Workshop, April 27<sup>th</sup> 2023
- Behind the Scenes @ WIMS
- Acknowledgments of Accomplishments
- Upcoming Events
- A must read!

### 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.

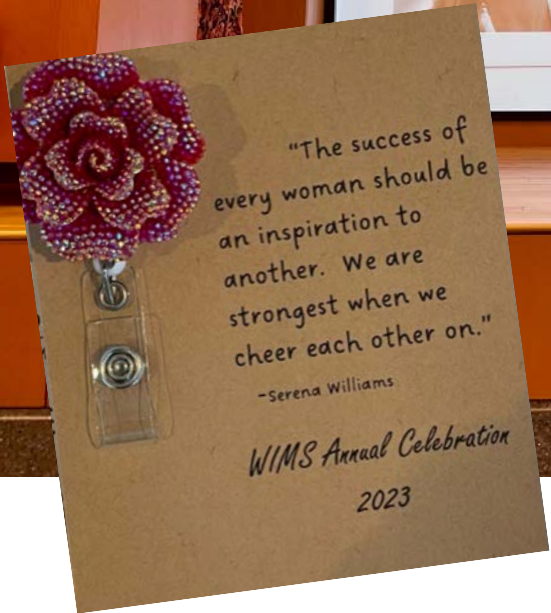
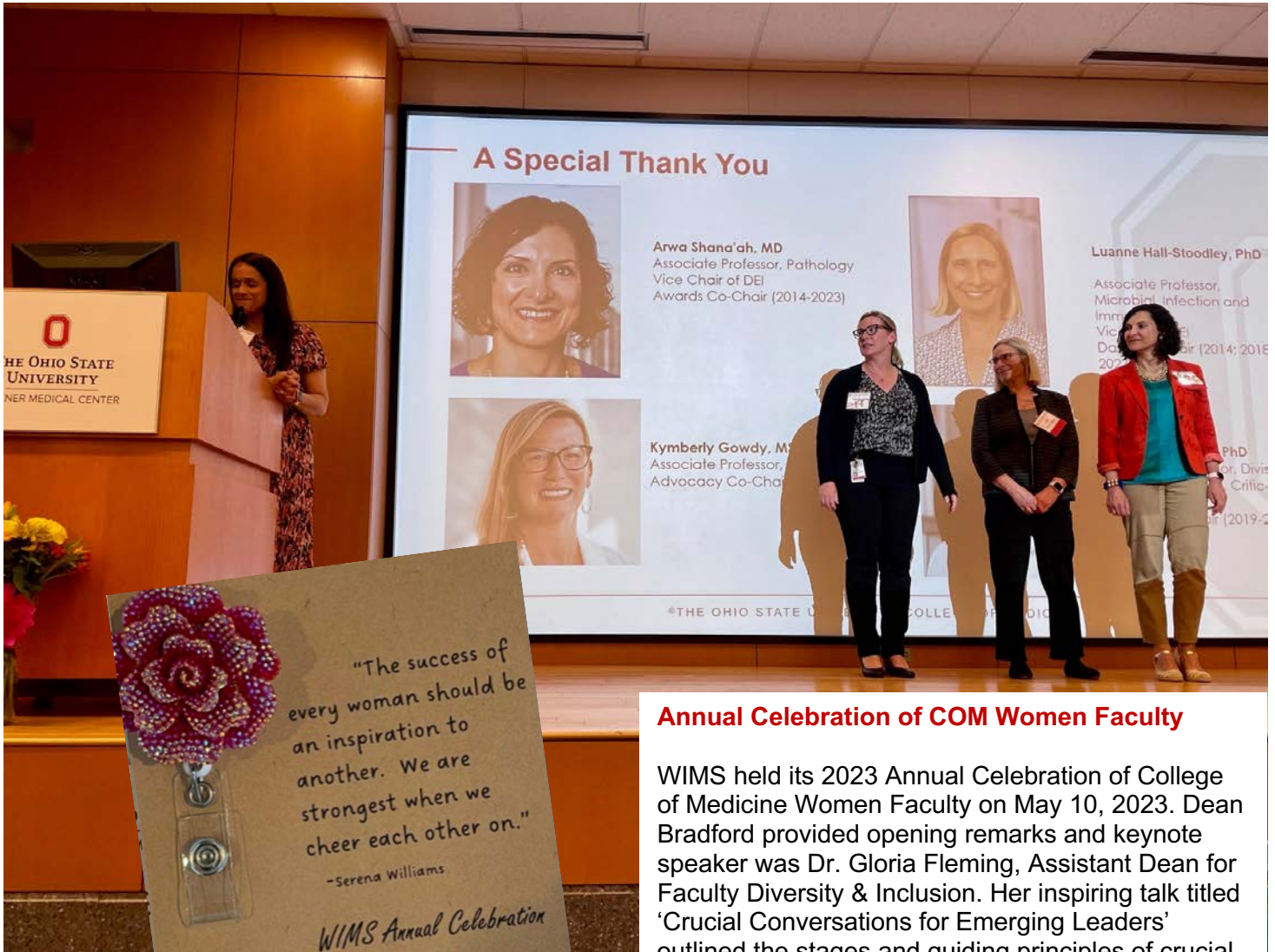
Representation matters. I came to Ohio State 8 years ago due to the chance to report directly to someone who looked like me. This may seem mundane, however, as a black physician, I realized that these opportunities would be fleeting in my lifetime. I have had incredible mentors and sponsors during my time here who have opened doors and continue to do so. I currently serve as the Health System Director for Endoscopy and Director of GI Quality. I also serve as the Program Director for the Transplant Hepatology Fellowship Program and as the Director of Hepatology. We are proud that OSU is a top 10 liver transplant program in the country.

My most honored role, however, is being a mother to 3 amazing children. As I sit in the middle of the sandwich between caring for elderly parents and my children, I fully realize that family is my greatest legacy. One of the promises I made to myself a long time ago, was that if I became a physician, I wanted to continue to be fully present in my home life. This is not to say that I do not delegate responsibility; I certainly do, and we all should when able to do so. However, I aim to be present for the majority of the big and small moments. I sometimes fail. Around 4pm every day, I start a message chain with my husband who is also a physician, trying to determine who will be picking up which child from which location and going to which activity. I believe in work/life integration. My work gives me purpose. My family gives me life. There are moments when work consumes 80% of my time and rightly so. And there are moments when I need to be fully present at home. It is hardly ever a balance of 50/50. There is a popular phrase, “the days are long but the years are short”. I try to remember this.

Ellen Johnson Sirleaf, the former president of Liberia and the first elected female head of state in Africa, once said, “if your dreams do not scare you, they are not big enough”. I would encourage all of us to dream big, bold, audacious dreams. If we ourselves cannot imagine it, how can we possibly expect others to. I believe in offering others a seat at the table and in empowering women to use their voice when given a seat at that table. I believe in striving for equity and diversity. I have two daughters. My hope is that if I am able to use my voice and by doing so, I make their path in life a little easier down the road, then I have lived up to my calling.



# WIMS Annual Celebration: May 10<sup>th</sup> 2023



## Annual Celebration of COM Women Faculty

WIMS held its 2023 Annual Celebration of College of Medicine Women Faculty on May 10, 2023. Dean Bradford provided opening remarks and keynote speaker was Dr. Gloria Fleming, Assistant Dean for Faculty Diversity & Inclusion. Her inspiring talk titled 'Crucial Conversations for Emerging Leaders' outlined the stages and guiding principles of crucial conversations and their resolution. WIMS recognized new women faculty recently promoted and emerging leaders in medicine and science.



## Partner Equality Workshop May 23<sup>rd</sup> 2023

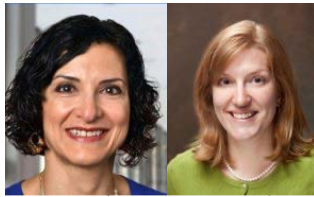
WIMS held a discussion about our culture's gender expectations and the link between household duties and work capacity. Kate Mangino, author of *Equal Partners: Improving Gender Equality at Home*, did a superb job facilitating an in-person interactive session that looked at recent data around cognitive labor, and led participants to discuss the impact our household responsibilities have on our own work capacity and performance.



## OSU Basketball Game: February 24<sup>th</sup> 2023



## Behind the Scenes @ WIMS:



## Awards Subcommittee



The **mission** of our subcommittee is to nominate and facilitate nomination of women and allies for awards, create new awards to recognize women and allies, and create a repository of awards.

1. Identify opportunities for women to receive awards including attending seminars/courses as well as recognition of achievements
2. Facilitate nominations for identified awards. This can take the form of soliciting nominations, working with nominees to prepare required documents or preparing and submitting nomination documents for nominees.
3. Assist in creating new awards for women in different areas such as leadership, education and business acumen.

**Cara N. Whalen Smith PT, DPT, MPH, CHES** was selected as the winner of the **Healthcare Business Award**. She is a public health physical therapist with a mission to improve access to quality, competent healthcare and community inclusion for people with disabilities through healthcare workforce development and community-based inclusive development to improve health equity for people with disabilities. She used the funding to attend the Association of University Centers on Disabilities (AUCD) Leadership Academy.

We developed a new award: the **Ally Award** for which we developed a scoring rubric, received 5 applications, and selected the winner: **Dr. Tim Pawlik MD**. In collaboration with the College of Medicine Awards Committee, we also solicited nominations and selected **Electra Paskett, PhD** for the Marion Fay Spencer award from Drexel University. We also nominated and facilitated the application of **Kristy Townsend, PhD** for the AAMC Individual Award. We are awaiting announcement of these award winners.

We are currently seeking nominations for the **Outstanding Women in Medicine and Science Engagement Award**, given annually to current or past members of WIMS who have demonstrated an impact on the development of WIMS and/or its members. Nominations for this award may be self or peer-initiated. Materials should include a 1-2 page nomination letter describing service, mentorship, and engagement in WIMS activities, including a statement of specific contributions to WIMS, and a corresponding list including dates of service). Applications are due July 1st to [wims@osumc.edu](mailto:wims@osumc.edu).

We were able to accomplish our goals and will welcome a new co-chair this summer, Kristen Lewis, MD. We thank Arwa Shanah 'ah, MD for her dedicated service to WIMS and the Awards Subcommittee.



The WIMS Awards Subcommittee is chaired by Drs. Arwa Shana' ah (top left) and Carolyn Presley (top right). Awards Subcommittee members include (in order from left to right on the bottom row) Drs. Kristen Lewis, Nicholas Breitborde, Catherine Chung, Ce Shang, Ashley Cetnar, Ritu Kapoor, and Holli Loomans-Kropp.

*Every newsletter, "Behind the Scenes @ WIMS" will explore a specific subcommittee in WIMS.*

# Highlight on Accomplishments

## WIMS Recognition of Emerging Leaders

### Dr. Akua Amponsah, MD

Department of Pediatrics  
Division of Primary Care Pediatrics



"Implemented a wide range of critically important community programs, including an evidence-based parenting program in the Lindon community, and oversees activities throughout Columbus to address topics such as food insecurity"

Nominated by: Catherine Krawczynski, MD, Professor and Chair, Department of Pediatrics

### Dr. Floortje Backes, MD

Department of Obstetrics and Gynecology  
Division of Gynecology Oncology



"An exemplary clinical and translational researcher in our gynecologic oncology division who is also a superb clinician. She is both a local and national leader in many important clinical trials. Trainees refer to her as "superwoman" a nickname which attests to her leadership and example she sets for all"

Nominated by: Mark London, MD, Professor and Chair, Department of Obstetrics & Gynecology

### Dr. Min-Jeong Cho, MD

Department of Plastic and Reconstructive Surgery



"A talented microsurgeon and is leading our customized microsurgery and lymphedema program. This includes leading multiple surgeons in the operating room to provide up to four free flaps to reconstruct breasts in patients with breast cancer. She is also successfully building our pediatric lymphedema program at NCH which is distinguishing our program from many in the country"

Nominated by: Amy Moore, MD, Professor and Chair, Department of Plastic Surgery

### Dr. Tirisham Gyang, MD

Department of Neurology  
Multiple Sclerosis Center & Neuroimmunology Program



"Has made many critical contributions to our clinical and education missions, as well as to our culture...played a significant role in the development of our new MS Quality of Life and MS Multidisciplinary Symptom Management clinics, successfully launched the MS Clinical Fellowship Program, expanded our Pathways program, which is a multifaceted initiative with the goal of inspiring persons from under-represented groups to consider careers in Neurology and Neuroscience and has helped build the first Columbus Free Neurology Clinic"

Nominated by: Benjamin Segal MD, Professor and Chair, Department of Neurology

### Dr. Emily Hemann, PhD

Department of Microbial Infection and Immunity



"Very engaged in several MI&I missions, including our Diversity, Equity, and Inclusion initiatives. Has taken the lead on MI&I Community Outreach and demonstrated clear leadership skills by standardizing the virtual interview process to ensure that each candidate was treated equitably. In short, Dr. Hemann has established herself as an emerging leader in our department through her engagement and creativity"

Nominated by: Eugene Qitz PhD, Professor and Chair, Dept. of Microbial Infection & Immunity

### Dr. Emily Kauffman, DO, MPH

Department of Emergency Medicine



"Established programs for suboxone prescription from the ED, linking real-time patients with SUD to treatment, the creation of an addiction consult service in the ED and others. Her work has helped thousands of patients with SUD who present to the OSU EDs and will continue to do so into the future"

Nominated by: Jeffrey Cabelco, MD, MPH, Professor and Chair, Department of Emergency Medicine

### Dr. Genevieve Kendall, PHD

Department of Pediatrics  
Principal Investigator in the Center for Childhood Cancer



"Has been critical to the process of building and completing our zebrafish facility. She uses that facility to support her research focused on building zebrafish models of pediatric cancer. She has become a national leader as the Chair for the Zebrafish Disease Models Cancer Research Interest Group and an elected member of the Board of Directors for the Zebrafish Disease Models Society"

Nominated by: Catherine Krawczynski, MD, Professor and Chair, Department of Pediatrics

### Lucretia Long, APRN-CNP

Department of Neurology  
Division of Epilepsy



"In addition to providing excellent, empathetic healthcare to individuals with epilepsy, she is an innovative leader who oversees our ambulatory advanced practice provider program...organized and implemented an on-boarding process and curriculum for new ambulatory APPs as well as a monthly academic didactic series and team building meetings. She also created and spearheaded the first Neurology Nurse Advanced Practice Provider Symposium"

Nominated by: Benjamin M. Segal, M.D. Professor and Chair, Department of Neurology

### Dr. Sarah MacEwan, PhD

Division of General Internal Medicine



"An outstanding mentor to junior staff and post-docs learning to conduct health services research, especially in the areas of qualitative data collection and analysis"

Nominated by: Ann Scheck McAleamoy, ScD, MS, Associate Dean for Health Services Research

### Dr. Dana McTigue, PhD

Department of Neuroscience



"Has demonstrated a breadth of leadership at the department level, at the college level and the university level. She has been a central point of contact for all COM researchers to help them overcome a variety of roadblocks and problems"

Nomination by: Georgiia Bishop, PhD, Professor and Vice Chair Department of Neuroscience

### Dr. Kerry-Ann Mitchell, MD, PhD

Department of Plastic and Reconstructive Surgery



"Has been successful in developing both a clinic and research program focused on the emerging field of Neuroplastic Surgery. She is breaking walls down and leading this collaborative multidisciplinary effort to improve the care of patient with head trauma, TBI and oncologic involvement of the cranium"

Nominated by: Amy Moore, MD, Professor and Chair, Department of Plastic Surgery

### Dr. Aubrey Moe, PhD

The Department of Psychiatry & Behavioral Health



"A true quadruple threat in academic medicine. A gifted scholar and researcher elucidating key brain-behavior circuits in psychotic disorders; a talented clinician who provides evidence-based, compassionate care to her patients; a thoughtful educator who effectively guides the development of trainees and junior faculty; and dedicated member of her academic community who promotes and advocates for women faculty"

Nominated by: K. Loan Phan MD Professor and Chair, Department of Psychiatry & Behavioral Health

# Highlight on Accomplishments

## WIMS Recognition of Emerging Leaders

### Dr. Ana Mora, MD

Department of Internal Medicine  
Division of Pulmonary, Critical Care and Sleep Medicine



"A world-renowned expert in the biology of aging and lung disease ...has led our significantly growing research efforts in the Division. She has organized new research conferences and work-in-progress meetings to help develop post-doctoral trainees and early career faculty. Will be a recipient of the 2023 American Thoracic Society Recognition Award for Scientific Accomplishment. Dr. Mora clearly exemplifies exceptional leadership and accomplishment"

Nominated by: Jeffrey Horowitz, MD, Professor and Division Director of Pulmonary, Critical Care and Sleep Medicine

### Dr. Leena Nahata, MD

Department of Pediatrics  
Division of Endocrinology



"Locally, she is founding medical director of the NCH Fertility and Reproductive Health Program, the Co-Director of the CBH Post-Baccalaureate Training Program, and most recently, a founding Steering Committee member of the NCH New Faculty Advising Program. Her national/international leadership roles include Chair of the Pediatric Initiative Network of the Oncofertility Consortium, Co-Chair of the Pediatric Endocrine Society Program Committee, and Reproductive Health Chapter Lead for the World Professional Association for Transgender Health Standards of Care Version 8"

Nominated by: Catherine Krowczycki, MD, Professor and Chair, Department of Pediatrics

### Dr. Samilia Obeng-Gyasi, MD

Department of Surgery  
Division of Surgical Oncology



"A nationally recognized leader in breast surgery with 57 peer reviewed publications, numerous presentations, media interviews, and followers on social media. She established a new breast surgery fellowship program at OSU and is the one of the 2022 recipients of the American Society of Women Surgeons 40 Female Surgeons under 40 award as well as a 2022 Society of Black Academic Surgeons-Association of Woman Surgeons Visiting Professorship"

Nominated by: Timothy Pitschik MD, Chair, Department of Surgery & Mark Arnold MD, Executive Vice Chair, Dept. of Surgery Program Director, General Surgery

### Dr. Bethany Panchal, MD

Department of Family Medicine



"The model of servant leadership in department, institution and state. She has led efforts in improving maternity and infant care at the state and local levels. She has also led efforts in advancing DEI in our Department. She is now the Program Director in our Family and Community Medicine Residency Program leading change and innovation in residency education"

Nominated by: Aaron Clark, DO, Professor and Chair, Department of Family and Community Medicine

### Dr. Maggie Redmond, MD

Department of Pediatrics  
Division of Allergy and Immunology



"Founded the the Ohio Allergy and Immunology Society and was elected the first president of the OASIS. Dr. Redmond has demonstrated additional leadership as Quality Improvement (QI) lead for Allergy/Immunology, spearheading several QI projects"

Nominated by: Catherine Krowczycki, MD, Professor and Chair, Department of Pediatrics

### Dr. Kara Rood, MD

Department of Obstetrics and Gynecology  
Division of Maternal-Fetal Medicine



"A highly accomplished maternal fetal medicine specialist with national recognition for her work in several areas. A passionate leader who is in charge of our resident clinic and also directs the Substance Treatment and Education Prevention Program (STEPP) which provides exceptional care to pregnant women with substance abuse disorders throughout the region. Under her incredible leadership and vision, the program now takes care of nearly 300 women annually"

Nominated by: Mark London, MD, Professor and Chair, Department of Obstetrics & Gynecology

### Dr. Taru Saigal, MD

General Internal Medicine



"Has been leading the development of a new language concordant care program in our division that is off to a great start. She is hoping to continue to grow the program beyond GIM in the coming year. For her work developing that program, she recently won our Excellence in DEI Award"

Nomination by: Dr. Dan Jonas, MD, Professor and Director, Division of General Internal Medicine

### Dr. Amy Speeckaert, MD

Department of Orthopaedic Surgery



"Has shown exceptional leadership skills within and outside of the department. She is the coordinator for medical school rotations, enabling a diverse group of learners to explore and consider a career in orthopaedics. In recognition of her leadership, she was appointed Vice-Chair for Clinical Operations and is making substantial contributions to improving operating room access and improving quality metrics for patient care"

Nominated by: Andrew H. Glassman, MD, MS, Professor and Chair, Department of Orthopaedics

### Dr. Kristin Stanford, PhD

Department of Physiology and Cell Biology



"Has shown great leadership for her role in the Metabolism Center, the PHAT center that she initiated and directs and her new role as associate director of DHLRI. She also has been doing amazing in her research and her and her team were just recently awarded an AHA SFRN on Biological Pathways of Chronic psychosocial Stress and Cardiovascular Health"

Nominated by: Isabelle Deschênes, PhD, Professor and Chair, School Biomedicine Science Physiology and Cell Biology

### Dr. Cristiane Ueno, MD

Department of Plastic and Reconstructive Surgery



"Dr. Ueno has shined as a leader among the residents and medical students. She has organized numerous medical student education programs, community outreach events and leads our Plastic Surgery Interest Group. Her positive influence was recognized this past year as she won honorable mention for the 2022 Bowen Award"

Nominated by: Amy Moore, MD Professor and Chair, Plastic Surgery

### Dr. Monica Venere, PhD

Department of Radiation Oncology



"Dr. Venere is an emerging leader in research and innovation. She is very deserving of recognition. She is an amazing talent!"

Nominated by: Arnab Chakravarti, MD Professor and Chair, Radiation Oncology

### Dr. Subhdeep Virk, MD

Department of Psychiatry & Behavioral Health



"Provides cutting-edge therapies to her patients, most notably for treatment-resistant depression. In addition to distinguishing herself as the director of our department's clinical trials program, medical director of Harding Hospital, her extraordinary commitment to clinical care and her energetic, diplomatic, and empathic leadership has resulted in improvements in team cohesion and patient experience. Dr. Virk is committed to the academic development of all clinical faculty, residents, and students and has always been a champion for women in our field"

Nominated by: K. Luan Phan, MD, Professor and Chair, Department of Psychiatry & Behavioral Health

## UPCOMING EVENTS

Please join us for these great networking opportunities

### WIMS Welcome Back

August 31<sup>st</sup>, 4-7 at OSU Faculty Club. Please join us as we kick off the academic year for an early evening of networking with WIMS leaders and members.

### Women and the Power of Negotiation

Keynote by Sara Laschever in BRT 115 from 10a-11a followed by a workshop (will be capped at first 30 ppl that register) in Meiling 234 from noon-3pm

Talk description- Whether they want higher salaries, better career opportunities, or more help at home, women are much less likely than men to ask for what they want. When women do ask, they tend to mimic the forceful, competitive negotiating style favored by men, which often backfires. In this talk, Sara Laschever looks at why women feel reluctant to ask for what they need and deserve—and reveals the shockingly high price women pay when they don't take steps to combat this widespread phenomenon. She shows women how to recognize more opportunities to negotiate, prepare thoroughly, manage the anxiety they may feel when they approach a negotiation, and employ negotiating strategies that have been shown to work especially well for women.



### A MUST READ!

Twins sisters (and WIMS members!) genuinely committed in science and medicine careers...

Source: <https://health.osu.edu/health/general-health/quatman-sisters-careers-in-medicine>



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER

Women in Medicine and Science

For more information, please visit the WIMS webpage at

<https://medicine.osu.edu/faculty/wims>